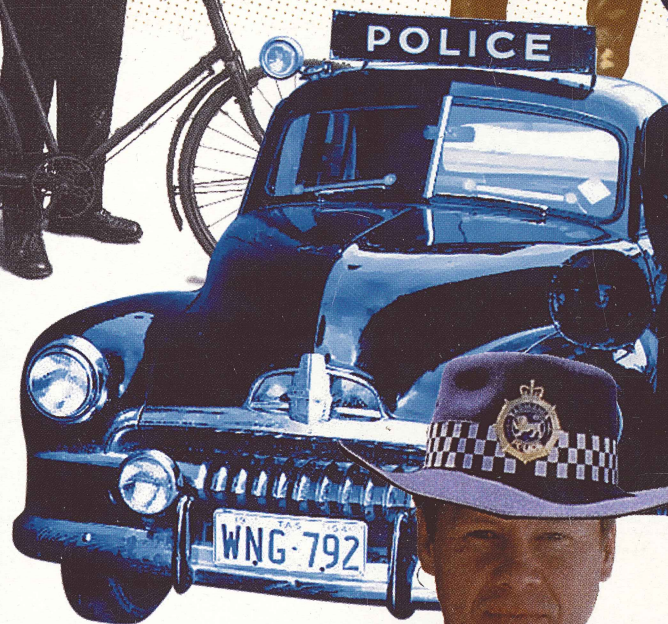
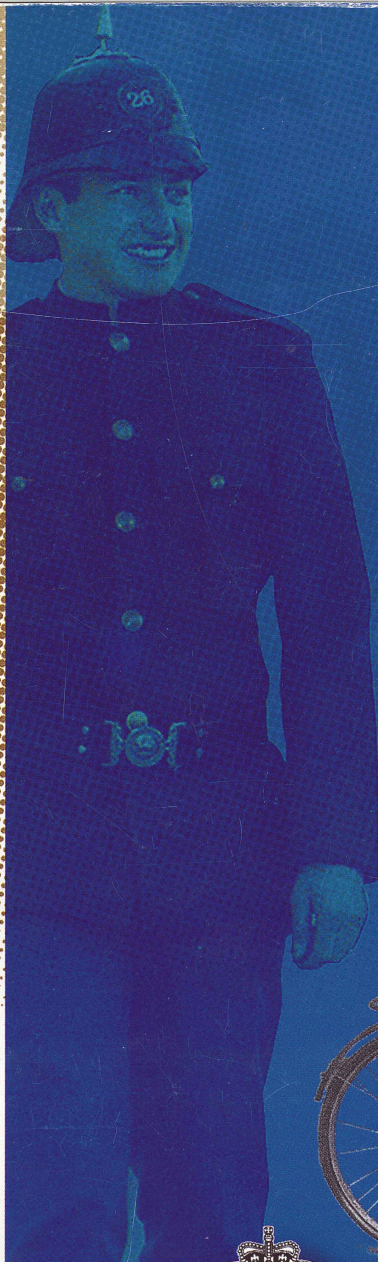
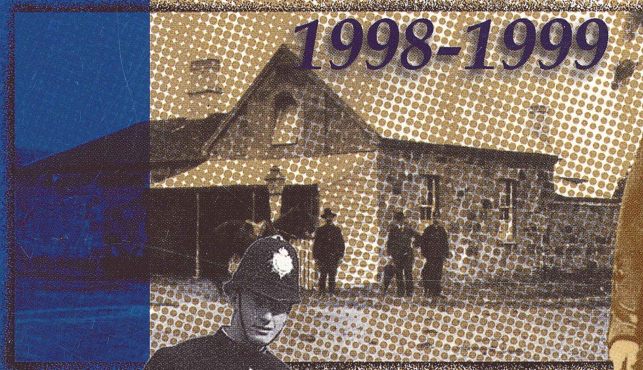


Centenary

Annual Report

1998-1999



**Tasmania
POLICE**

100 years of service

1899 - 1999

From Force to Service



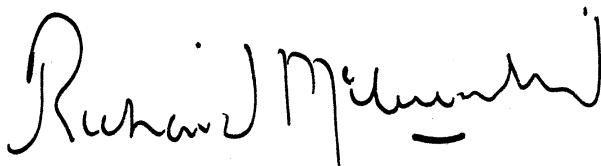
30 November 1999

The Hon D Llewellyn MHA
Minister for Police and Public Safety
Parliament House, HOBART

Dear Minister

In accordance with Section 33AB of the Tasmanian State Service Act 1984 and Section 27 of the Financial Management and Audit Act 1990, I have pleasure in submitting the Annual Report and Financial Statements for the Department of Police and Public Safety for the financial year 1998-99.

Yours sincerely



Richard McCreadie,
Secretary, Department of Police and Public Safety





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Secretary's Foreword

Reflecting on the past year, I take immense pleasure in reporting that in the year in which we celebrated our centenary, so much was achieved. I reiterate a comment I made recently that we can all take great pride in the department's record during the past century and in the community's confidence in the organisation. This community support was in evidence at the numerous centenary celebratory exhibitions, tattoos and civic receptions. For the first time in the State's history the police flag was flown from Parliament House and Premier Jim Bacon commended the police service on "achieving its centenary of loyal and diligent service to the Tasmanian public".

To provide an insight into how things have changed, I have taken the unusual step of incorporating interesting sections of Commissioner George Richardson's first annual report for Tasmania Police for 1899 into this annual report.

This year's report outlines, in some detail, the very significant number of achievements and the efforts that have gone into ensuring that we remain a vibrant, innovative and effective police and emergency service. A number of the initiatives described were commenced in the previous period and came to fruition during this financial year. Many, particularly those devoted to crime prevention, community safety, and crime detection and investigation, will continue to be refined and evaluated. Our efforts have been focused on reducing crime in the community, improving our clear-up rates, particularly in the areas of burglary, robbery and motor vehicle stealing, and reducing the fear of crime. However, I am confident that the Project Samaritan and Common Ground projects will provide some insight into community perceptions of crime and fear of crime and will, in turn, inform and enhance future crime reduction strategies. Tasmania still remains the safest state in Australia in which to pursue business and lifestyle opportunities. Whilst property crime has decreased for the first time in years, we remain determined not to rest on our laurels. Whilst it remains premature to report that in recent months the reduction in crime may be due to our new integrated crime management strategy, I have reason to believe that this is indeed the case.

There are, however, a number of areas of continued concern, particularly, the increase in the number of fatal road accidents, robberies, assaults and motor vehicles stolen. Although some causal factors lie outside the domain of police to influence, strategies can be implemented to minimise the harm that communities and citizens face. Police are now targeting rural roads where many of the state's fatalities have occurred this year. The department will also be placing greater emphasis on its task force and high profile policing activities in order to reduce the number of cars being stolen and the number of assaults taking place on young people in and around clubs and hotels. Enhanced intelligence gathering and offender profiling should also assist in identifying family members who are at risk of domestic violence and remedial action can then be taken by police and domestic crisis personnel. These problems, together with our efforts to reduce the high volume of property crime, will be the major challenge confronting the department during the next year.

As highlighted in this report, my fellow Commissioners at both department and jurisdictional levels are concerned at the level of illicit drug crime in the community and the direct links that exist between drug usage and property crime. A great deal of research has, therefore, gone into the development of strategies that, when implemented in the next six months, will enhance drug intelligence, reporting and investigative techniques. Preparation is substantially on target to introduce the Tasmanian Early Intervention and Diversion Framework, an innovative whole-of-government approach to managing drug use. Once implemented, Tasmania will be leading the country and this framework will be a useful model



to inform other states of an approach that diverts offenders from the criminal justice system to assessment, education and treatment alternatives.

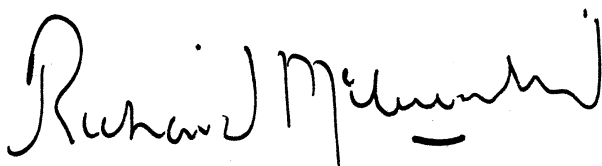
During the year, significant planning time and physical resources have gone into the preparation of contingency plans to counter possible ramifications of Y2K information technology failure. Through thorough testing and remediation of our technology, processes and interfaces with other agencies, I am confident that we will be in a sound position to manage any eventualities that will arise during December 1999 and January 2000.

One of our real achievements this year involved the policing of the Safe Haven community of Kosovo refugees. At short notice, police were able to prepare for this unknown situation and quickly establish excellent relationships with the community. The feedback I have received from both my officers, the general community and the Kosovar spokespersons has been very positive. The officers concerned are very proud of their achievements and at the same time have been very humbled by this unique experience.

No major disasters leading to significant loss of life occurred during the year. However, the State Emergency Service volunteers again responded excellently during severe storms and flooding and provided very significant support to search and rescue operations. I acknowledge their care, dedication and great skill in this area, particularly in road accident rescue and, in general, the value of their support to police operations.

Finally, I take this opportunity to express my thanks to all staff - Police, State Service and State Emergency Service - for their invaluable contribution, loyalty and commitment to the department and to their community. It has been a memorable and very productive year and I suspect the pace of change will not ease as we approach the challenges and uncertainties of the new millennium.

Richard McCreadie



Commissioner of Police,
Secretary, Department of Police and Public Safety

Vision

To be widely recognised as a premier police organisation

Mission

To ensure that Tasmania is the safest state in the nation



Corporate Management Group



Barry Bennett
Assistant Commissioner
Planning & Development

Frank Ogle
Director
Administration

Luppo Prins
Assistant Commissioner
Crime & Operations

Richard McCreadie
Commissioner of Police

Jack Johnston
Deputy Commissioner of Police

Business Statement

Outcomes

By focusing on our vision and mission, we will strive to achieve the following outcomes:—

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

Output Groups

We will deliver outputs in specific service delivery groups as outlined below:—

- Policing Support to the Community;
- Crime Detection and Investigation;
- Traffic Law Enforcement and Road Safety;
- Protection of Primary Industry and Fisheries Resources;
- Emergency Management;
- Support to Judicial Services; and
- Ministerial Support and Information Services.

The **Performance Improvement Program** supports each of these groups in the areas of:—

- Professionalism and Accountability;
- Operational Support Services; and
- Corporate Services Support.

Strategic Directions

Our strategic directions are closely aligned to those set as part of the Directions in Australasian Policing which will assist us with the adoption of best practice.

Fully Integrated Community Network

We will become a partner in a fully integrated community network. We will provide leadership on critical issues affecting socio-economic well-being, including community safety, and adopt a partnership approach to problem solving.

Core Policing

We will focus sworn and unsworn members on enforcement of the law, crime prevention and the provision of other services appropriate to their powers and competencies.

Operational Excellence

We will create an environment which delivers high value to Tasmanian communities through efficient and effective work processes. We will enhance the confidence in and respect for our organisation and individual members.

Organisational Learning

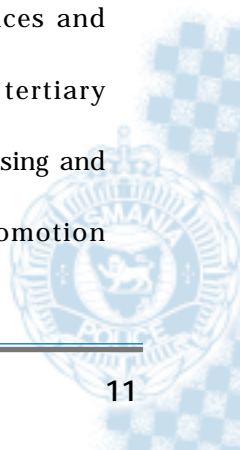
We will continually challenge and reshape our services and work practices to ensure they continue to meet community requirements.

Corporate Priorities

The following corporate priorities have been identified as key achievements to meet contemporary policing needs. Reporting on these has been incorporated into the Overview and Output Group sections of this report.

The department will:—

- maintain crime prevention and crime investigation strategies to reduce the incidence of crime and increase the apprehension of offenders;
- continue traffic law enforcement strategies consistent with national best practice;
- complete the upgrade of radio communications, the statewide call centre and desktop computer applications in order to improve occupational health and safety, information technology infrastructure and business processes;
- develop comprehensive human resource strategies focusing on:—
 - ◆ improving supervisory practices and project management skills;
 - ◆ building partnerships with tertiary education providers;
 - ◆ enhancing practices for recognising and rewarding staff; and
 - ◆ reviewing recruiting and promotion examination procedures.



- ♦ enhance its program of reviewing relevant legislation;
- ♦ foster opportunities and strategies aimed at celebrating the centenary of policing in Tasmania; and
- ♦ implement and promote effective State Emergency Service strategies for emergency risk management, competency-based training and public education programs.

that Tasmania remains the safest state in the nation.

Values

The values which are fundamental to the way in which all our members will conduct their duties are:—

- honesty and a commitment to the highest levels of professional integrity;
- upholding the rule of law;
- preserving the rights and freedoms of individuals and providing a service which is equitable to all members of the community;
- exercising their authority and responsibility;
- treating victims of crime and those in personal need compassionately; and
- cooperating with the community in a sincere and courteous manner.

Guiding Principles

Supporting our values are a number of principles which will guide the design and implementation of work processes:—

Empowerment

Ensuring that front-line officers have the appropriate authority, accountability, tools and training to deliver professional services.

Efficient and Effective Resources

Use of physical, human, technological, information and financial resources developed in partnership with others.

Community Focus

Understanding the community's needs, and reflecting those needs in the services we provide.

Building a Flexible Organisation

To meet the changing needs of the communities we serve.

Work in Partnership with Others

To maximise the contribution of police to ensure

Tasmania Police Organisational Profile



Strategic Management Structures

Corporate Management Group (CMG)

The CMG comprises the four Commissioners and the Director, Administration. It determines departmental directions and command benchmarks, provides advice to the Minister for Police and Public Safety and acts as a corporate board to which senior police and state service managers report and are accountable.

Senior Executive Officers' Group (SEO)

The SEO comprises the Commissioners, the Director (Administration) and Superintendents from each operational and support command. This is a consultative body where senior officers discuss contemporary policing issues.

Information Management Board (IMB)

The IMB comprises senior officers from executive, operational and technical areas. It provides strategic direction for the corporate information needs of the department.

Geographical Districts

Tasmania Police comprises four geographical districts - Northern, Southern, Eastern, and Western - with each of these divided into Divisions. Superintendents in each of these

Districts have responsibility for the delivery of policing services to their respective communities and, as part of the department's requirement for increased accountability, have assumed greater control over a range of financial management, personnel and administrative areas. Police divisions are closely aligned with local government boundaries and senior police in these commands have a responsibility to develop a close working relationship with local government, businesses and community groups.

Support Services

Operations Support

Operations Support contains a number of specialist policing functions that provide a statewide support to regional policing services. Among these are Marine and Rescue Operations, Information Bureau Services, Bureau of Criminal Intelligence, Proceeds of Crime, Forensic and Crime Scene Investigation Services, Protective Security, Traffic Liaison, Physical Surveillance and Technical Support Units, Communication Operations and the Police Call Centre.

Executive Support

Executive Support comprises Policy and Standards, Crime Policy, Secretariat, Planning and Research, Freedom of Information, Drug

Policy and the Crime Prevention and Community Safety Council. Its major role is to provide an advisory and research facility for executive management.

Human Resources

Human Resources comprises Recruitment, Training and Development, Human Resource Operations and Police Personnel. It integrates training and personal development, policy and processes and provides a support structure for sworn and unsworn members of the department.

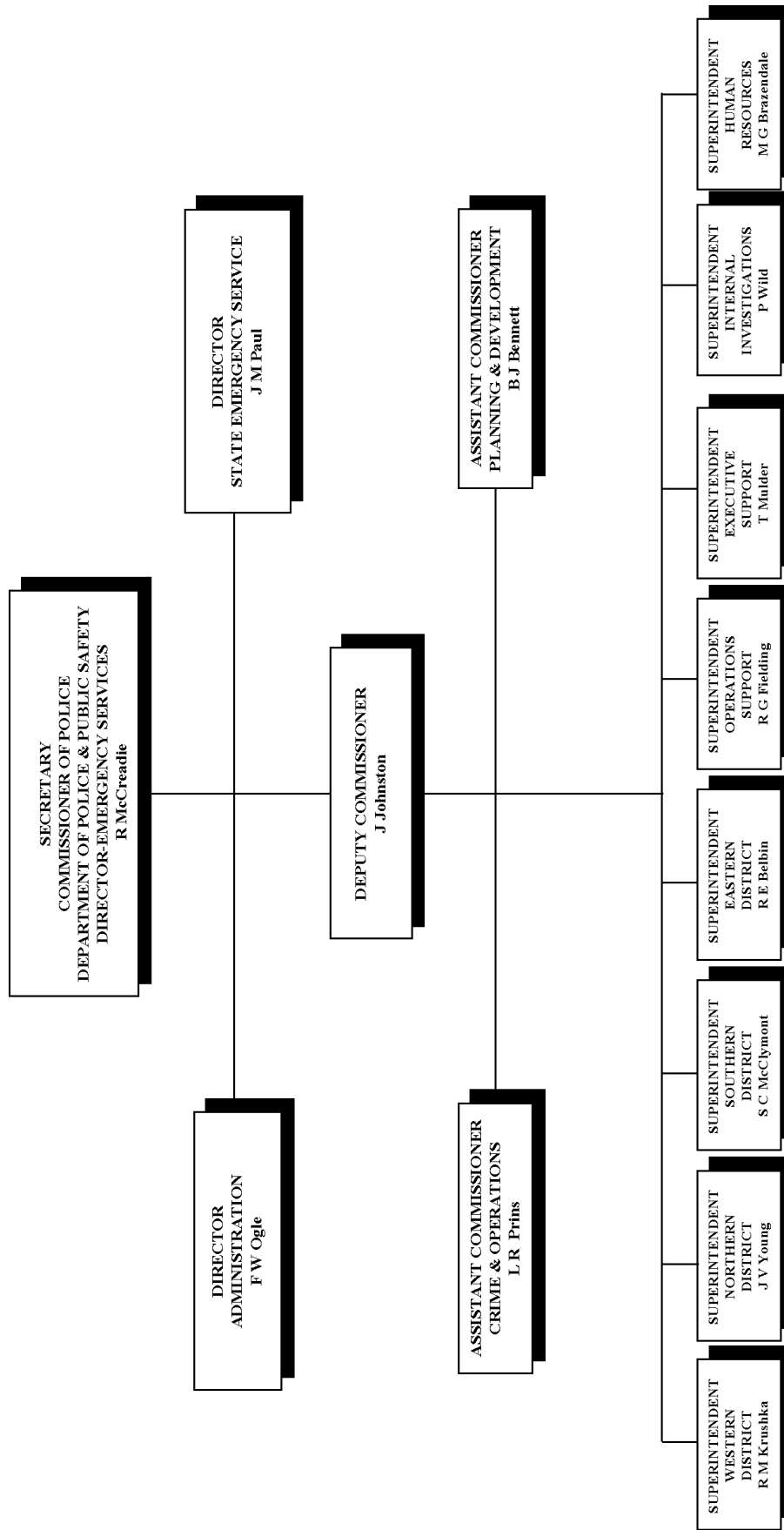
Internal Investigations

Internal Investigations has statewide responsibility for the investigation of serious complaints against police officers and the oversight of customer service complaints. The Director of Public Prosecutions provides advice and support to the internal review process. Protocols are in place giving the Ombudsman a responsibility in certain types of investigations.

Administration

Administration supports police services through the development and implementation of best management practices in physical, financial and information management. It incorporates Legal Services, Information Management, Management Review, Financial Management and Fleet Services, Records Management, Asset Management and Property, and Workers' Compensation Claims Management.

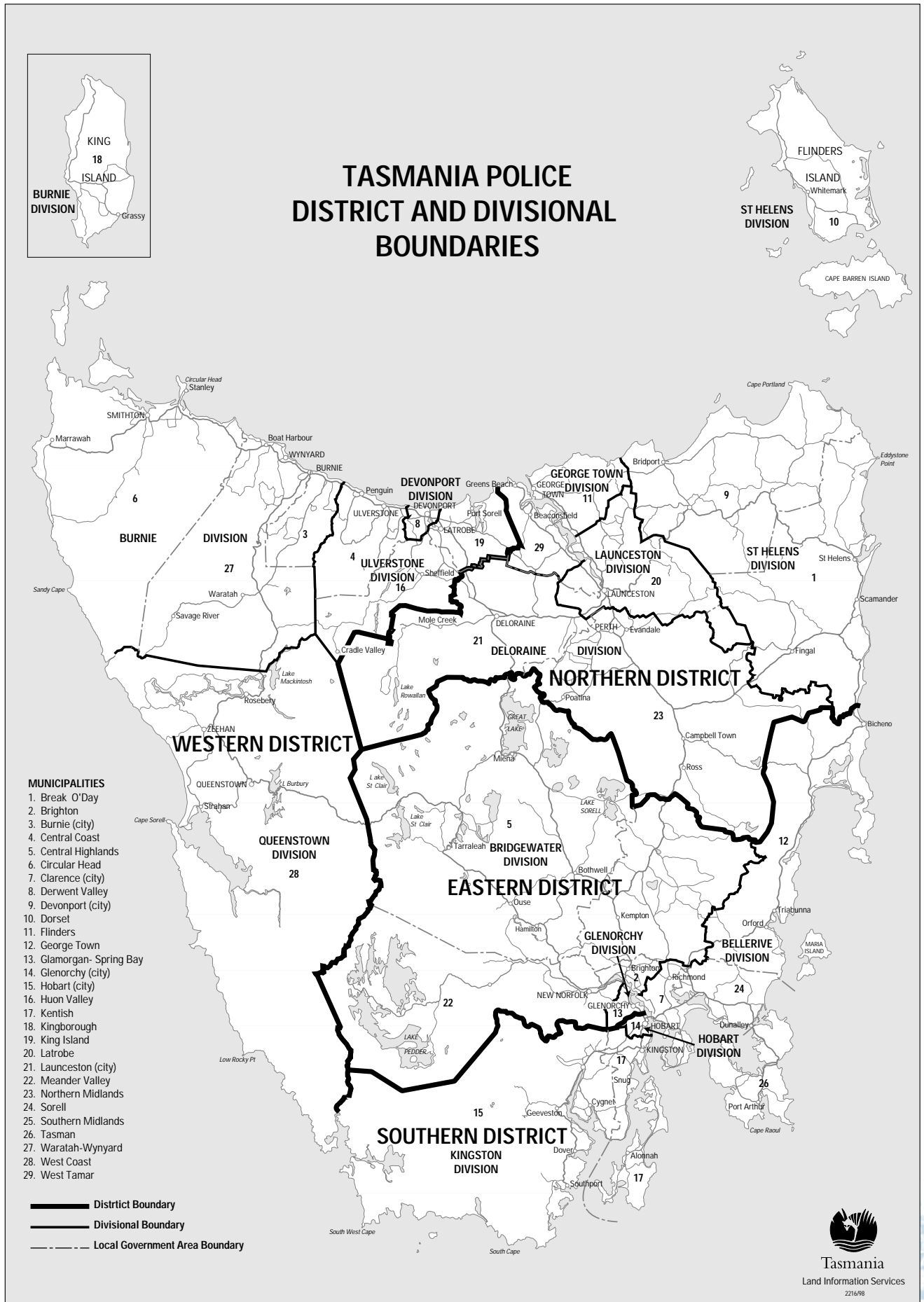
DEPARTMENT OF POLICE AND PUBLIC SAFETY



TASMANIA POLICE - GEOGRAPHICAL DISTRICTS

Local Government Areas, Divisions, Police Stations and Police Staff Allocated

WESTERN DISTRICT			NORTHERN DISTRICT			SOUTHERN DISTRICT			EASTERN DISTRICT		
Division	LGA	Station	Staff	Division	LGA	Station	Staff	Division	LGA	Station	Staff
Burnie	Burnie	Burnie	100	Launceston	Launceston	Launceston	158	Hobart	Hobart	Hobart	166
	Circular Head	6	Newnham			10	Kingston			16	
	King Island	2	Lilydale			1	Woodbridge			1	
	Waratah/Wynyard	3	Ravenswood			3	Alannah			1	
Devonport	Devonport	Wynyard	8	George Town	George Town	St Leonards	3	Huon Valley	Huon Valley	Huonville	9
		Waratah	1			George Town	11			Cygnat	1
		Somerses	2			Beaconsfield	3			Geeveston	1
		Devoport	53			Exeter	3			Dover	1
Queenstown	West Coast	Queenstown	10	Deloraine	Northern Midlands	Perth	1				196
		Rosebery	4			Evandale	2				
		Zeeland	2			Longford	4				
		Strahan	3			Campbell Town	3				
Ulverstone	Central Coast	Ulverstone	16	Meander Valley	Meander Valley	Avoca **	1	Bridgewater	Bridgton	Nubeena	1
		Penguin	2			Deloraine	8				
		Sheffield	2			Westbury	3				
		Railton	1			Scottsdale	4				
Latrobe	Latrobe	Latrobe	4	St Helens	Dorset	Ringarooma	1			Southern Midlands	1
		Port Sorell	1			Bridport	1			Central Highlands	1
						Derby	1			Bothwell	1
						Gladstone	1			Hamilton	1
		St Helens	7			New Norfolk	8				
		Flinders	3			St Marys	3			Derwent Valley	
		Fingal	1			Whitemark	1			Maydena	1
		Lady Barron	1							Bushy Park	1
** Avoca is policed from St Helens Division											210
Boundaries for the Launceston, George Town and Deloraine											235



State Emergency Service



The State Emergency Service (SES) is part of the Department of Police and Public Safety and operates under provisions of the Tasmanian Emergency Services Act 1976. The SES is responsible for the adequate preparedness of Tasmania in the event of an emergency or act of aggression (civil defence). The SES comprises a State Headquarters and three regional centres.

State Headquarters

The Operations Branch has the responsibility for operational policy and procedures and general administration of the service. Included are the responsibilities for nuclear-powered warship visits, maintenance and equipping of the volunteer units and budget allocations.

The Training Branch is responsible for the provision of training material and the delivery of courses to the volunteer element of the Service.

Training officers are also responsible for the design and delivery of emergency management courses to state and local government, industry and other non-government organisations.

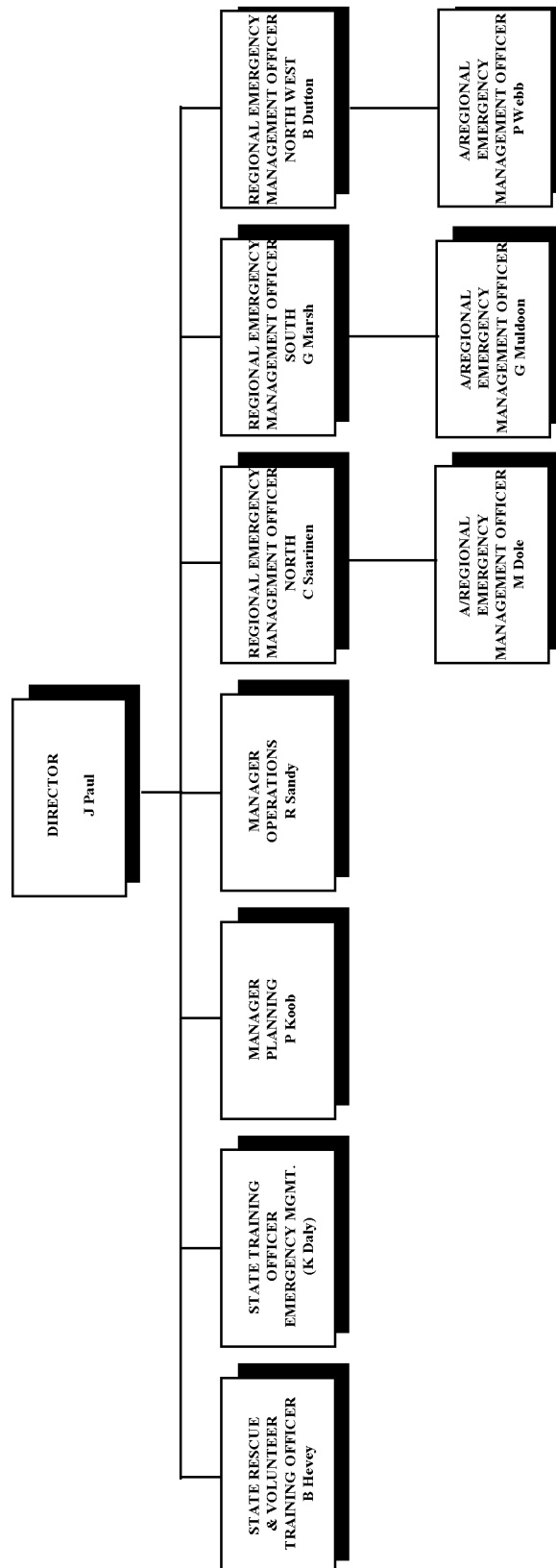
The Planning Branch is responsible for the provision of advice in emergency management planning by state, local council and major industrial groups, and the coordination of statutory services emergency management planning.

Regions

There are three regions - north, north-west and south - each staffed by a regional manager and an assistant regional officer. Their officers are responsible for the management of the regional emergency management arrangements and for the general administration of the volunteer units within that region.

STATE EMERGENCY SERVICE

ORGANISATIONAL STRUCTURE





Centenary of Tasmania Police

1898 Act unified police force

The origins of a police force in Tasmania can be traced to 1804 when Lt Governor Collins brought with him from Port Phillip Bay a body of civilians known as the Night Watch, which had been formed to "protect persons, property and the peace of the colony".

In 1825, Lt Governor Arthur appointed 30 convicts as constables with the responsibility of policing Hobart. The following year a field force was formed to hunt the numerous escaped convicts.

The island was divided into nine police districts and a police magistrate was appointed to each of them. These remained virtually intact until 1857 when the Municipal Police Act transferred the charge and control of the police forces at Hobart and Launceston to their respective councils. Other municipalities adopted this scheme with the passing of the Rural Municipalities Act 1858.

Where no municipal authority existed, the areas were policed by the field force which remained under the control of the Colonial Government and were renamed the Colonial Police. The Police Act of 1865 saw the creation of police districts and the Colonial Police were renamed again, to the Territorial Police.

The continued existence of the Municipal Police and the Territorial Police invariably led to dissension and in 1877 the government set about change. This, however, was not to be achieved until the introduction of the Police Regulation Act 1898, which finally saw one unified Tasmania Police force.

Statewide celebrations

1 January 1999 marked 100 years of policing and a committee was established in early 1998 to plan for a series of special events to celebrate the occasion and included a:—

- two-day police expo;
- mobile interactive display;
- police tattoo; and
- centenary dinner.

All these events were designed to encourage interaction between Tasmania Police and the community.

The Centenary celebrations commenced in January on the eve of the 100th year of Tasmania Police.

At a special launch, the Commissioner and the Minister heralded in the events that would take place over the coming months. A highlight of the launch, held at the Marine and Rescue Division headquarters, was a series of paintings that were commissioned by the Department.

The department commissioned its psychologist Dr Michael Ryan to produce a large oil painting depicting the contrast in policing between 1899 and today's modern service. Hobart artist, Ted Pool, undertook a water colour series depicting police buildings, old and new.

The first major event of the year was the presentation to the Commissioner of the keys to the City of Launceston. Held on Australia Day, the parade included uniformed sworn and unsworn officers, cars, equipment and bikes and was led by the Police Pipe Band. Police also marched in Hobart and were presented with the keys of the city of Glenorchy in recognition of the service to the community.

The popular Evandale Fair saw a "Cops and Robbers" penny farthing race on 20th February. The tattoo program saw a performance in Launceston on 23 March, followed by two performances in Hobart on the 25/26 March. The tattoos were outstanding successes and a large number of Tasmanians took the opportunity to attend and hear performances from a number of local and interstate pipe bands.

The main event for the year was the "Police Expo" at Wrest Point over the weekend of the 13 and 14 March, with a Centenary Dinner on the evening of Saturday 14 March. Over 50,000 people attended the expo, a testament to the community's interest in policing, and in the technology police utilise, as well as the esteem in which police are held in Tasmania.

The department has been overwhelmed with letters of praise and appreciation, most commenting on the high level of professionalism and dedication displayed by police, State Service and State Emergency Service personnel.

The Governor hosted a Centenary reception at Government House on 13 April at which he read a letter from her Majesty Queen Elizabeth, who wrote to the Commissioner of Police congratulating the department on its historic milestone.

A limited centenary medallion was struck and book written entitled Tasmania Police From Force to Service 1803-1999. A copy of this book was presented to all employees of the department.

Parliament was generous in its commendation of Tasmania Police with the Premier, Minister for Police and Public Safety, and the Leader of the Opposition and many other members of

Parliament recording their appreciation. Extracts from their parliamentary speeches are included in Appendix A of this report.

Other Centenary celebrations will include a march through Burnie and the recognition of National Police Remembrance Day on the 29th September, which will provide officers with the opportunity to pay respects to former colleagues.



BUCKINGHAM PALACE

Mr. Richard McCreadie,
Commissioner of Police,
Tasmania Police Service.

I was pleased to receive the loyal greetings which you have sent on behalf of the Officers and Members of the Tasmania Police Service on the occasion of the Centenary of the Service which is being celebrated this year.

I much appreciated your kind message, and send my congratulations and best wishes to all concerned on this notable anniversary. I hope that all who are present at today's Reception at Government House, Hobart, will much enjoy the opportunity to mark the Centenary.

ELIZABETH R.

13th April, 1999.

Police Commissioners



George Richardson

Born 1845 England and arrived in Tasmania 1856. Entered government service through the Audit Department and then transferred to the Education Department where he was to remain for 27 years. He was appointed Commissioner of Police on 1 January 1899 and held the position until 1906.



Colonel John Lord CMG DSO VD

Born at Brighton on 8 May 1870. He was first employed as a clerk on 19 July 1886 and held this position until 1906, at which time he was appointed Acting Commissioner of Police until his appointment as Commissioner of Police in July 1906. On 10 February 1916, he was granted leave of absence and served as commander of the 40th (Tasmanian) Battalion A.I.F. He returned on 4 August 1919 and took up the position he was to hold until retirement on 24 November 1940.



Walter Oakes MBE JP

Born in Tasmania 29 June 1878 and joined Tasmania Police on 7 May 1900. Resigned in 1913 and took up active service in World War II, returning in 1918 to his former rank as Detective Sergeant. Appointed as Commissioner of Police on 25 November 1940 and retired on 26 June 1944.



Harry Hill

Born in Tasmania 17 October 1884 and joined the police on 18 May 1907. Appointed Commissioner of Police on 27 June 1944 and retired on 17 October 1949.





Malcolm Dowling
JP

Born in Tasmania 19 July 1888 and joined Tasmania Police on 11 July 1910. Appointed Commissioner of Police 18 October 1949 and retired on 31 December 1952.



William Delderfield
MVO

Born in the United Kingdom 6 February 1901 and joined the South Australian Police Force on 1 April 1922. Resigned to take up position as Deputy Commissioner of Police, Tasmania on 1 December 1949. Appointed Commissioner 1 January 1953 and retired on 25 September 1965.



Phillip Fletcher
CBE LVO MVO

Born in Victoria 8 July 1909. Joined Tasmania Police 8 October 1935. Appointed Commissioner of Police 25 September 1965 and retired in July 1974.



Eric Knowles
QPM JP

Born 23 August 1914, and joined Tasmania Police 7 May 1940. Appointed as Commissioner 9 July 1974. Passed away while still serving as Commissioner 30 January 1977.



Max Robinson
AO O St J QPM JP

Born 21 February 1929. Joined NSW Police as cadet 1945 and transferred to ACT Police 1948. Appointed as Commissioner of Police Tasmania 2 May 1977, taking up the position on 7 May 1977. Retired on 31 January 1988.



Bill Horman
APM, LLB (Hons), Dip Crim, JP

Born 15 August 1939. Joined Victoria Police 1956, Vanuatu 1981, Deputy Director ABCI 1983. Appointed Commissioner of Police 1 February 1988 and retired 30 March 1991.



John Johnson
AO APM QPM JP

Born 12 July 1936. Joined Victoria Police 10 May 1957, ACT Police 20 October 1958. Appointed Commissioner of Police 1 July 1991. Retired 12 July 1996.

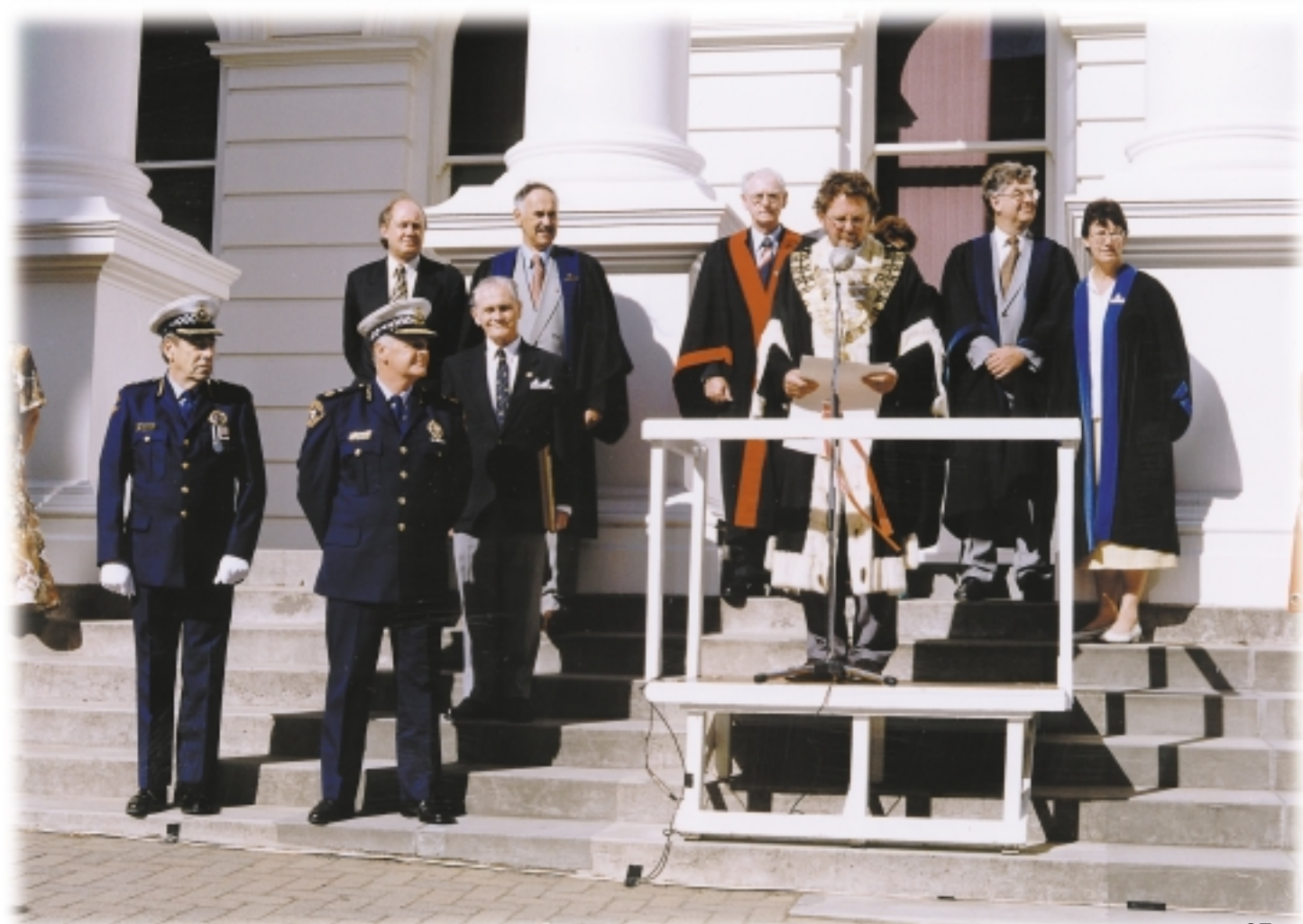


Richard McCreadie
APM BA JP

Born 22 April 1946. Joined Tasmania Police 15 October 1964, and appointed Deputy Commissioner January 1991. Appointed Commissioner of Police 21 August 1996.













Overview

Policing a 'Safe Haven' Centre

As a result of the conflict in Kosovo, over 400 displaced persons were sent to Australia, some 24,000km away, to the former Army Camp at Brighton, Tasmania.

This group of people, comprising family members, children of all ages, young men and women, and the elderly, came from a wide variety of social backgrounds and experiences. They included university professors, teachers, doctors, nurses, designers, architects, artists, tradesmen, and even a senior police officer.

Personnel from the Australian Department of Immigration and Ethnic Affairs and the Australian Defence Force supervised a substantial refurbishment of the accommodation and administrative buildings on site, and then renamed the camp as 'The Tasmanian Haven Centre', in readiness for the first arrivals from Sydney on Tuesday, 11th May 1999.

The department was requested to provide a police presence at the Haven Centre, with personnel commencing duty on site from Monday, 10th of May 1999.

The police mission was: 'To provide a safe, secure and non-threatening environment for the Kosovo people during their stay at the Haven Centre...'

This group of police personnel represented a broad variety of experience and many positive complimentary remarks were received about their high standards of appearance, conduct and sensitivity to the refugees and the professional manner in which they interacted with Haven Centre staff. Police officers were housed on site at the Safe Haven Centre and were unarmed whilst on duty in order to ensure a non-threatening environment.

For the Tasmanian community, an opportunity was provided to show hospitality and care to these refugees. For Tasmania Police, great recognition has been achieved through this 'Operation Kosovo', and for police members involved in the community-policing team, a life enriching experience in dealing with people who in most cases had lost everything. Their efforts were rewarded with the Premier, Mr Bacon, commending them for their contribution to the wellbeing of people traumatised by separation from their homes.

Aboriginal Strategic Plan

The department has always attempted to address the many issues that arise within all sections of the community and has made a special effort to work with the many minority groups in Tasmania which require individual attention and assistance.

The aboriginal community is no exception. The department has, however, recognised that there have been gaps in this relationship and there is a need to form closer ties to enable a partnership to form. A major part of this department's approach to the aboriginal community has been the development, over the past 12 months, of the Tasmania Aboriginal Strategic Plan.

The Plan sets in place those strategies which the department believes will help enhance the relationship between police officers and the aboriginal community.

It has been recognised over the years that cultural and other differences exist and that aboriginals are at high risk if incarcerated. Accordingly, special emphasis has been placed upon a duty of care to aboriginals in these circumstances.

The reality has been, however, that until this time, the department has not had a framework in place to address the many issues facing police and Aboriginal and Torres Strait Islander communities. The Plan is a significant step in this direction.

The Plan provides a framework and structure from which tangible results can be achieved in five key areas. They are:—

- safety in custody;
- communications and liaison;
- training and education;
- recruitment; and
- crime prevention.

An important element of the Plan is its adaptability to all members of the community, not just the aboriginal community. By supporting the Plan and showing its practical application, it is anticipated that many benefits will flow throughout the department and the community, especially in the relationship between police and the aboriginal community. This alliance, and a commitment to seeing the Plan succeed, will provide members with a very sound basis for making the day-to-day police duties less onerous.

The department was widely applauded for the Plan and other initiatives.

Business Projects

In 1995, Tasmania Police undertook Project Baton, now incorporated into the Business Projects Unit, with the objective of identifying a range of initiatives for targeting improvements to the delivery of police services.

Over the last four years, the department has undertaken a number of projects within Project Baton recommendations, or initiatives identified as consistent with the corporate priorities of the department. Prior to proceeding with further improvement projects, the department employed KPMG to evaluate these initiatives. The result was that efficiency and effectiveness benefits were identified aimed at providing more operational policing resources.

Additionally, in its carriage of these projects, the department has established a recent history of achievement in successful change programs. The projects reviewed by the Business Projects Unit included the:—

- Call Centre project;
- Digital Radio network;
- Project Samson (computer roll out and desktop standardisation);
- Outputs Management Information System;
- Quick wins implemented from the Project BATON original recommendations; and
- Implementation of the Strategic Asset Management Plan, Human Resources Management Plan and Information Resource Management Strategies.

The department submitted a Strategic Asset Management Plan to Government for approval. Projects agreed to include:—

- some refurbishment of Launceston, Bellerive and Glenorchy police stations;
- construction of the new Strahan Police Station;
- Y2K contingencies; and
- continuing acquisition of Glock pistols and body armour.

The department has indicated that its vessel fleet is ageing. A program for the replacement of two vessels and replacement of engines is currently being prepared. There are significant potential costs associated with the replacement or refurbishment of the vessel fleet. Officers from the Department of Treasury and Finance and this

department will form a joint working party to develop a strategy for the vessels, including:—

- fleet viability;
- potential maintenance costs;
- operational requirements and fleet suitability;
- financial implications of a disposal, refurbishment and/or purchase program; and
- submission of a Vessel Asset Management Plan.

Performance Management

In 1996, as part of the Project Baton reform process, Tasmania Police commissioned external consultants and an internal project team with developing a Human Resource Strategic Plan for the time frame 1998-2000.

This Plan, which became the product of extensive research and wide consultation at all levels within the organisation, made a number of key recommendations. These were aimed at ensuring that the people-management process within Tasmania Police added value to the organisation by developing a competent and motivated workforce to support the achievement of initiatives identified in both Project Baton Business Directions and Scoping and Targeting reports.

These included the scrapping of the old personnel rating system and the development of a performance management process with the following characteristics:—

- the ability to identify organisation and individual development needs in a manner which retains confidentiality;
- a feedback cycle to provide individuals with clear feedback on their performance;
- a linkage with learning and development programs;
- performance standards consistent with departmental goals;
- managerial and supervisory involvement defined; and
- team leader/member responsibilities clarified.

The new process is to cater for all personnel within the organisation, both sworn and unsworn.

In March this year the department formed a project team to implement this concept. The performance feedback system is a product of wide consultation and is something that has evolved, and will continue to evolve, through continued input from all levels in the organisation.

As part of the development process, the performance feedback system is soon to be trialed amongst sworn staff on the Hobart Watch and unsworn staff at the Firearms Registry in Hobart.

This will run for two months and will subject the proposed model to a rigorous testing and feedback process. Once the system has been refined, it will then be introduced across the rest of the organisation in a planned and systematic manner that includes wide consultation and training for all participants.

Resource Distribution Methodology Project

The Government has approved an increase in police numbers to 1,100 to be achieved by January 2002.

A Resource Distribution Methodology Project was undertaken to review the deployment of police within the State and assist in determining where the additional police positions were to be deployed. Police District and Divisional Boundaries were also reviewed.

The approach adopted used both qualitative and quantitative research methods and procedures. Project outcomes and research objectives were already identified. From this a research plan for the collection of data, stakeholder participation and consultation was developed.

A draft report was widely circulated and considerable consultation took place. This resulted in a number of submissions being received and taken into consideration in determining the final outcomes, which will be released early in the next financial year.

Year 2000 Preparations

A whole-of-government approach has been taken to this issue with the establishment of a Y2K unit in the Department of Premier and Cabinet to co-ordinate the Government's strategy and ensure Tasmania works closely with the Commonwealth's nationwide response.

The department has established a Y2K Project team to ensure continued delivery of policing services during the transition.

Several areas have been identified as being key services. They include:—

- Public Safety;
- Emergency Response;
- Crime Investigation;
- Law Enforcement;
- Accounts Payable; and
- Payroll.

The following five-stage program has been developed:—

1. Identification of Core Services;
2. Identification of Critical Systems and Processes;
3. Testing and Remediation;
4. Contingency Planning; and
5. Transition Strategy.

The department has been engaged in the testing and remediation phase for over 18 months and is well advanced in declaring most information technology, building and communications systems as being ready for the Y2K transition.

Integrated Crime Management Strategy (ICMS) Project

The most recent approach to crime reduction is the department's Integrated Crime Management Strategy (ICMS) aimed specifically at reducing the incidence of crime in the community.

The Integrated Crime Management Strategy aims to:—

- create partnerships with local communities in the fight against crime;
- ameliorate problems arising from the development of crime "hot spots";
- provide opportunities for experienced officers to work with less experienced colleagues;
- increase the number of patrols targeting trouble spots;
- increase the chances of offenders being caught; and
- provide victim packages to crime victims.

A more detailed outline of this initiative will be found in the section entitled Crime Detection and Investigation.

Crime Prevention and Community Safety Council (CPCSC)



The CPCSC aims to develop a range of strategic partnerships for crime prevention together with innovative strategies aimed at enhancing community safety and security.

It comprises a balance of senior government officials and representatives from local governments and community organisations.

The major projects, which will be more fully described in the section on Policing Support to the Community, include:—

- Project Samaritan, a project aimed at reducing repeat burglaries;
- a Community Safety Program supporting local government;
- the Common Ground Project, empowering older persons in personal and household safety; and
- a Business Strategy, aimed at collaborating with businesses on issues dealing with crime prevention.

CrimTrac

Police services throughout Australia will soon have enhanced access to information through a national crime information system following a commitment by the Federal Government to spend \$50m over the next three years developing CrimTrac.

In announcing the funding for the initiative, Minister for Justice and Customs, Senator Amanda Vanstone said, "CrimTrac will provide a major benefit to the community, giving police the modern-day tools needed to solve more crimes thereby helping deter criminal activity and reduce the fear of crime within the community".

CrimTrac will provide a national, cooperative approach to fighting crime, providing all jurisdictions with rapid access to detailed, current information. The system will include a new national crime identification DNA database and a national child sex offender database and will replace the current national automated fingerprint identification system with a new state-of-the-art fingerprint identification system.

A steering committee is overseeing the development and implementation of the system and the Request for Information, released in December 1998, has attracted a significant industry interest and a range of innovative technical approaches.

The department has representatives on working parties to develop Tasmanian legislation and to help draft the national requirements for the fingerprint and DNA systems. The fingerprint system will be the first to be implemented, with a planned introduction date of early next year. The department's response to CrimTrac will be co-ordinated by the Business Projects Unit, which will ensure that "organisation-wide" opportunities to improve business processes are exploited.



Consultations are progressing between the department and the Government Analytical and Forensic Laboratories that are aimed at developing working arrangements and a Memorandum of Understanding that will accommodate the increased work associated with DNA testing.

DNA evidence has already been used in Australia to convict criminals of serious offences such as sexual assault, armed robbery and murder - but it has also clearly established the innocence of many people who might otherwise be implicated in a crime.

Illicit Drug Strategies

Australian Police Commissioners recently endorsed a strengthening of their strategies across a range of areas encompassing:—

- drugs in schools;
- drugs in the community;
- drugs in prisons;
- alternative treatments; and
- supply.

The Commissioners reiterated their support of the communique from the Council of Australian Governments (COAG) and the outcomes of the very successful Australasian Drug Strategy Conference held in Adelaide in April.

The Commissioners recognised the significant social, economic and health harms caused by the supply and use of illicit drugs in the community and reaffirmed the need for vigorous law enforcement participation to prevent and reduce these harms.

The law enforcement approach to the issue includes enhanced multiagency cooperation and coordination both in terms of intelligence provision and actual operations, and the specific targeting of cross-border trafficking.

Commissioners expressed their concern over the frequent confusion created by various interpretations given to the term “harm minimisation” and stressed the importance of a coordinated approach to “harm prevention” on the Australasian approach to drug law enforcement.

Commissioners considered that a perception of limiting the aims of drug policy to merely minimising the harmful effects of drugs may be considered as accepting drugs are a normal part of society and could marginalise action required to prevent the uptake of illicit drugs and prevent their continued use, particularly by those who are not dependant or who are casual or recreational users.

In this context, Commissioners agreed to commit to policies and strategies which:—

- focused on harm prevention and reduction;
- promoted partnerships with other government agencies, non-government organisations and the community at all levels;
- emphasised the need for a multifaceted and integrated strategy based on education, enforcement and rehabilitation;
- reinforced treatment supply control measures;
- were evidence based and intelligence led;
- encouraged critical review of current activities; and
- were formally evaluated in a way which included intended and unintended outcomes.

Commissioners recognised the critical importance of the illicit drug issue and the need to have a consistent Australian approach and resolved to form a specific Drug Policy Subcommittee (comprised of four Commissioners of Police, including Commissioner Richard McCreadie) in order to more clearly and strategically focus on illicit drug issues, liaise with relevant peak bodies and ensure an appropriate, effective and timely law enforcement response.

In particular, immediate action was required in relation to:—

- a review of existing liaison between jurisdictional drug squads with a view to maximising levels of cooperation;
- ensuring that all drug-related intelligence is shared equally between agencies via the Australian Bureau of Criminal Intelligence; and
- the strategic targeting of resources at reducing the supply of drugs on the streets.

Early Intervention and Diversion Program

In April 1999, the Council of Australian Governments (COAG) agreed to a national approach to drugs, the centrepiece of which is a national Framework for Diversion of Drug Offenders by Police.

The State Government's Cabinet Subcommittee on Drugs has approved the draft Tasmanian Early Intervention and Diversion Framework as the basis for the early intervention and diversion of offences relating to the use and possession of all illicit drugs and drugs used illicitly (with the exception of alcohol and tobacco).

On finalisation of bilateral negotiations, funding from the Commonwealth Department of Health and Aged Care to jurisdictions will commence in January 2000.

Australian Road Rules

The National Road Transport Commission has been working since 1992 toward national uniform road rules which will be adopted Australia-wide on 1 December 1999.

For Tasmania, this means that the Traffic (General and Local) Regulations & Traffic (Miscellaneous) Regulations will be rescinded. They will be replaced by the Australian Road Rules (ARR) and the Tasmanian Road Rules which allows a limited number of road rules peculiar to this jurisdiction to be used or which enable ARR to operate effectively in Tasmania.

The ARR are one aspect of a much broader change which will affect the way police enforce traffic laws. A Vehicle and Traffic Bill (Act) will be submitted to Parliament and that document will bring into effect a new vehicle registration, taxation and driver licensing system.

With the new Act will come new statutory definitions, new section/regulation (rule) references and differently worded provisions.

Other rules, such as the Compliance and Enforcement Rules and the Vehicle Operations & Standards Rules, will also be incorporated into statutes.

Whilst the initiative promises improved traffic administration and more coherent traffic laws, accommodating the change will present a real challenge.

Measures that have been proposed include:—

- a re-education program for members;
- a publicity campaign with other agencies to inform the public;
- policy discussion to decide appropriate traffic management strategies during the transition phases;
- an adjustment of computer interfaces and information fields to link with the new transport registry computer system;
- a re-write of offence complaints, including traffic infringement book schedule; and
- a re-referencing of forms, notices and manual.

While the ARR will not radically alter the responsibilities of road users and their obligations, there is potential for confusion. The department is committed to ensuring that this issue is managed satisfactorily and with minimal community upheaval.

State Emergency Service Initiatives

The State Emergency Service conducted a number of regional workshops to discuss preparedness for the Y2K date changeover and to identify potential major risks to the health and safety of the community. These workshops involved the emergency services, major utilities and state and local government. The Service has worked in close cooperation with the Whole-of-Government Y2K Project Team in developing contingency planning guidelines and an Event Management Plan for the Year 2000 date changeover.

The State Emergency Service has made significant contributions to a number of national and state initiatives, including:—

- development of National Risk Management Guidelines and briefing of other states in their application;
- carriage of projects on behalf of, and in consultation with, the Hydro in relation to hazard signage and evacuation planning;
- development of National and Emergency Management Competencies and the consequent writing of curricula;
- investigation of a National Emergency Monitoring and Reporting System (EMRS); and
- commencement of a project to develop a set of National Land Use Planning Guidelines.

Degree in Police Studies

Following negotiations with the department, the University of Tasmania, through its Arts Faculty, is promoting a new Bachelor of Social Science (Police Studies) Degree Course. The three-year full-time course (or part-time) has received final approval by the University Council and will hopefully be offered through its Hobart and Launceston campuses from the 2000 academic year.

The department recognises that as a service, policing increasingly seeks to be recognised as a profession and it follows that university qualifications will enhance this recognition. It also means that those seeking a career change will

enhance their prospects. In the policing service a tertiary qualification is increasingly becoming a prerequisite for promotion to officer level.

The University has been examining the content of courses offered at the Police Academy and is impressed with the standards to the extent that they may lead to accreditation of some components toward the degree.

The University has two prerequisites for entry:—

- the normal minimum University requirement; and
- completion of the Tasmania Police Recruitment Course.

To clarify issues relating to entry to the course as well as a range of industrial relations issues, further consultation is taking place with the Police Association, University staff and departmental senior officers.

The department will make every effort to ensure that those who wish to pursue a higher course of study will be encouraged to do so and that prior learning is recognised.





National Commitments

Participation in national police activities is vital to the development of unified approaches to policing for Australasia and provides new insights on initiatives which can be applied to Tasmania. These significant commitments are detailed below.

Conference of Commissioners of Police of Australasia and the South West Pacific Region

Darwin Conference reiterated their strong support for the agreed outcomes of the COAG communique, namely: tough on drugs in schools; tough on drugs in the community; tough on drugs in prisons; alternative treatments; and tough on supply. The Commissioners saw the communique as providing opportunities to reshape the way modern policing is delivered and to take a strong leadership role. They stressed the importance of governments providing adequate resources for the initiatives outlined in the COAG communique. The Commissioners recognised the



National Commitments

This Conference is held on an annual basis to facilitate high-level cooperation and understanding of issues faced by police jurisdictions on regional, national and local levels. The Conference provides an invaluable opportunity to coordinate policing activities and strategies for the benefit of all jurisdictions in Australasia and the South West Pacific region.

The Northern Territory hosted the 1999 Conference in Darwin from 24-28 May. The theme of the Conference was "Drug Law Enforcement: Facing the Realities."

Following the communique issued by the Council of Australian Governments (COAG), and the outcomes of the highly successful Australasian Drug Strategy Conference held in Adelaide in April 1999, the Commissioners attending the

significant harm caused socially, economically, and in terms of health, by the supply and use of illicit drugs in the community and they reaffirmed the need for vigorous law enforcement participation to prevent and reduce harm. The law enforcement approach to the issue, they stated, would include enhanced multiagency cooperation and coordination, both in terms of intelligence provision and actual operations, and the specific targeting of cross-border trafficking.

Australasian Crime Conference

The Australasian Crime Conference is held annually in one jurisdiction on a rotational basis. This year the Conference was held in Wellington, New Zealand, in November/December 1998 with the major theme entitled "Drug Law Enforcement:

Challenging the Conventions". The Conference covered a broad spectrum of topics relating to drug issues and criminal activity, including:—

- cannabis - what direction?;
- national heroin supply reduction strategies;
- drug law enforcement;
- drug education;
- international crime trends;
- witness protection; and
- Olympic Games security.

A Crime Commissioners' Workshop was also conducted in June 1999 at which a number of cross-jurisdictional investigations were reviewed and progress reports from the Crime Conference resolutions discussed.

Ministerial Council on the Administration of Justice (Australasian Police Ministers' Council - APMC)

The APMC is held twice a year, with the Chairmanship changing on a rotational basis each year. The APMC provides a forum for Ministers for Police and the Federal Justice Office to meet and discuss issues having cross-jurisdictional requirements or implications. The APMC meetings were in Auckland on 17 November 1998 and in Sydney on 9 June 1999.

The Council also promotes a coordinated national response to law enforcement issues.

Items discussed included:—

- women in policing;
- criminal justice initiatives;
- security arrangements for the 2000 Sydney Olympics;
- funding for national law enforcement systems;
- establishment of a national DNA database;
- national firearms monitoring program; and
- drugs and driving.

Senior Officers' Group to the APMC (SOG)

The SOG meetings are held twice a year prior to APMC meetings. The Senior Officers, consisting of all Police Commissioners and other senior officials, recommend the agenda and draft resolutions for APMC meetings, leaving the final decisions for the meeting to the Ministers.

Two SOG meetings were conducted, in Christchurch, New Zealand, in September 1998 and in Sydney in April 1999. Agendas were agreed to by both Commissioners and Ministers and included items addressed in the APMC agendas.

National Drug Strategy (NDS)

The National Drug Strategic Framework 1998-99 to 2002-03 presents a shared vision, a framework for cooperation, and a basis for coordinated action to reduce the harm caused by licit and illicit drugs in the Australian community.

The Framework has been prepared under the direction of the Ministerial Council on Drug Strategy (MCDS) and is to be accompanied by a series of National Drug Action Plans developed by the Inter-Governmental Committee on Drugs (IGCD) with advice from the Australian National Council on Drugs (ANCD). Since finalisation and endorsement of the National Drug Strategic Framework a number of significant developments have occurred including a major policy shift, as reflected by the Prime Minister's National Illicit Drug Strategy and in the COAG communique of April 1999 initiating the National Illicit Drug Diversion Initiative.

In November 1999 the Tasmanian Deputy Commissioner of Police will be endorsed as the Chair of the Inter-Governmental Committee on Drugs, which is the structure to provide policy advice to Ministers on the full range of drug-related matters and will be responsible for implementing NDS policies and programs, as directed by MCDS later this year.

Programs and projects in which the department has been involved this year are:—

- the national tobacco action plan;
- reducing alcohol-related harm in and around licensed premises;
- self-administration overdose strategies to encourage contact with the Ambulance Service;
- a national community-based approach to drug law enforcement;
- a national school drug education strategy;
- an illicit drugs reporting system; and
- integration of the national drug supply reduction strategy for heroin and a national supply reduction strategy for drugs other than heroin into a single National Supply Reduction Strategy for Heroin and Other Illicit Drugs.

At the state level, senior officers from the Departments of Health and Human Services, Police and Public Safety, Education, Training, Community and Cultural Development, Premier and Cabinet, Justice and Industrial Relations, convene an inter-departmental committee to oversee the implementation of the state Drug Strategic Plan. A coordination committee of government and non-government representatives provides practical advice from the sector to the inter-departmental committee.

National Common Police Services

There are six National Common Police Services currently functioning in Australia. The Common Services are each controlled by a Board of Management which includes Commissioners of Police. All jurisdictions are equal partners and contribute on a population basis to the funding of these common services, generally on a pro-rata basis.

The aim of all common services is to promote criminal intelligence gathering, police research, exchanges of information and training facilities for the benefit of all Australian police agencies.

The Australasian Commissioners of Police commissioned a review of the Common Police Services and this is being conducted by a retired Commonwealth public servant, Mr Bill Coad. The Coad Review will be examined by Commissioners and a decision made as to the future of the Common Police Services.

The Common Police Services are:—

Australian Bureau of Criminal Intelligence (ABCI)

The functions of the ABCI include:—

- the maintenance of a repository of criminal intelligence;
- the preparation, maintenance and distribution of intelligence relating to the movement of criminals or individuals involved in organised crime; and
- the analysis of intelligence reports and dissemination of such intelligence to all police services of Australia.

Tasmania has police representation on full-time secondment to the ABCI working at central ABCI Headquarters in Canberra. Attachments are usually for a period of two years.

The proposal for the internal restructure of the ABCI, designed to increase efficiencies and to improve internal/external communication and client services was approved by the ABCI Board of Control and implemented on 1 October 1998.

In partnership with the Australasian Centre for Policing Research (ACPR), the ABCI produced a major assessment of the illicit drug situation in

Australia, and a number of discussion papers on drug-related issues were also produced. A new publication, *Intelligence in Brief*, was produced in June 1999 to advise on current issues and trends in law enforcement.

Senator Vanstone and Chief Commissioner Comrie (Victoria Police) officially launched the Australian Illicit Drug Report 1997/98 (AIDR) in Melbourne on 18 March 1999.

The first accredited National Strategic Intelligence Course (NSIC) was conducted in May 1999. This was developed by the ABCI in partnership with Charles Sturt University and with the support of the Australian Federal Police, the National Crime Authority and the Office of Strategic Crime Assessments. It is the first graduate strategic intelligence program of its kind offered in Australasia.

The ABCI continued to provide national systems support and to publish regular strategic assessments in support of the Sydney 2000 Olympics.

National Exchange of Police Information (NEPI)

NEPI was established to:—

- coordinate and oversee arrangements for the electronic exchange of information on a national basis;
- facilitate the lawful access to information held by each jurisdiction for law enforcement purposes in Australia; and
- operate a centralised information exchange system.

Internal changes have been made at NEPI with the instigation of a restructure of the NEPI Support Unit and the development of an Information Technology (IT) Strategic Plan, including a Business Case and request for Tender document for NEPI Service Delivery. A Board of Control Subcommittee was tasked to facilitate the IT strategic planning process.

Major developments by NEPI in the past year include:—

- year 2000 remediation;
- policy development for supply of information to external agencies;
- National Vehicles of Interest;
- implementation of the National Firearms Licensing and Registration System;
- a project to ensure that the national fingerprint database is year 2000 compliant; and
- development of an Information Technology Strategic Plan.

National Crime Statistics Unit (NCSU)

The role of the NCSU is to initiate, coordinate and oversee the development, production and publication of national uniform crime statistics.

The Unit was established in 1990 within the Australian Bureau of Statistics (ABS) and forms part of the National Centre for Crime and Justice Statistics which was established in early 1996. The Centre also comprises the National Criminal Courts Statistics Unit and the National Corrective Services Statistics Unit.

The main function of the NCSU is the production of comparable national crime statistics across jurisdictions. These are compiled according to national standards and classifications developed by the NCSU. The ABS publishes national crime statistics annually.

All police jurisdictions, as well as an advisory group of expert users and a board of management, including the Commissioner of Police and other senior officers of the Commonwealth and State Governments, are involved in the process.

The NCSU is jointly funded by the ABS, the Commonwealth Attorney General's Department, and State and Territory police.

During the past year, the major focus of the NCSU has been the continuing Quality Assurance exercises on the offence recording practices of police in Australia, and the implementation of the Australian Standard Offence Classification (ASOC) in the Recorded Crime Statistics collection.

National Institute of Forensic Science (NIFS)

NIFS is based in Victoria and its functions include:—

- sponsoring and supporting research in forensic science of common interest to law enforcement agencies;
- advising and assisting with the development and co-ordination of forensic science services between different parties;
- conducting relevant quality assurance programs;
- gathering and exchanging forensic information; and
- coordinating training programs.

The Institute developed concurrently a Corporate Plan and fully costed Business Plan which contain detailed key outcomes, strategies and critical success factors. Projects currently being undertaken are the development of a national diploma program and a national workshop/seminar program. The Institute is involved with Course Reference Groups at tertiary institutions to develop forensic-related courses. The Institute is exploring partnerships for the development of training programs with centres in the UK, USA and the Netherlands.

Australasian Centre for Policing Research (ACPR)

In March 1999, the Australasian Police Ministers Council (APMC) approved a change of name of the National Police Research Unit (NPRU) to the Australasian Centre for Policing Research (ACPR). Functions of the ACPR include:—

- liaison with all participating police agencies to coordinate, stimulate or sponsor research programs or projects concerned with policing and to disseminate the results to each agency; and
- undertaking any research allocated by the Board of Control of the APMC.

The ACPR continued its involvement in technology-related research and provided policy-related research responses to the APMC and other parties on a variety of issues. The ACPR Board of Control, in April 1999, endorsed the Centre broadening its research focus to embrace the breadth of issues impacting upon policing and expanding its product range to include current commentaries and a quarterly Bulletin.

In addition to its own research activities, the ACPR plays a pivotal role in coordinating and disseminating police-related research for the Australasian policing community.

Australian Institute of Police Management (AIPM)

The Australian Institute of Police Management situated at Manly, NSW, provides a training facility for commissioned officers of the Australasian police services. High-level management skills are developed and strengthened.

The AIPM continued to conduct educational programs of excellence that improve the individual performance and productivity of police executives and contribute to the corporate effectiveness of all Australasian police organisations. These included the Police Executive Leadership program (PELP) and the

Police Management Development Program. Accreditation of PELP as a Graduate Diploma in Executive Leadership is being sought.

The Peter McAuley Centre was involved in a number of research projects, each of which is led by a team leader, with AIPM staff working collaboratively as team members.

The AIPM library staff have continued to provide quality library services to members attending courses and to other clients during the year. The number of AIPM staff and students, as well as those from the Australian Graduate School of Police Management, using the library is expanding at an enormous rate.

The Australasian Police Education Standards Council Inc (APESC) reports through the AIPM. The major activity for the APESC in the past year was finalising specialist competency standards and a draft of the National Common Core Curriculum for police recruits and constables. The Tasmanian Commissioner of Police, Mr R McCreadie, is secretary of APESC.

Other National Policing Activities

Standing Advisory Committee on Commonwealth-State Coordination for Protection Against Violence (SACPAV)

SACPAV commenced in 1979 to ensure nation-wide readiness and cooperation in order to protect Australia from politically motivated violence, including anti-terrorist hijacking measures, and to provide VIP protection. It involves relevant Federal, State and Territorial government departments, police services and, when appropriate, the Defence Force.

As part of this program, Tasmania is required to maintain a complement of fully trained police officers equipped to respond to any incident of politically motivated violence that may arise.

Members undergo regular training in the use of special equipment and participate in national exercises in order to validate their effectiveness. In August 1998 an operational response exercise was conducted under the national counter terrorist training program. This was designed to test

Tasmania Police and selected Commonwealth agencies in their responsibilities under the National Australian Terrorist Plan. State Service personnel employed by the department were utilised for the first time in such an exercise and integrated well. Overall, from both an organisational and operational perspective, this exercise was a highly successful one.

Inter-Governmental Committee / National Crime Authority (IGC/NCA)

The IGC/NCA was established as part of a broader Commonwealth-State arrangement aimed at improving co-operation and co-ordination between jurisdictions in response to an increase in organised crime.

The IGC is chaired by the Commonwealth Attorney-General with membership comprising police ministers from State and Territory Governments. At a strategic level, it establishes the broad overall priorities as well as monitoring progress of the National Crime Authority.

The IGC/NCA and the APMC resolved on 9 June 1999 to terminate the Memorandum of Understanding made on 9 November 1995 between the Commonwealth, States and



Territories of Australia establishing the Standing Committee on Organised Crime and Criminal Intelligence (SCOCCI). The Senior Officers' Group (SOG) will now be the officers' committee to the IGC/NCA, as well as the officers' committee to the APMC. The SOG will be assisted in its deliberations on national task

forces by the machinery of the SCOCCI Working Group (appropriately renamed). The Chairperson of the NCA will be a member of the SOG for agenda items concerning organised crime and related matters. The Chair of SOG may, as appropriate, invite the Chairperson of the NCA to participate in other agenda items.

Police Commissioners' Policy Advisory Group (PCPAG)

PCPAG researched significant issues affecting Australasian policing as well as identifying future issues. Tasmania hosted the February 1999 PCPAG meeting. PCPAG Papers finalised since the 1998 Commissioners' Conference included:—

- Developments in DNA Legislation;
- Exercise of Police Powers Across Jurisdictions;
- Review of Conference Arrangements;
- Intimidation, Harassment and Threats of Violence;
- National Police Powers Comparison;
- Confiscation and Forfeiture of Assets;
- Privacy and Freedom of Information;
- Heroin Supply Reduction Strategy;
- Dietrich Decision;
- National Protocol for the Prohibition of Particular Persons from Licensed Casinos; and
- National Approach to Prohibited Weapons Laws - Terms of Reference.

Australasian Women in Policing Advisory Committee (AWIPAC)

In 1996, the Australasian Police Ministers' Council resolved to establish the Australasian Women in Policing Advisory Committee.

The role of the AWIPAC is to address various issues of concern to women in the police service, sworn and unsworn, drawing on advice from such areas as the Australasian Centre for Policing Research (ACPR), Australian Institute of Police Management (AIPM) and Australasian New Zealand Equal Opportunities Consultative Committee.

AWIPAC met this year in Wellington, New Zealand, where strategic issues were discussed.

A strategic assessment was prepared for the Commissioners of Police that identified current emerging issues for women in policing.

Significant issues include:—

- recruitment and career development initiatives (EEO initiatives);
- initiatives in employment practices (for example part-time job sharing);
- leadership trends;
- major judgement/cases affecting police women; and
- major legislative changes or initiatives.

National Police Ethnic Advisory Bureau (NPEAB)

Although not a national common police service, NPEAB assists contributing agencies to develop a coordinated approach to the delivery of police services to a multi-cultural society.

During the year a national workshop on recruitment from ethnic communities was conducted in Adelaide in November 1998.

Recommendations from this conference were forwarded to the department which supported them and also agreed to pursue these through participation in a national working party.

Among these recommendations were the following:—

- policy guidelines for the recruitment of people from linguistically and culturally diverse backgrounds, aimed at broadening the skill base of the workforce in order to improve service delivery as opposed to quotas or number representation in a particular jurisdiction;
- jurisdictions are to ensure that all recruiting processes are free from cultural bias;
- jurisdictions are to consult with education providers with the aim of developing and delivering preparatory courses to assist potential recruits from culturally and linguistically diverse communities to meet mainstream police entry standards;
- jurisdictions are to ensure mentor and support strategies are established for the professional development of culturally and linguistically diverse background people as part of their on-going career development; and
- national protocols are to be developed for the purpose of ensuring that the needs of individuals who possess cultural and/or linguistic skills are taken into account at all times.

State Emergency Service



Advisory Board Inc., the International Decade for National Disaster Reduction Coordination Committee, and other committees dealing with national training policy and curriculum, Year 2000 contingency planning, communications, risk management, land use planning, community awareness, and the development of competency-based training for emergency management and volunteers.

Report on Government Service Provision

A majority of the full-time staff in the State Emergency Service are members of various national emergency management committees. There is a significant time commitment by staff members to these committees that has increased over the past twelve months due to the acknowledged expertise within the Service and the need for the state to be represented nationally.

These committees include the National Emergency Management Committee, the National Emergency Management Executive Group, the Public Safety Industry Training

The department continued its involvement in the Council of Australian Government bench marking exercise and assisted in the formulation of a national outcome/output framework to measure performance. The forthcoming Productivity Commission's Report into Government Services will report for the first time on a number of efficiency indicators, including:—

- community safety and support;
- investigation of crime;
- road safety and traffic management; and
- services to the judicial process.





Output Group 1 Policing Support to the Community

Description: Policing functions in this Output Group are directed towards improving the safety and security of the community. They comprise both proactive and reactive policing services with an emphasis on the provision of a highly visible police service and the development of community partnerships.

Policing services provide a 24-hour response to emergency calls for assistance, including search and rescue, as well as providing counselling, dispute resolution and enforcement services to meet community needs.

Key Strategies

Police activities aimed at maintaining public order, safety and security through:—

- ❖ improved personal safety and protection of property;
- ❖ reduced incidence of street offences and anti-social behaviour;
- ❖ community participation in managing public order and safety initiatives;
- ❖ responding to family violence incidents;
- ❖ improved customer service; and
- ❖ ensuring the safety of people in police custody.

This year has been both a challenging and very productive one with a number of initiatives commenced in the previous year coming to fruition.

Crime Prevention Programs

As mentioned in the Overview, the Government established Crime Prevention and Community Safety Council is undertaking a number of innovative programs to improve community safety.

They are:—

Community Safety Program

- The community safety program is designed to encourage local government to play a strategic leadership role in developing comprehensive local community safety and crime prevention policies and programs.
- The program will be conducted as part of the State-Local Government Partnership Agreements where funding will be provided for twelve months to support a community safety coordinator in both Circular Head and Launceston City Councils.

Business Strategy

- The Council is developing collaborative partnerships with business organisations on issues dealing with crime prevention.
- Just recently a series of seminars has been held for southern businesses on Protecting Your Business Property, Personal Safety - Shoplifting and The Law and Fraud. The response to these seminars conducted by police in conjunction with business organisations has been outstanding.

Common Ground Project (National Fear of Crime Project)

- The aim of the Common Ground Project is to reduce fear of crime among the target population in selected public spaces in southern Tasmania.
- The project places significant emphasis on the importance of consulting with community members and to develop, implement and evaluate strategies to address those fears.
- This project is an excellent example of a range of government (Commonwealth, State and local) and non-government organisations working together to achieve safer public spaces.

Older Persons Project - empowering older persons in personal and household safety

- The Older Persons Project is an example of how the Council is working with the Department of Health and Human Services, Tasmania Police and older persons' organisations including Tasmania Pensioners' Union and National Seniors Association and implement a training and awareness program to assist older persons in improving their personal safety in public spaces and their homes.
- This project is due to commence in the Clarence and Huon Valley Council Areas.

Community Safety Survey

- In 1998 the Australian Bureau of Statistics conducted the Tasmanian State Supplementary Survey entitled Community Safety on behalf of the Crime Prevention and Community Safety Council.
- The main objective of the survey was for the Crime Prevention and Community Safety Council, Government Agencies and non-government organisations in Tasmania to receive information about the level and nature of fear of crime in the community and the

extent to which factors such as the experience of victimisation, age, gender, level of home security and perception of neighbourhood problems influence levels of fear in the community.

- The findings of the survey indicate that Tasmanians perceive themselves to be at greater risk of property crime than crimes against the person. This is consistent with national crime statistics which indicate that Tasmania has been above the national average for Unlawful Entry with Intent and below the national average for offences such as assault and robbery.
- The most prevalent neighbourhood problems identified in the survey were housebreaking followed by dangerous/noisy driving and then theft from a motor vehicle.

Project Samaritan

The repeat burglary victimisation trial, Project Samaritan, commenced in the Northern Police District on 19 October 1998. The project involves crime prevention advice and support to residential burglary victims, and as such is an important element of the department's integrated crime management strategy.

Attending police provide professionally produced information and advice to victims with the support of trained Neighbourhood Watch volunteers who provide a follow-up service. In each Division, designated Police liaison officers assist with monitoring and implementation of the project.

Police officers attending residential burglaries:—

- offer to conduct a security assessment of the premises;
- provide burglary victims with a Resident's Information Kit;
- offer to refer victims to Neighbourhood Watch where available;
- encourage victims to be proactive to prevent repeat burglaries; and
- deliver Neighbour Notification Cards to encourage reporting of suspicious activity.

Trained Neighbourhood Watch volunteers offer victims a referral service and:—

- provide support (not counselling);
- offer additional crime prevention advice;
- assist with property marking; and
- offer Neighbourhood Watch membership.

The Commissioner, as Chair of the Crime Prevention & Community Safety Council, also sends a letter to all residential burglary victims advising them to address any security shortfalls to reduce the likelihood of a repeat burglary.

The project has now been operating for over eight months and appears to be performing well. The project evaluation is ongoing, and involves analysis of the following sources of information:—

- burglary statistics;
- security assessment forms;
- record of visit forms completed by Neighbourhood Watch volunteers;
- debriefing sessions; and
- follow-up telephone surveys with burglary victims.

Major findings from the first evaluation report are outlined below:—

There has been a reduction in the number of burglaries and repeat burglaries over the eight-month period since the project commenced, compared with the number of burglaries and repeats recorded over the same period in the preceding year.

Follow-up surveys with a sample of burglary victims indicates that the level of customer satisfaction is high and that victims value the support and assistance they receive.

Victim surveys will be conducted on an ongoing basis and the results monitored, particularly the differences observed between single incident burglary victims and repeat victims. As the project evolves it will hopefully reveal whether victims are upgrading their security systems as a direct result of Project Samaritan or for other reasons. Other factors, for instance, directed police patrolling or improved intelligence, may be responsible for the apparent reduction in crime in the Northern District.

Community Programs and General Duties Policing

The Police in Schools project trialled last year has been reviewed at Elizabeth College. This is one component that is part of a larger college framework designed to make the college a safer and more supportive environment for the staff and students. A designated police officer works half his time on campus instructing classes, organising

activities and excursions, and advising students about legal and police issues. Feedback from the college indicates that this program is a success with the officer having established himself as the "students' policeman". Other colleges are interested in pursuing a similar program.



Community Programs and General Duties Policing

Performance / Activity Information	1997-98	1998-99
Neighbourhood Watch	163	165
Bush Watch	1	6
Adopt-a-Cop	122 schools	122 schools
Incidents Reported, (command and control system)	135,436	138,279
No. of Offences Recorded	64,070	62,095

Neighbourhood Watch and Adopt-a-Cop programs are continuing to be successful and are being strongly supported by uniform personnel.

Neighbourhood Watch during the year undertook an evaluation process for the purpose of identifying its future direction. The 1999 National Neighbourhood Watch Conference was held in Hobart with the theme "Getting the Message Across".

There are 122 Adopt-a-Cop programs in primary schools and an increasing number of Police Liaison Officers attached to High Schools.

Although there are 68 active Safety House committees, the Safety House Association of Tasmania Inc experienced some difficulties in 1998-99 due to reduced numbers of volunteers and limited finances. A productive planning day was held to investigate future directions and strategies. The department continues to provide support to this valuable community program.

Crime Stoppers Tasmania has enjoyed a productive year. It has met the objectives set by the Board in the preceding year and embarked on developing some initiatives to expand its impact in future years.

Crime Stoppers Week was rescheduled to make better use of information sources. Strong support from Lions Clubs of Tasmania and Telstra and high levels of community interest contributed to make for another successful week.

Initiatives were developed to extend the Crime Stoppers program during the past year. A special project to help solve fisheries and related marine crimes was begun. With help from Housing Tasmania, a pilot project was launched to support the Gagebrook community in an attempt to curb vandalism.

The Tasmanian community has provided valuable information which has resulted in the recovery of stolen property and the seizure of drugs totalling \$1 million since the program was introduced in this state in 1994.

Crime Stoppers Calls

Performance/Activity Information	1997-98	1998-99
Calls Received	2504	2068
Persons Charged	209	136
No. of Offences	706	4962 *
Property Recovered	\$98,488	\$15,010
Rewards Paid	\$8,550	\$4,200

* 4500 offences against one person for internet pornography

In 1998 the department signed a Memorandum of Understanding with the Housing Division of the Department of Health and Community Services. The project offered a reduced rental accommodation to police to live in selected Housing Division suburbs which are subject to high levels of crime, property damage and anti-social behaviour.

Thirty-five police officers have taken up this offer across the state and the department has an extensive waiting list, indicating the popularity of the project which has been named Officer Next Door. Police participants, the community and business have generally been very positive about this initiative although some misconceptions have occurred as to what is expected of police living in broad acre estates.

An initial evaluation, based on anecdotal evidence only, indicates that crime and acts of vandalism have decreased in those areas where police are resident.

Two issues that are being examined to further improve the program are:—

- the development of guidelines providing direction in establishing strategies police can adopt within communities; and
- the exploration of an appropriate evaluation methodology.

Following the success of the Launceston experiment whereby members of Neighbourhood Watch monitored the Central Business District (CBD) closed circuit camera system, Hobart City

Safe concluded a similar agreement to cover Hobart's CBD. Under the agreement reached between the department and Neighbourhood Watch, Neighbourhood Watch members monitor the CCTV on Friday and Saturday evenings. Feedback from retailers indicates that the level of vandalism has substantially reduced.

The department has committed itself to supporting Police and Citizens Youth Clubs (PCYC) statewide. Although many of these are run by volunteers and are self-managed, the department provides resources in kind. A number of the clubs were successful in securing grants and sponsorship from service clubs which were utilised for club improvements.

PCYC clubs also sponsored and were heavily involved with the Mobile Activity Centre activities and the Reclink streetwork program. Many of the young people availing themselves of these services were either young offenders or were in the high-risk category of offending or being the victims of crime. An initial evaluation of the MAC, Reclink and Teen Vocation programs revealed that they provided a solid basis of support to young people and afforded them opportunities to improve their lives. Rates of offending and of substance abuse of participants in these programs have shown a dramatic decline, with many having secured part-time or full-time employment.

As mentioned earlier in this report, on 28 October 1998, the Premier, Jim Bacon MHA, launched the Tasmania Aboriginal Strategic Plan. The plan was developed after extensive consultation with the office of Aboriginal Affairs, aboriginal community and the department. The plan provides a framework for addressing the issues facing Tasmania Police and Aboriginal Peoples and Torres Strait Islanders and responds to recommendations of the 'Royal Commission into Aboriginal Deaths in Custody'. The plan identifies the following five key result areas:—

- Improving Safety in Custody;
- Improving Communication and Liaison;
- Improving Training and Education;
- Improving Recruiting; and
- Improving Crime Prevention.

A time mural (30sq metres) providing a pictorial history of Tasmanian Aborigines was produced by the Tasmanian Museum and Art Gallery and is located on an internal wall at the Police Academy. The mural was designed in concert with the Office of Aboriginal Affairs and a Tasmanian aboriginal.

Protective Security

Protective Security Officers are responsible for providing security to people assessed as having an abnormally high risk factor, and for assisting dignitaries.

General duties police provide support to specialised officers when required and were utilised extensively this year because of the higher than normal number of dignitaries who visited the state. Additional security resources were also required given the assessment of high threat level placed on a number of these dignitaries.

Specialist protective security staff as well as general uniform duties officers were involved in a number of difficult and challenging situations with the three different visits to Tasmania by Ms Hanson MHR.

The overall workload of protective security officers increased significantly this year.

Security Services **

Performance/ Activity Information	1997-98	1998-99
Ongoing security for Governor	144 days (173 events)	165 days (214 events)
Other Government dignitaries	54 days (22 events)	12 days (18 events)
State Government Ministers	8 days (7 events)	n/a
Other Events ***		103 days (51 events)
TOTAL DAYS	206	280
TOTAL EVENTS	202	283

** Erratum

Figures tabled in the parliamentary Annual Report were not correctly described. The methodology utilised this year will form the basis of future reporting.

*** Other Events

Other events relates to all matters which Protective Services dealt with over the period including, Federal Government visits, Ambassador visits, Conferences where dignitaries visit, International dignitary visits, Investigations and Nuclear Warship visits.

Search and Rescue



District based search and rescue staff were again involved in a number of land and sea search and rescue operations. The department relies heavily on volunteer groups and interaction between these groups and search and rescue police was further enhanced by a successful annual search exercise. Callout procedures operated very effectively and procedures for integrating air, sea and land volunteers were fully tested. Excellent co-operation also exists across police districts with a number of searches involving staff from more than one geographical command. Training for both diving and land-based operations has been reviewed and is now competency based and well structured. All members will be trained to the highest level over the next twelve months. The operational effectiveness of this section will be

enhanced with the introduction in 2000 of a twin-engined helicopter.

Search and Rescue Operations

Performance/Activity Information	1997-98	1998-99
Inland Searches	52	41
Marine Searches	40	18
Helicopter Operations	64	68
Diving Operations	39	20

Pipe Band

The Tasmania Police Pipe Band comprises primarily voluntary, unpaid civilian members who not only strive to support the Tasmania Police Service but also to excel in the discipline of pipe band music.

The year 1998-1999 (the Band's 29th year) was a highly successful one. The Band has strongly supported Tasmania Police in its centenary year by participating in the:—

- Police Expo at Wrest Point Casino;
- Centenary marches at Launceston, Hobart and Burnie; and
- Playing an integral part in the organisation, planning and hosting of the highly successful Police Centenary Tattoo at both Launceston and Hobart.

The Band also performed at approximately 30 parades during the year including Police Academy Passing Out Parades, the Anzac Day march and the Parade of Champions.

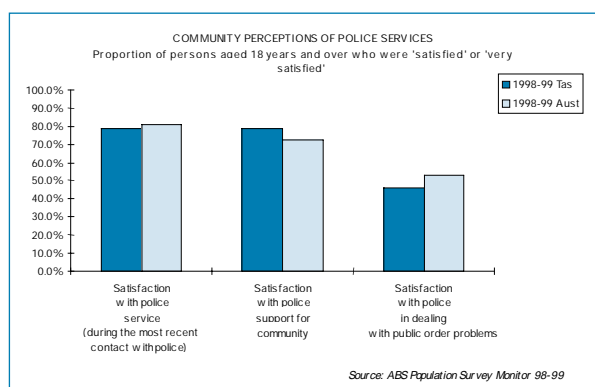
The Band was invited and performed creditably on the international scene at the New Plymouth Searchlight Tattoo in New Zealand and again the Band acted as strong ambassadors for the state of Tasmania.

Community Surveys

Tasmanians are surveyed on a regular basis to determine community attitudes towards police and perceptions of safety.

This information is reported annually on a jurisdictional level in the Report on Government Services.

Satisfaction with police services

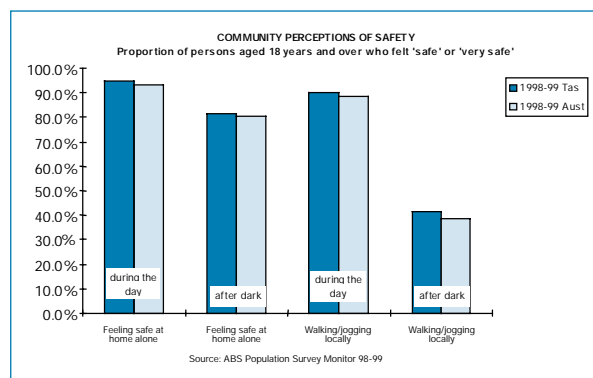


- In Tasmania during 1998-99, of the 55 per cent who had contact with police, 79 per cent of persons aged 18 years and over were 'satisfied' or 'very satisfied' with the police service they received during their last contact. This is similar to the national result where, for half of all respondents, 81 per cent were 'satisfied' or 'very satisfied'.

For Tasmanians, the most common reason for satisfaction with police services was that police were 'courteous' followed by 'approachable/friendly'. The most common reason for dissatisfaction was 'took no action' followed by 'no interest shown'.

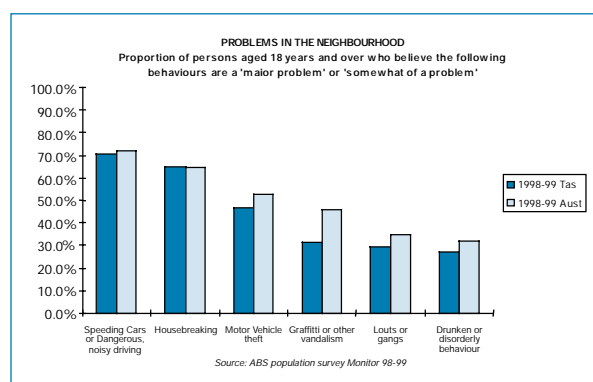
- During 1998-99, 79 per cent of Tasmanians aged 18 years and over were 'satisfied' or 'very satisfied' with police support for community programs. This is higher than the national average of 73 per cent.
- Forty-six per cent of Tasmanians were 'satisfied' or 'very satisfied' with police in dealing with public order problems compared to 53 per cent nationally.

Perceptions of safety



- The proportion of Tasmanian's aged 18 years and over who felt 'safe' or 'very safe' was slightly higher than the national average for the following categories: 'at home alone during the day or night' and 'walking or jogging locally during the day or night'.

Perceptions of problems in the neighbourhood



- In Tasmania, 71 per cent of persons aged 18 years and over believed 'speeding cars or dangerous, noisy driving' was a 'major problem' or 'somewhat of a problem' in their neighbourhood in 1998-99. This was followed by 65 per cent who believed 'housebreaking' was a problem, 46 per cent 'motor vehicle theft', 31 per cent 'graffiti or vandalism', 29 per cent 'louts or gangs' and 27 per cent 'drunken or disorderly behaviour'. Nationally, a similar proportion cited 'speeding cars or dangerous, noisy driving' and 'housebreaking' but the proportion cited for all other neighbourhood problems was much lower in Tasmania than the rest of Australia.





Output Group 2 Crime Detection and Investigation

Description: This Output Group relates to the police response to crimes against the person and property and includes the investigation of crime, the detection and apprehension of offenders and specialist activities aimed at targeting criminal activities and criminal groups.

Key Strategies

The management of police activities aimed at preventing and investigating crime through:—

- ❖ enhanced anti-crime initiatives;
- ❖ targeting offenders;
- ❖ enhanced investigation techniques;
- ❖ targeting the use, production, cultivation, distribution and trafficking of illegal drugs;
- ❖ developing operational intelligence processes; and
- ❖ identifying and seizing illegal assets.

Output

Investigation of Crime

- Total recorded crime in Tasmania decreased in 1998-99 by 3.3% and is a reversal of the average annual growth rate of 5.4% over the previous five years.
- The clearance rate for total recorded offences was 17.5% which is similar to the 17.2% cleared the previous year.

Offences Against the Person

- Offences Against the Person increased by 7.4% in 1998-99. This is slightly higher than the 5.0% annual average growth rate recorded over the previous five years.
- The increase this year can be attributed mainly to a 10.6% increase (218 offences) for assault.
- Armed robbery increased in 1998-99 by five offences while unarmed robbery increased by eleven offences.
- The clearance rate of 56.4% for Offences Against the Person decreased in 1998-99 by 6.5 percentage points (62.9% in 1997-98) but is higher than the previous five-year average of 53.2%.

There is a pattern becoming increasingly evident that many victims of assaults involve young males in the 15-24 year age group and involve alcohol

abuse, with more incidents occurring in and around hotels and licensed clubs. Recent task force activities in city CBDs have had some impact on reducing the amount of interpersonal violence.

The other problem area where interpersonal violence is prevalent is in families. 42% of all assaults occurred at residential locations. The department is in the process of reviewing its policies, strategies, data collection and offender profiling in relation to domestic violence.

Offences Against Property

- Contributing to the overall decrease in recorded crime was a decrease of 5.2% for Offences Against Property.
- Property offences comprised 90% of all recorded offences and decreases occurred in the following offences:

Burglary-Buildings	9.2%
Burglary-Motor Vehicles	7.7%
Injure/Damage Property	6.2%
Stealing-General	11.6%
- Unfortunately, Motor Vehicle Theft continued to increase in 1998-99, by 14.9% (408 offences).
- The clearance rate of 12.5% for Offences Against Property in 1998-99 remains similar to the 13.1% cleared the previous year although is higher than the previous five-year average of 9.1%.

Despite the improved trend in property crime, the department is committed to trialling new strategies to achieve further reductions in property crime.

As mentioned in the Overview, the department has implemented an Integrated Crime Management Strategy (ICMS). This involves:—

- the establishment of Crime Management Units in each District;
- focusing on feedback to complainants/victims;
- utilising uniform officers for investigation and crime scene examinations (eg fingerprinting); and
- implementing one-stop crime examination teams at crime scenes.

The new Integrated Crime Management Strategy (ICMS) has been embraced and fully supported by operational personnel despite the additional work load involved in the initial set up and multi-skilling phase.

This project draws upon the resources of the community through a problem solving approach to policing. It involves more police in crime reduction strategies, improves service to victims of crime and concentrates police resources on those areas which have been shown to be most effective in reducing crime.

The major changes which will arise from the Integrated Crime Management Strategy will involve police officers who attend crime scenes. These officers will conduct a basic forensic examination, including checking for fingerprints, conducting and concluding an investigation, and provide crime prevention advice to victims. Previously the victim would have to wait for a Forensic Service Unit to examine the scene after the responding unit had taken the report.

The intelligence capacity of criminal investigation will be significantly enhanced by establishing Crime Management Units in each police district. Police officers attached to these units will ensure that all crime reports receive at least a minimum level of investigation, that crime trends are identified and acted upon, and that crime reports are assigned for further investigation as quickly as possible.

The establishment of a Crime Management Unit will enable the department to maximise the effectiveness of the Call Centre which was introduced in August 1998.

Each aspect of the ICMS will be subject to a rigorous evaluation and review process over a period of six months at the conclusion of which, a decision will be made as to its continued operation, depending upon its effectiveness.

The new approach will:—

- reduce the workload of many affected areas through:
 - ◆ tailoring police responses; and
 - ◆ single visit resolution.
- ensure that all offence reports are investigated and subject to:
 - ◆ improved quality control;
 - ◆ better use of intelligence and targeting police deployment; and
 - ◆ enhanced customer service levels to victims in particular.

The evaluation of the ICMS commenced in March 1999 and has yet to be completed. However, this initiative, combined with focused property task force activities, has had a marked effect on the level of reported crime and on police clear-up rates. Results in recent months have revealed that the introduction of the ICMS has

had improved outcomes for property offence investigations. This should be reflected in next year's report when a full year of the new strategy can be reported on.



Initial findings from the ICMS evaluation review indicate that enhancements can be made in the following areas:—

- the training of uniform crime response units;
- crime reporting directly into the Call Centre;
- quality assurance in crime reporting;
- victim notification and follow up; and
- access to a statewide integrated intelligence system.

Forensic Services has a statewide responsibility to provide a forensic facility to all branches of the department, and occasionally to other government agencies. The general disciplines consist of crime scene examinations, ballistics, fingerprints, questioned documents and photo processing.

The introduction of the Integrated Crime Management Strategy has had a significant impact on Forensic Services with personnel having to attend fewer crime scenes.

Forensic services staff are responsible for the training of operational officers as first response personnel. The training includes basic crime scene assessment, fingerprint examination and identification of DNA exhibits.

An Investigators Guide to Physical Evidence is being compiled for distribution to all operational police officers. This will assist the first response unit personnel and is one of several strategies to improve the quality of fingerprints being taken by these personnel. The reduction in the number of general forensic tasks being performed by Forensic Services staff will allow them to attend Advanced Forensic Procedures Courses in order to improve their level of expertise. This will be of long-term benefit to the department across all areas of crime investigation.

The Federal Government Crimtrac initiatives have had, and will continue to have, a significant impact on Forensic Services. The Fingerprint Section is preparing forms for conversion to the new National Automated Fingerprint Identification System in early 2000. There will also be a significant need to have high-volume crime cleared up through DNA evidence when that database comes on line. To prepare for this, training in DNA collection is being provided to crime response officers by Forensic Service personnel. An average of 16 DNA samples per month is presently being collected.

Forensic Services

Activity/Performance Information	1997-98	1998-99
ballistic crime scenes attended	18	93
document examinations/photofits	67	114
crime scenes attended	14,183	12,150
photographs processed	154,886	157,148
fingerprints identified	772	813



The Proceeds of Crime Unit again collaborated closely with CIB and Drug Bureau staff to recover funds and property illegally gained from criminal acts. The total value of confiscation orders and forfeiture orders made for this year was lower than last year and below that anticipated. A number of matters presently before the court have taken longer to be resolved with approximately half a million dollars expected to be paid into consolidated revenue.

Proceeds of Crime

Performance/Activity Information	1997-98	1998-99
Money restrained and property restrained	537,905	434,789

The Drug Bureau offices located in three regions continued to undertake investigations into drug-related matters. Amphetamine and the abuse of pharmaceutical drugs remain of major concern. Heroin use remains at low levels. Cannabis is still the most widespread illicit drug in Tasmania and it is thought that a substantial minority of 14-19 year-olds have tried this drug.

The trial Cannabis Cautioning Program commenced last financial year and was implemented statewide. Over 264 people were cautioned by police under this program which is presently being externally evaluated by the School of Sociology and Social Work, University of Tasmania.

The national Early Intervention and Diversion of Illicit Drugs project outlined in the Overview is due to commence early in 2000 and will necessitate a review of the existing cannabis cautioning program. Police officers will undergo an extensive training program prior to the introduction of the new drug strategy.

The department will also review the implementation in Tasmania of the national supply reduction strategy for heroin and other illicit drugs. An improved intelligence gathering and data capturing framework will be examined.

An internal investigation into the Launceston Drug Bureau led to one former member being charged with serious criminal matters. In addition, the investigation identified a number of administrative procedures and practices which were deficient and measures have been introduced to remedy all deficiencies. In order to preserve public confidence in the Drug Bureau all of the personnel attached to the Launceston office were transferred and replaced with temporary members drawn from uniform positions. The department is confident that the measures which have been taken in Launceston will prevent a recurrence of the situation.

Output Group 3 Traffic Law Enforcement and Road Safety

Description: This Output Group comprises policing services aimed at reducing injuries and death from vehicle collisions; facilitating the free flow of traffic; attending vehicle collisions; driver behaviours and enforcing traffic laws particularly those related to speed and alcohol.

Key Strategies

Police activities aimed at improving road safety through:—

- ❖ focussing speed reduction activities on high risk areas;
- ❖ devoting more traffic enforcement activity in rural areas, particularly those activities related to reducing drink driving and speed reduction;
- ❖ strategically utilising the media to highlight enforcement strategies and to modify dangerous driving behaviour;
- ❖ accurately targeting traffic policing activity by using intelligence gathered from licensing squads and accident investigation reports; and
- ❖ continuing a strong education campaign to modify past driver behaviours and to inculcate future road users with an awareness of road safety issues.



Output

Accident Reduction and Road Safety

Traffic policing activity is undertaken by all uniformed police officers, with dedicated Traffic Branches located in each geographic district. Using information gained from accumulated

statistics, fatal accident investigations and licensing patrols, districts coordinate and focus their traffic operations on local problems.

Statewide programs are coordinated by the Traffic Liaison Unit which forms part of the Operations Support.

Regrettably, the fatal accident rate increased this year, with a high rate of deaths and serious injury occurring on country roads. Despite this rise, the overall ten-year trend is downward and Tasmania still lays claim to being the state with the safest roads per head of population and number of registered vehicles.

Speed, alcohol and driver inattention remain the primary causes of road trauma in Tasmania. Of particular concern is the incidence of alcohol and speed related deaths in rural areas. Several major operations were conducted during the year that focused upon the linkages between immoderate drinking in rural hotels and driving under the influence. Speed reduction activities have been increased with more emphasis being placed on policing rural roads where many of the state's road fatalities are occurring. It is pleasing to note that the percentage of motorists caught speeding decreased slightly this year.

Middle managers are improving their tactical responses to road safety issues by basing traffic policing on both research and local statistical data. For example, in the Southern and Eastern Districts, accident investigation staff identified that a number of fatalities could be attributed to excessive consumption of alcohol in rural hotels. In response, these districts successfully combined resources to focus on dangerous driver behaviours. Not only were large numbers of high profile random breath tests completed but a substantial number of drivers were apprehended for drink driving.

These high-profile rural operations will continue.

Other operations targeting speeding motorists have been successful and are in line with best practice.

The insurance industry has imposed a more stringent reporting mechanism for crash injuries and this has resulted in an increase in the reporting of injuries. These figures in future will provide a more accurate reflection of trends.

A review of the Motor Accident Insurance Board funded Road Safety Task Force was conducted by the Auditor General's Department and the University of South Australia. The findings of this review were positive, indicating that the strategies adopted both by general traffic police and the Road Safety Task Force reduced the number of serious road casualties. They reflect credit upon the program and the individuals involved.

The review also recommended that funding should be allocated on a long-term basis to provide an enhanced strategic focus as well as targeting rural drink driving and motorists failing to wear seat belts. These offences are currently subject to intense policing activity and major operations.

Further to this, the Motor Accidents Insurance Board and the Federal Office of Road Safety have made a grant of \$157,000 for a two-year trial to check the use of illicit drugs and pharmaceutical medicines found in the blood of people injured in road crashes in Tasmania.

The Traffic Liaison Unit manages the traffic infringement and speed camera adjudications and also coordinates repairs statewide to speed detection devices. During the year the department continued to upgrade its speed detection devices with the purchase of the latest digital cameras and technology.

In addition, the Traffic Liaison Unit is taking a more active role in coordinating traffic policing activity statewide. Traffic Liaison is currently developing a database that will add intelligence gained from Traffic Infringement Notices. This intelligence will focus policing activities on higher danger areas.

Traffic personnel from the department are also represented on a wide range of national and state road safety task forces and liaison groups and provided advice to government on a number of issues, including the formulation of the Australian Road Rules.

As mentioned earlier in this report, the ARR changes will have a significant impact on the department and will necessitate a new training regime for operational police, information technology solutions and business process changes.

The department is also collaborating with other agencies to review the infringement registration process to improve the collection of fines and enforcement of infringement notice penalties.

Road Accident Fatalities

Performance/ Activity Information	1997-98	1998-99
Drivers	17	24
Passengers	7	16
Motorcyclists	5	5
Cyclists	0	2
Pedestrians	6	6
Pillion Passengers	2	-
Total	37	53

Injuries and Road Accidents

	1997-98	1998-99
Serious Injuries		
(Persons)	378	497

Source: Department of Infrastructure, Energy and Resources

Speed Camera Operations

Number:	1997-98	1998-99
Vehicles Checked	8,759,932	9,235,565
Photographs Taken	64,975	62,819
Notices Issued	45,059	50,424
Notices Paid	35,316	40,585
Kerbside Hours	33,423	32,703
Speeding Vehicles	0.74 %	0.68 %
Fines (approx.)	\$2,825,280	\$4,058,500

Output Group 4 Protection of Primary Industry and Fisheries Resources

Description: This Output Group comprises policing services relating to the protection and security of the State's poppy crop, as well as protection of Commonwealth and State fishing resources.

Key Strategies

Police activities aimed at providing protection as well as preventing and investigating crime in State primary and fishing industries through:—

- ❖ improved protection of marine resources and poppy crops;
- ❖ targeting suspects;
- ❖ enhanced investigative techniques;
- ❖ minimising poppy diversions;
- ❖ improving industry participation;
- ❖ maximising the seizure of confiscated assets; and
- ❖ enhanced intelligence and auditing services.

Poppy Security

In Tasmania, poppy production is carried out by two companies, Tasmanian Alkaloid Ltd and Glaxo Welcome Ltd, with growers being licensed by the Poppy Advisory and Control Board (PACB). Tasmania Police in liaison with PACB were again responsible for the security of the poppy crops for the 1998-99 season which extended from October 1998 to March 1999. Tasmania continues to be the only Australian State licensed under United Nations Conventions to grow opium poppies. The industry is economically important to Tasmania and indications are that it will remain so for many years to come.

The 1998-99 poppy season has seen a further expansion in the Tasmanian Poppy Industry, with 1,144 licensed growers cultivating 14,950 hectares of poppies. Tasmanian producers have been at the forefront in the areas of research and development and lead the world in this specialist horticultural industry.

During the past two seasons a thebaine strain of poppy has been trialled for production by Tasmanian Alkaloids. During the 1997-98 season this crop developed into a production phase with about twenty per cent of poppy crops being of the thebaine strain. This thebaine poppy proved to be successful with a further increase in production in the 1998-99 season to about 25%.

Once again the security of the poppy crops was carried out by a statewide Poppy Task Force assigned to the three geographic regions of the State (South, North and West). Each of the three regions had a team of four personnel dedicated to poppy security and investigation. In total, the State Poppy Task Forces covered approximately 70,000 kms in poppy patrols.

Liaison between the individual Task Forces and Drug Bureau staff ensured efficient resource allocation and an appropriate response to any matters that arose. Strategies utilised by the Poppy Task Forces are proactive and are enforced by specific Task Force and general uniform duty officers.

The responsibility for the Poppy Industry lies with the Department of Justice and Industrial Relations and Ministerial responsibility resting with the Attorney-General. In 1998 the Government decided to relocate the Poppy Advisory and Control Board from Hobart to Ulverstone. This move was effective from 4th January 1999.

Contact with the PACB was maintained on a regular basis throughout the season, with more regular meetings held between the PACB and the State Coordinator at the height of the season.

The PACB field officers continued to provide a valuable resource and the close working relationship developed between operational detectives and the field officers was excellent. The benefit of having regular field officers is invaluable to police from season to season and provides a great deal of expertise and stability.

Liaison with the two alkaloid producers, Glaxo Ltd and Tasmanian Alkaloids Ltd, continued throughout the season with contact via the company field officers. As in past seasons a close liaison was maintained by Poppy Task Force members and licensed Poppy growers. This liaison continues to remain a cornerstone of the overall poppy security program, with vital information being collected by the growers and passed on to the Task Forces. The Task Forces rely greatly on the cooperation received from the growers.

All licensed growers were reminded of their security responsibilities prior to the growing season and this was reinforced throughout the season. The PACB was well placed to continually promote the security aspect with both companies and growers, and did so with positive effect.

Poppy Crop Security

Performance/ Activity Indicator	1997-98	1998-99
Hectares in production	12,476	14,952
No of interferences to crops	35	47
Major interferences (excess of 500 poppy crops stolen)	8	7
Persons charged with poppy offences	14	7
No. of offences	39	24

The total number of interferences for the 1998-99 season amounted to 47, an increase of 12 on the 1997-98 season. Although interferences are up on last season they still indicate a declining trend in the overall number of interferences in the last decade.

Of those 47 recorded thefts, only seven were classed as major thefts, a reduction of five from the previous year. Seven people were charged with poppy offences. A substantial number of other persons were charged with other drug-related offences which emanated from specific poppy security strategies undertaken by the Poppy Task Force members during the season.

Fisheries Security

The department's Marine Division has both a preventative and enforcement role in Commonwealth and State waters south of latitude 39° 12' South. The Marine Division is responsible for policing the State's abalone, rock lobster, crab and scale fisheries. The Commonwealth funds the department to monitor Commonwealth fisheries within Tasmania's area of responsibility.

Water police also perform an important community service by providing a medivac service to Bruny

Island residents, a search and rescue function in collaboration with volunteer groups as well as retrieving boats that have broken free of their moorings.

During the year a review of all marine outputs and targets was completed. These now more accurately reflect the work performed by Marine Division personnel and have been consolidated into a business plan relevant to both state and Divisional levels.

Marine personnel moved into a purpose-built facility in Federal Street, Hobart, and although the premises are not at the water's edge, they have proved to be very functional as well as being a boost for morale.

A memorandum of agreement is in the process of being signed between the department and Victoria Fisheries Services to improve the level of cooperation between services and appoint Tasmanian police as authorised officers under Victorian legislation.

This year also saw the reopening of new scallop fishing grounds off Flinders Island. Given the past history of this industry, marine police paid close attention to the forty-six vessels licensed to fish this resource. Sea patrols to ensure compliance for this fishery had a significant impact on marine operations.

The Marine Division was also responsible for a number of initiatives, including:—

- formation of a Fishing Industry Stakeholders Committee. This is a forum promoting an exchange of information and industry input in Marine Division's business plan;



- formalisation of a State Search and Rescue Committee, consisting of emergency services agencies and reporting to heads of agencies;
- the preparation and implementation of a competency-based police diving manual. All diving practices now meet or exceed Australian Standards and divers who do not validate their competencies will not be used operationally; and
- a review and accreditation of the sea safety course, a competency-based program.

Other projects commenced that will be completed during the next financial year include a review of land search and rescue training to convert it to competency based and a vessel strategic asset management plan.

Marine officers also continued the excellent rapport developed with representatives from the peak fishing industry bodies and Marine Resources Division of the Department of Primary Industry, Water and Environment.

Fisheries Security

Performance/ Activity Indicator	1997-98	1998-99
No. of persons charged with fisheries offences	279	266
No. of fisheries offences	764	514
No. vessel patrol days	540	525
No. vessel checks and inspections	3,959	3,402





Output Group 5 Emergency Management

Description: The State Emergency Service (SES) provides planning, training, operational, and public education services to government, external organisations, and industry groups to minimise the risk of emergencies and create a more prepared community.

Key Strategies:

Management of risk and emergencies through:—

- ❖ developing state-wide policy in emergency management;
- ❖ developing a wide variety of government, community and industry emergency preparedness programs;
- ❖ increasing community awareness of emergency management issues;
- ❖ improving volunteer training and support; and
- ❖ responding to significant emergencies.

Outputs

Emergency Management Planning, Training and Public Education.

Local government is responsible, with the assistance of municipal emergency management committees and the SES, for developing and maintaining emergency management plans for their geographical areas. It is important that these plans are kept up to date and a full review once every two years is considered appropriate. All local government emergency plans are current.

Emergency Plans

Performance/ Activity Indicator	1997-98	1998-99
Percentage of current municipal emergency management plans as at 30 July 1998	86%	95%

The SES is responsible, through a number of multi-agency committees, for developing and maintaining regional and state-level emergency management plans. These plans are either current or in the process of review, and include:—

- Northern Region Emergency Management Plan;
- North West Region Emergency Management Plan;

- Southern Region Emergency Management Plan;
- Tasmania Marine Oil Pollution Plan;
- Petroleum Products Emergency Plan;
- Special Plan for Visits of Nuclear-Powered Warships to Hobart;
- Animal Disease Emergency Management Plan;
- Tasmanian Emergency Management Plan; and
- Tasmanian Hazardous Materials Emergency Plan.

Advice on the public safety and risk aspects of land use planning and development proposals has been provided to State government, local governments and developers.

SES personnel have conducted the following training and public education activities this year:—

- training of police officers in recruit and officer qualifying courses;
- introduction to emergency management courses;
- local government emergency management workshop;
- year 2000 risk workshops; and
- exercise management courses.

The nomination of 63 Tasmanians to Australian Emergency Management Institute courses and workshops was coordinated. The SES maintained its contribution to the Public Safety Training Package, through review and design of competency standards, establishment of training and assessment systems and the review of existing curricula.

Volunteer Training and Support

Throughout the year the SES prepared and lodged an application to become a Registered Training Organisation (RTO).

This year the SES continued to support volunteer units through:—

- the development of workplace trainers and assessors;
- training, assessment and re-accreditation in road accident rescue, vertical rescue, general rescue, search and rescue, emergency operations centre management;

- the acquisition and distribution to road accident rescue units of funds from the Motor Accident Insurance Board;
- the development of an industry specific first aid training program; and
- the development of occupational health and safety policies and standards.



Response and Recovery Coordination for Significant Emergencies

Tasmania has, thankfully, had a comparatively uneventful year in relation to emergencies. Work has concentrated on consolidating the preparedness of the State. SES volunteers were active in many incidents and emergencies. A summary of call outs of volunteers is detailed in the following charts.

Call Outs

Performance/ Activity Indicator	1997-98	1998-99
Road accident rescue	103	116
Search and rescue	31	40
Storms and floods	18	47
Miscellaneous	39	35
TOTAL	191	238

Contact Hours

Performance/ Activity Indicator	1997-98	1998-99
Road accident rescue	827	899
Search and rescue	2,559	1,957
Storms and floods	213	1,308
Miscellaneous	3,139	1,566
TOTAL	6,738	5,730

Additional to this work was over 8,200 hours of non-emergency community assistance including security, lighting, crowd and traffic control, and communication for special events and demonstrations. Volunteer units also competed in national and international road accident rescue and national search and rescue skill competitions, representing the State commendably.



Output Group 6 Support To Judicial Services

Description: This Output Group relates to policing services that support the criminal justice system. These services include the prosecution of offenders, assisting the coroner, maintaining a bail and warrants processing service and the provision of diversionary conferencing programs.

Key Strategies

Police participation in the administration of justice through:—

- ❖ the documentation and presentation of evidence in court;
- ❖ investigative and clerical services on behalf of the coroner;
- ❖ enhanced diversionary conferencing; and
- ❖ the provision of process serving.

Outputs:

Prosecution and Conferencing

Prosecution services in the three regional areas of the State continued to perform to a high standard in the critical areas of file preparation and court presentation. Convictions were obtained in over 90% of prosecutions, with 55,241 charges laid against offenders, compared with 46,265 in 1997-98.

Two police prosecutors are presently studying law at the University of Tasmania, and will eventually serve their solicitor apprenticeships and satisfy their articles within Prosecution Services.

Contest Mention Courts continue to reap rewards in the form of savings in court and police time. Further efficiencies in management and infrastructure costs, together with an improvement in service delivery, have been achieved within the Western District, with the relocation of the Burnie and Devonport Prosecution Services into a single integrated unit situated at Ulverstone.

Police Prosecution Services have implemented afternoon shift rosters, which have resulted in improved after-hours prosecutorial services to the courts and operational police. Accountability and propriety in decision-making were enhanced during the year by the adoption of revised prosecution discontinuance procedures.

Statewide customer service has been improved by the provision of advice to victims of offences, including court outcomes and compensation options.

The diversionary conferencing and cautioning program for young people continued through the year, after a review was conducted of the procedures involving conferencing. As a result of that review, the proportion of apprehended juveniles referred to the court has halved during 1998-99.

Juvenile Conferencing/Cautioning

Performance/ Activity Indicator	1997-98	1998-99
No. cautioned and conferenced juveniles	828	1,786
No. juveniles to court	2,398	1,739

Police have continued to maintain a professional relationship with the Director of Public Prosecutions, Prosecutors, the Magistracy, Legal Aid and private practitioners.

Coronial

Police officers provide a support role to the State's coroners as well as investigating the causes of death. During the year police were involved in 238 coronial investigations.

Bail/Warrant Processing

Police Officers continued to provide a bail/warrant processing service. During the year 13,373 new warrants were issued with 5,707 still remaining active.





Output Group 7

Ministerial Support and Information Services

Description: This Output Group covers the provision of ministerial services for the Minister for Police and Public Safety as well as executive and administrative support to senior management. It also includes the provision of a range of information services to government, business and community users.

Key Strategies

Police support to the Minister for Police and Public Safety through:—

- ❖ the provision of accurate and timely advice to the Minister;
- ❖ policy advice on directions in Australasian policing and emergency services;
- ❖ support to Commissioner and Minister for Australasian Police Ministers' Conference; and
- ❖ the provision of information services to the community.

Outputs

Ministerial Support and Policy Advice

Departmental officers again provided advice and support to the Minister for Police and Public Safety on issues affecting policing and community safety.

During the year approximately 900 briefing notes and ministerial replies were prepared by staff. Community enquiries covered a broad range of concerns, the most prominent being firearms legislation, public disorder, particularly in city central business districts, policing numbers and property crime. Approximately 93% of these were completed within the prescribed 21-day time frame.

It was noticeable and of interest that an increase in enquiries from the community came in response to government community forums.

The vast majority of concerns related to local issues, such as police numbers or property crime.

The flow of information between the department and Minister's office was enhanced through new departmental processes, an improved tracking system and excellent coordination between staff in both offices. The quality of Ministerial briefings should also improve with the completion and distribution to all police commands of a package entitled *Communicating with the Minister's Office*.

Departmental and Ministerial staff liaised closely in the preparation of budget papers and legislative packages, with a number of new pieces of legislation introduced during the year.

Department staff also worked closely with Ministerial staff in preparing issues and briefing papers for the Commissioner and Minister prior to their attendance at Ministerial Council meetings.

Information Services

The department provided a wide range of information services to government agencies, organisations, solicitors and private citizens. These included Freedom of Information, accident reports, crime statistics and probity checks for persons employed in designated government agencies as well as in the security industry and other authorised agencies.

A significant increase was recorded in the number of probity checks for people seeking employment as well as those employed in government and other authorised agencies.

The majority of determinations not completed within the 30 days compliance period were due to lengthy consultations with third parties prior to the release of their documents.

Ministerial Responses

Performance/ Activity Indicator	1997-98	1998-99
No of requests	900	900
Per centage completed per compliance	90	93
<i>Freedom of Information</i>		
No of requests	501	409
Per centage completed per compliance	91	93

Firearms Registry

During the year, the focus in the Firearms Registry has been on staff training and development both within the Registry and externally. Efforts are continuing to train all staff in areas of the Registry to attain an efficient level of multi-skilling. Staff members were also given the opportunity to attend external training courses and one member has undertaken a traineeship.

The department hosted the annual National Firearms Managers Conference on 11 February 1999. The major issues discussed were:—

- recognition of interstate licences and permits; and
- provision for international competitors participating in next year's Olympic Games.

Processes are now in place for the Firearms Registry to take over responsibility for the recording, movement and issue of departmental firearms.

Next year will see the commencement of the expiry of three-year licences necessitating the re-issue of those licences.



Performance Improvement Program

Description: This program focuses on the enabling services and infrastructure that facilitate the provision of efficient and effective police services. The department will continue to work towards achieving best practice across a number of critical management areas. This will be facilitated by the development of integrated asset, information, human resource and financial management systems.

Key Strategies

- ❖ actively encourage all employees to practise ethical behaviour;
- ❖ enhance standards of professionalism;
- ❖ implement change management strategies through the Customer Service Charter;
- ❖ develop appropriate career path opportunities, commensurate with organisational needs;
- ❖ promote and provide a safe and healthy working environment;
- ❖ promote equal opportunity practices ensuring fairness and equity for all employees;
- ❖ implement appropriate management information, information technology and asset management strategies;
- ❖ review departmental practices and procedures and implementing standards of best practice;
- ❖ identify and implement appropriate communication systems; and
- ❖ provide educational/training opportunities, commensurate with organisational needs.

Human Resource Management

Major Achievements during 1998-1999

- Implementation of awards to recognise professional behaviour and good service to staff, both sworn and unsworn;
- Fostering of a partnership between the University of Tasmania and the department to develop a Bachelor of Social Science (Police Studies);
- Enhancement of the safety of operational police through improved skills training programs;
- Commencement of the process of a detailed training needs analysis for all training programs;
- Development and implementation of the Human Resource Strategic Plan 1998-2000;



- Research and development of a new performance assessment and feedback module;
- Review and updating of promotion examinations curricula;
- Development and implementation of a re-engagement model for ex-serving police officers;
- Initiated departmental participation in the Commonwealth Government traineeship program; and
- Implementation of infection control education program and assistance with infection control safe work practices and post exposure management.

Corporate Services Support

Major Achievements during 1998/1999

- Continued development of the Financial Accounting Management Information System (FAMIS) resulting in improved financial management;
- Completion of budget estimates and information for Budget Paper No. 2 in accordance with output methodology guidelines;
- Implementation of the Budget Management System (BMS) which has been designed to assist in projecting future expenditure and revenue of the agency and monitoring the progress of current budget with respect to the agency is actual revenue and expenditure;

- Continuation of implementing public sector financial reform;
- Continued efficiencies in fleet services resulting in a cost efficient garage servicing facility;
- Ongoing review of the vehicle leasing scheme in consultation with fleetcare; and
- Restructuring of Fleet Management practices to deliver an improved level of service and measurable savings to the agency.

Asset Management and Property

Major Achievements during 1998-1999

- Implementation of the strategies contained in the department's Strategic Asset Management Plan;
- Program of works to address OH&S concerns in the area of fire safety, security and internal working environment. Fire safety improvements were undertaken at many sites;
- Ongoing management of the department's comprehensive maintenance program;
- Implementation of energy saving initiatives at many locations;
- New purpose designed police station at Strahan;
- Stanley police station refurbished for the relocated Western Marine Division;
- Refurbishment of customer service area at Launceston Police Headquarters;
- Conversion of residential accommodation at Ulverstone Police Station for the re-organised Western Prosecution Division;
- Disposal of a number of surplus properties and re-allocation of proceeds towards improving the department's portfolio; and
- New entry and disabled ramp at the Police Academy.

Workers' Compensation Claims Management

Major Achievements during 1998-99

- Continued significant decrease in both the number and cost of workers' compensation claims in 1998-99;
- A consequence of this decrease was a reduction of \$0.7 million in the premium payable to the Tasmanian State Service Workers' Compensation Scheme; and
- Finalisation of a number of long-term claims.

Media and Marketing

Major Achievements during 1998-99

- Production of internal publications such as the Tasmania Police Gazette;
- Provision of internal bulletins containing accurate advice to all members;
- Production of community relations brochures for distribution to the community;
- Close liaison with all sections of the media in regard to their timely access to information of public interest; and
- Provision of media training and awareness packages for police officer training courses at the Police Academy and to all operational officers when required.

Information Technology

Major Achievements during 1998-99

- Upgrading of the department's technology infrastructure via Project Samson and the Networking Tasmania Project. There is now a standard modern desktop within the department and the vast majority of PCs are now connected corporately;
- Expansion of the Call Centre to accept crime reports from across the state, providing police with enhanced investigative capabilities with less time spent on administration;
- Expansion of the new digital radio network across the whole of the state, providing operational police with improved coverage and security;
- Integration of communication and information technology service providers into a single organisational unit under the line control of a newly created position of Director Information Management;
- Significant remediation effort has positioned the department's technology infrastructure to both continue normal operations and provide additional assistance to the community in the event of Y2K related problems on 1 January 2000; and
- Agreement signed with the Victorian Company POLTECH to market internationally the Tasmania Police developed speed camera adjudication system.

Records Management

Major Achievements during 1998-99

- In conjunction with the Archives Office of Tasmania, the department has undertaken a comprehensive records disposal schedule. This project has included all Districts and will ensure improved information management systems and more efficient storage of corporate documentation; and
- A functional keyword Thesaurus has been developed for file titling based on the industry standard AAA Thesaurus terms. This approach to classifying documentation is a strategic approach to records and information management. It also assists the department to determine the length of time the record should be kept, the manner in which it is to be stored and who should access the information.

Business Projects Unit

Major Achievements during 1998-1999

In September 1998, the Business Projects Unit (BPU) was established to support selected projects, which included the continued implementation of the following initiatives arising out of Project BATON:—

- Implementation of the majority of Quick Wins identified in the re-engineering phase of Project BATON;
- Establishment of a Call Centre to support the recording and tracking of crime reports;
- Migration to a digital radio network across the state;
- Supply of standard desktop application and computer network infrastructure state-wide under the banner of Project SAMSON;
- Deployment of an Automated Output Management Information System to allow timely reporting on agreed performance indicators; and
- Introduction of recommendations in respect of Asset Management, Human Resources Management and Information Resource Management Strategies.
- Improvements since 1997 to the Information Resource Management Strategy include the standardisation of the Department's desktop environment (Project SAMSON) and networking infrastructure (Networking Tasmania).

Business Projects initiated during 1998-99

CrimTrac

In 1998, the Federal Government announced the initiation of the CrimTrac project. As CrimTrac will be critically dependent upon receiving high quality and consistent information from State jurisdictions, the requirement for this department to integrate its own data repositories will increase.

National Illicit Drug Diversion Initiative

At the 8th meeting of the Council of Australian Governments (COAG), the National Illicit Drug Diversion Initiative was proposed. As previously mentioned, this department was tasked by the Tasmanian Government to develop a 'whole-of-government' diversion framework consistent with the COAG initiative. The framework developed provides for the diversion of low-level illicit drug offenders, at any stage of the justice system, to the health arena to receive drug assessment, treatment and education.

Traffic (Road Rules) Regulations 1999

Since 1991 the Federal, State and Territory Governments have been working towards the establishment of nationally consistent road transport laws throughout Australia. The first round of legislative change will occur on 1 December 1999 with the adoption of the Traffic (Road Rules) Regulations 1999. This will deal with the driving and parking of vehicles and affect all road users nationally. This project has been established to ready the department for change by adjusting its operating system and business practices, by retraining and instructing its personnel and by devising appropriate policy initiatives.

Integrated Crime Management Strategy (ICMS)

The ICMS aims to achieve a reduction in the rate of reported crime and an improvement in crime clearance rates. A review of the ICMS commenced in March 1999 and is ongoing.

Executive Support

Major Achievements during 1998-1999

- Implementation of initiatives within the Community Safety and Crime Prevention Council eg. repeat victimisation, community safety program, common ground partnership agreements, referred to more fully earlier in this report;
- Management of the Y2K project;

- Preparation of the Business Plan and Annual Reports;
- Provision of policy advice to the Commissioner and Minister in relation to legislative reform and national illicit drug strategy;
- Provision of crime statistical and performance information to the National Crime Statistics Unit and Council of Australian Governments;
- Research and deployment of policies in relation to dress standards and equipment;
- Preparation of Cabinet documents in support of proposed or new legislation, including Police Offences Act, Custody Procedures Criminal Process (Identification and Search) Procedures Act, Telecommunications Interception Act, Criminal Law (Detention and Interrogation) Act, Control of Weapons Bill, Police Service Bill and Witness Protection Bill;
- Ongoing involvement in inter-department drug committees and with non-government organisations in relation to alcohol and drug issues with special emphasis on illicit drug usage;
- Development of an on-line charging initiative allowing for electronic capturing of processes involved in the charging of offenders; and
- Development of a statewide database capturing information in relation to domestic violence incidents.

Internal Investigations

Internal Investigations has statewide responsibility for the investigation of complaints against police officers.

Complaints are investigated when:—

- the alleged complaints are of a serious or complex nature;
- the Deputy Commissioner of Police orders an investigation;
- a death occurs in police custody; and
- a death or serious injury occurs in the course of a police operation or action.

Complaints outside the above categories are assessed by Internal Investigations and can then be forwarded to District Superintendents for allocation to senior officers for investigation. At the completion of the investigation the file is returned to Internal Investigations and assessed as to the completeness of the investigation and the appropriateness of any recommendations.

Internal Investigations is under the control of the Commissioner of Police and operates from the

Commissioner's Office, Hobart. Responsibility for internal investigations has been delegated to the Deputy Commissioner.

In relation to serious complaints, the completed internal investigation file is referred to the Director of Public Prosecutions for his assessment.

Under new protocols completed between the offices of the Ombudsman and Commissioner of Police, the Ombudsman can review the processes undertaken during an investigation and make recommendations on qualitative aspects of it.

During the year, 152 complaints were registered, down from the 162 recorded during the previous year and the third successive year in which the number of complaints has fallen. There was an increase in the number of complaints substantiated together with an increase in the number conciliated.

Pleasing to the department was the substantial reduction in the number of complaints of police assaults.

The three major causes of complaints against police related to assault, misconduct and neglect of duty.

Whilst a number of the 152 complaints are still being investigated or assessed, only 12 of the complaints were substantiated with 73 being unsubstantiated, 6 conciliated and 12 withdrawn.

The department has implemented a Customer Service Charter and this led to minor complaints being conciliated at a regional level rather than becoming an official complaint against police to be investigated by Internal Investigations officers. The overwhelming majority of the 31 Customer Service Complaints received by Internal Investigations were successfully conciliated.

Major projects undertaken during 1998-1999:

- Implementation of an aboriginal complaints monitoring system;
- Completion of a major investigation into the Launceston Drug Bureau;
- Implementation of a new procedure of personally briefing complainants on the result of their complaint. This will be beneficial in the resolution of complex internal investigations and has provided complainants with an opportunity to discuss issues with the investigators; and
- Deployment of a system providing for early identification of police subject to a number of complaints. This allows for remedial action to occur.

Appendix A Extracts from Hansard

26 March 1999 - Centenary of Tasmania Police

Premier JIM BACON - Mr Speaker, I am very proud to be able to move -

That this House proudly commends Tasmania Police in achieving its centenary of loyal and diligent service to the Tasmanian public and wishes Commissioner McCreadie and his officers and staff continued success as they move through this period of dynamic change within their organisation and into the second 100 years of outstanding service.

Mr Speaker, I am very pleased that the Parliament is officially recognising the centenary of Tasmania Police and I am very pleased that we can do so today in the presence of Commissioner McCreadie and a number of his senior officers.

I must say that in a centenary like this, particularly, I think, for an institution like Tasmania Police, if you think back to how life has changed over that 100 years you would have to say that we have had an organisation in place which has been able to adapt to vastly different circumstances and a vastly different community than existed 100 years ago.

It is of course true that there has been a police presence in Van Diemen's Land, as it then was, since the beginning of the colony. It is fitting that we recognise how our police force began. It was in fact Lieutenant Governor Collins who in 1804 brought with him from Port Phillip Bay a body of civilians known as the 'night watch'. The night watch had been formed specifically to protect persons, property and the peace of the colony. But the night watch did not really work and was replaced by military patrols. By 1825 a special force known mainly as the 'field police' but sometimes as the 'rural police' was raised to deal with the pursuit of runaway convicts. This force retained its identity until 1857 when the colonial police body was formed and then in 1865 they were renamed the Territorial Police. While this alone was enough to cause confusion, local councils within Tasmania also formed their own police forces known as municipal police. It was 1898 before the Police Regulation Act was introduced to unify all the forces and create a single Tasmanian police force which came into being on 1 January 1899.

So this year Tasmania Police does mark 100 years of service to the community. And I take this opportunity as Premier to officially, on behalf of the Government, congratulate Tasmania Police on the milestone it has achieved and on the service that Tasmania Police provides year round to the State. This is a job, Mr Speaker, I think, which often is not thought of by individual members of the community, other than when of course they have need for the services of Tasmania Police and, apart from those who are on the wrong end of the law, the people of Tasmania have shown over a very long period a very high level of confidence in Tasmania Police and certainly when they have need for assistance from Tasmania Police it is brought home to them how important the role of police officers is in our community.

Of course this is a job that members of Tasmania Police do on behalf of us all that is not without its risk to themselves and in the last 100 years thirteen officers have been killed during the course of their duties. This too, I think, is an occasion when we should properly recognise the ultimate sacrifice that has been made by those officers and of course the many others who have been injured or damaged in some way by doing their job. We do want to place on the record our extreme gratitude to all members of Tasmania Police on this occasion, but of course specifically to those and their families who have lost their lives or those who have been injured or in other ways suffered as a result of the work they do for us all.

The capacity of Tasmania Police to change over that period and to keep pace with the times and the needs of the community it serves, I think, has also been exemplary. Just this last weekend at the centenary celebrations it is estimated that about 50 000 people visited the Police Expo to see at first hand how the police service operates and I think such vast numbers of visitors should be taken by Tasmania Police as a compliment from the community to you and also a very strong vote of thanks for what you have done over the past 100 years and as expressing the community's enormous confidence in Tasmania Police to continue over the next 100 years to provide the same very high level of duty, commitment and service to the Tasmanian people.

Mr Speaker, as Premier I am delighted on behalf of the Government to acknowledge publicly in the House today the important milestone in the history of Tasmania Police and say to those officers and those associated with the Tasmania Police who are with us today that we are grateful for your attendance here. It does add to the occasion and demonstrates, we hope, to you the importance that the Tasmanian

Parliament puts on Tasmania Police and particularly on this centenary. We would ask you to pass on the views of the House to all of Tasmania Police as I am sure Commissioner McCreadie will ensure, but also to your families and those who have supported you. We believe too that they have played a very important role over the past 100 years and we are most determined that we will appropriately commemorate the hundredth anniversary of Tasmania Police but also that you go into the future with the support of the Tasmanian Government, the Tasmanian Parliament and the Tasmanian people.

Mr RUNDLE (Leader of the Opposition) - I would endorse those sentiments on behalf of my colleagues on this side of the House and other colleagues will join me in speaking to this motion.

A measure of a police force I believe is the respect in which it is held by its citizens. I think that we can safely say that of all the forces in the States and Territories of Australia over the past 100 years - but certainly in recent times when many of those police forces have been wracked by internal inquiries, not only by accusations of corruption but also proven cases of corruption in police forces - by any standard, providing a very harsh measure, if you like, of the performance of the Tasmanian police force, fair-minded people would acknowledge that we have the best police force in the nation.

So the men and women who opt for a career in the police force, I think, accept what is a very difficult role. There is the role of being the person in the blue uniform which in a sense is a sobering experience for many people. The respect of the police is important but they have a difficult job in terms of how do you relate to the community in a sense that has authority and, to some extent, maybe a slightly aloof position - although aloof is probably not the right word. How do you relate and maintain that authority? How do you contend with and put up with abuse and all sorts of things that no human being should have to contemplate or be exposed to?

The Premier has already alluded to the danger in the job, and danger is omnipresent, it is always there. When an officer is called to a particular address anywhere in Tasmania or anywhere in the nation, one often does not know what the problem will be when one arrives at that destination. So all of these people at many times during their careers are faced with real danger - not possible danger, but real danger. Many of our officers have of course been wounded, been damaged, and I have had occasion to talk to some of those officers.

I will conclude by saying that the presence of police, I think, in cities is important. The people actually like to see a uniform and a physical presence of police walking the streets. For some psychological reason they believe that is true policing and to some extent I have sympathy with that view. It is quite comforting, I think, to see a physical presence in and around towns and cities. Whilst we acknowledge that speed also is of the essence and you need to have patrol cars and people on motorcycles, I think the basic principle of the police officer on the beat is about 100 years old in our context and a lot older in other places, but it is still as valid today as it was 100 years ago. I think we should never lose sight of that. The bicycle patrol I think was an interesting concept, and I notice that is now re-emerging in some places. I think that is also a very worthy innovation.

To all of those officers, we congratulate you today. We are the law-makers entrusted with that responsibility, you are the law enforcers and that is also an awesome responsibility. The presence of police in the smaller hamlets and villages and towns of Tasmania and all over Australia is very important. The local policeman can become a source of advice, can become a source of guidance for young people, and one should never ever dismiss the influence that the local officer placed in a small community can have and the very beneficial effects that that can have.

Mr Speaker. We are very pleased that the officers are here today. We support them. All Tasmanians should support them and those people who support these officers as well: the wives, the husbands and the children, of course, who are parented by people, as I have said, who are exposed to considerable danger.

Mr LLEWELLYN (Lyons - Minister for Police and Public Safety) - Mr Speaker, it is in fact a great honour to be Police and Public Safety minister in this centenary year of police service.

I too join with the Premier and the Leader of the Opposition in welcoming those serving police officers who are here with us today and also those who are in the background often as public servants diligently working for the police service because they make a very important contribution and one that the service could not go on without.

I think Tasmania Police has a very proud record of being at the cutting edge of new ideas and new strategies. If you were to look back to the 1890s or even back further when the older municipal police, the territorial police and so on of the nineteenth century that the Premier has actually mentioned in his speech were about, the sort of policing done today would be totally foreign to those old constables of those times. I could perhaps extend that to say even in the core aspects of policing it would be completely different.

I think this should have been pointed out in a very significant way to all those people who attended the expo at Wrest Point as I did a couple of weeks ago. One could only be amazed at the various different displays that were there on that occasion and the Premier again has mentioned that an estimated 50 000 people or so attended that expo over the two days of the weekend. They would see the professionalism that was displayed through those displays at the expo, the large array of equipment and the details of the day-to-day operation that goes to making a modern police service operate in the way that it does.

I believe that Tasmania Police is indeed the best police service in the nation and I think all in the service should be able to proudly say that and it is something that perhaps other States may say as well but I really believe that is the case with regard to our State.

Policing is not an easy business and there has been, as again the Premier has mentioned, a loss of a number of police officers' lives over the years during their normal duty. The police service each year has a memorial service where we actually recognise those services in a very significant way. This is part of this process, the centennial year, and will be occurring later on in the year.

Tasmania Police has shown its ability to handle change, to extract the best from the resources allocated by government. Project BATON is a fine example of how the service internally addresses the necessary issues. I think the effort also that has been put in regard to community policing initiatives is second to none and in fact in many ways they have led the way in the rest of Australia in regard to community policing.

So all this, Mr Speaker, leads me to say that the quality of the police service is obviously a reflection of the calibre of the men and the women who are serving and have served the community in Tasmania Police over the years.

Mr Speaker, I want to congratulate the service itself and certainly the Parliament is doing this - the Premier and the whole of the Parliament - in this motion that we have moved today. One would note, I think, during my speech I have mentioned the police service and I have specifically done that because that in fact is what the police view themselves as, as servants of the community. It is a service and we have moved away from the use of police force - the word 'force' - and I think that is another example of how modern policing has actually moved along.

So, again, the motion that the Premier moved was that his House proudly commends Tasmania Police in achieving its centenary of loyal and diligent service to the Tasmanian public and wishes Commissioner McCreddie and his officers and staff continued success as they move through the period of dynamic change within their organisation, as they move on into the second 100 years of outstanding service; and I certainly am very proud to be able to join with the Parliament in wishing them all the best in that regard.



Appendix B Extracts from Report of the Commissioner 1899

(No. 24.)



1900.

PARLIAMENT OF TASMANIA.

POLICE DEPARTMENT:

REPORT FOR 1899.

Presented to both Houses of Parliament by His Excellency's Command.

Cost of printing—£12 4s.

REPORT OF THE COMMISSIONER OF POLICE FOR THE YEAR ENDED DECEMBER 31, 1899

Hobart, 31st March, 1900

Sir,

I HAVE the honour to submit this my first Annual Report upon the Centralised Police Force for the Colony of Tasmania for the year 1899.

1. By the operations of "The Police Regulation Act, 1898," 62 Vict. No. 48, the Territorial and Municipal Police, existing on the 31st December, 1898, became, on the 1st January, 1899, an amalgamated Force, under the designation of the Police Force of Tasmania, and my appointment as Commissioner dated from that date.

Centralisation of
Police.

2. The strength of the Force on the 31st December, 1898, and on the 31st December 1899, is 246.

Strength

Amalgamation
of Districts.

3. On the centralisation of the Force there were 29 Districts, viz., 21 Municipal and 8 Territorial.

On the 1st April, with the approval of the Government, certain amalgamations were effected in the Districts for supervision purposes, whereby the number was reduced to 14, and they were grouped as follows:—

No. 1. *Hobart*, including New Town, Queenborough, *Clarence*, Carnarvon, and *Glenorchy* Districts.

No. 2. *Launceston*, including Selby and George Town; also including Islands in Bass Strait east of longitude 147°.

No. 3 *Bothwell*, *New Norfolk*, and *Hamilton*.

No. 4 *Campbell Town*, *Oatlands*, and *Ross*.

No. 5 *Brighton*, *Richmond*, and *Green Ponds*.

No. 6 *Deloraine* and *Westbury*, including South Longford.

No. 7 *Evandale* and *Longford*.

No. 8 *Fingal*, *Portland*, and *Glamorgan*.

No. 9 *Sorell* and *Spring Bay*.

No. 10 *Franklin* and *Kingborough*.

No. 11 *Ringarooma*.

No. 12 *Mersey* and *Latrobe*.

No. 13 *Emu Bay* and *Russell*, including Islands in Bass strait west of longitude 147°.

No. 14 *Macquarie*.

Those printed in Italics were formerly Municipalities.

A proposal to give each of the above groups a distinctive district name has been submitted for the approval of the Government, and is now under consideration.

Amalgamation
of Offices

4. The amalgamation of Districts necessarily caused alterations and reductions in the number of Superintendents. Of these, eleven accepted subordinate positions without reduction of salary and emolument, one was transferred to another branch of the Civil Service, and two returned with gratuity. One of the Districts was under the Inspecting Superintendent.

Reductions were also necessary in the number and status of Sub-Inspectors and Sergeants, but no diminution took place in their income. On taking over the Force a great variety in the rates of pay and allowances was found, and, as far as possible, this was made uniform by small increases.

Transfers

5. The reorganisation of the Force necessitated a large number of transfers, viz., 5 Superintendents, 13 Sub-Inspectors, 5 Sergeants, and 59 Constables during the year; but in these transfers the interests of the transferees have been considered as far as the exigencies or requirements of the Service permitted it.

8. Out of 246 members of the Force, 225 were married, and 21 single.

Condition.

Military drill

9. The members of the Force in Hobart and Launceston, and the stations within easy reach of these cities, are required to regularly attend drill instruction, which consists of squad and company drill, attack formation, and manual and firing exercises, under qualified drill instructors. Rifles are only issued to the men in the cities, but I would strongly recommend that every constable be supplied with a rifle and encouraged to become proficient in its use. Among the Force are found many who have served in either the Imperial Army or Navy, and many in the country belong to the Infantry branch of the Defence Force. From a return furnished me I estimate that we have, approximately, 150 men who have received military training of some kind, and about 90 without. Every encouragement should be given to a constable to join the local detachment of the Infantry regiment in his neighbourhood.

10. The subjoined list shows the nature of the work the Force is called upon to perform outside ordinary Police duty:—

Work done for other Departments

Assistant Harbour Masters	Inspectors under "The Bread Act"
Bailiffs of Crown Land	Inspectors of Common Lodging-houses
Bailiffs of Court of Requests	Inspectors of Licensed Vehicles
Bailiffs of Court of General Sessions	Inspectors under "The Rabbit Act"
Clerks of Petty Sessions	Inspectors under "The Education Act"
Clerks Court of Revision Electoral Act	Police Clerks (Magisterial)
Collectors of Codlin Moth Rate	Pound keepers
Collectors of Land Tax and Police Rate	Registrars Court of Requests
Collectors of Dog Licenses	Registrars Court of General Sessions
Compiler of Stock and Crop	Registrars Births, Deaths, and
Compiler of Jury Lists	Marriages
Council Clerks (Municipal)	Registrars of Mines
Deputy Clerks of the Peace	Secretaries to Boards of Advice
Inspectors of Stock	Secretaries of Road Trusts
Inspectors of Weights and Measures	Summoning Officer Supreme Court
Inspectors under "The Manure	Superintendent of Gaol
Adulteration Act"	Supervisors of Totalisators
Inspectors under "The Health Act"	Tide Waiters under Customs
Inspectors of Codlin Moth	Town Surveyors
Inspectors of Fisheries	Water Bailiffs
Inspectors under "The Contagious	Valuators under Assessment Act
Diseases Act"	Gaolers

I am of the opinion that other Departments should be required to pay a certain sum annually for the services of the Police, commensurate with the work performed - other Departments, I find, are careful to require the Police Department to pay for any services it requires from them - and such sums should, instead of going to the individual, be paid into the Police Provident Fund.

12. Arrangements have been made, whereby fourteen days' leave of absence is allowed annually of officers and men.

Leave of Absence

14. During the year all the stations have been personally visited, either by myself or the Inspecting Superintendent.

Inspection

Mounted
Police Duty

15. In order to establish as complete a system as possible for the supervision of the country by the mounted members of the Police Force, a scheme has been adopted whereby the mounted men in each district meet each other at stated places and dates and in addition thereto meet members of the adjoining districts in a like manner. By this means the members of the Force are enabled to discuss police matters generally affecting districts adjoining. The two most essential points in view are, viz. - 1st. A systematic police patrol throughout the Colony; 2nd. That the constant meeting of the men, coupled with the fact that they also attend

stock sales and note the brands of all stock yarded, has a deterrent effect on sheep and cattle-stealing. By the adoption of the above system, it is believed that the amalgamations of the Police Forces in this respect have been most beneficial. Such a system, prior to the Centralisation of the Police, was impracticable.

On the whole the men have remarkably good mounts, and some have large areas of country to traverse, which keep them almost constantly in the saddle.

The mounted duty is now far more extended than hitherto, owing to the new patrol system and the appointment of the Police as Inspectors under the Californian Thistle and Rabbits Destruction Acts.

I have every reason to be satisfied that the mounted services, under all circumstances considered, is very creditable to the Colony.

Criminal Statistics.
Appendices
D. & E. 17.

17. Attached will be found statement of the offences reported during the year, showing comparison with the two previous years. Also return of the number of persons proceeded against for the same period. As the latter return has not been given in former reports a comparison cannot easily be given.

Convictions under
Licensing Act
Appendix F.

18. During the year, sixty-five proceedings were instituted against licensees of public houses for breaches of the Act, viz :— twenty cases for Sunday-trading, nineteen for having premises open during prohibited hours, thirteen for allowing barmaids to serve after ten o'clock P.M., five for licensee being drunk on premises, two for permitting gambling, two for permitting boxing or fighting, one for allowing prohibited persons on premises, one for not conducting hotel peacefully and quietly and two for not keeping light burning over door.

The number of persons proceeded against for being found in public-houses after hours was 177.

Sheep and Cattle
Stealing.
Appendices I. & J.

19. During the year the number of sheep reported to the police as stolen or strayed was 1131; out of these, 284 were either found dead on the runs or straying, leaving 847 unaccounted for. It does not, however, follow that all of these were stolen. Many of the cases are not reported until months after the loss as occurred; and recoveries are not always reported to the police.

For the same period there were 110 horned cattle, including calves, reported as stolen or strayed. 50 of these were found straying or found dead in the bush, leaving 60 unaccounted for. The losses in many instances are not reported to the police until a long period has elapsed.

Appendix C. 20.

20. The total expenditure of the Department amounted to £39,330, 11s, 11d. For the purposes of account the Territorial and Municipal expenditure had to be kept separate for this year. The expenditure of the former amounted to £19,280, 14s, 8d and the latter to £20,049, 17s, 3d.

21. The subjoined Statement gives a comparative estimate of the number and cost of the police per head of population in the various Australian Colonies from the latest data available.

Police per Head of
Population.

Colony.	Proportion of Police to Population.	Cost of Police per head of population	
		s.	d.
New Zealand.....	1 to 1435	2	8
South Australia.....	1 to 1100	4	1
Victoria.....	1 to 833	4	4
New South Wales.....	1 to 792	5	0
Tasmania.....	1 to 657	4	4
Queensland.....	1 to 578	6	11
Western Australia.....	1 to 335	13	5

It will be observed that Tasmania stands fifth in the proportion of Police to population.



The calculation for Tasmania was based on the cost for the previous year and the number of Police on the 1st January, 1899. Taken on the expenditure for 1899, and the number of Police on 31st December, the proportion of police to population will be found to be 1 to 745, and the cost per head on population 4s 3d.

I have the honour to be,

Sir,

Your very obedient Servant,
GEO. RICHARDSON, *Commissioner of Police.*

The Hon. the Attorney-General.



APPENDIX C.**POLICE DEPARTMENT**

RETURN showing Funds available, and Expenditure, under the several Heads, for the year ended
31st December, 1899.

Funds Available.				Expenditure.			
	£	s.	d.		£	s.	d.
Parliamentary Vote in	18,051	15	3	Salaries and Allowances of ..	16,096	2	8
aid of Territorial Police...				Territorial Police			
Amount provided by.....	1,343	12	4	Construction and Repair of.	732	4	11
Supplementary Estimate...				Buildings			
Parliamentary Vote in.....				Police Uniform	578	18	9
aid of Municipal Police.....	20,000	0	0	Conveyance of Police	250	0	0
				Travelling Expenses.....	837	11	3
				Inspection Expenses.....	83	0	1
				Stationary and Stores.....	107	10	6
				Provisions for Prisoners.....	243	6	0
				charged directly	163	6	2
				Miscellaneous Expenses—			
				Typewriter	26	12	3
				Police Boats	14	0	6
				Medical Attendance	40	15	5
				Ferriage	5	0	0
				Newspapers	4	5	0
				Extra Constables	78	3	0
				Cleaning Offices	10	8	4
				Fuel, Head Office ...	9	9	10
					188	14	4
				Salaries and Allowances of			
				Municipal Police	17,203	17	2
				Municipal Contingencies	2,846	0	1
					£39,330	11	11
				Balance.....	514	15	8
	£39,845	7	7		£39,845	7	7

APPENDIX D.

RETURN of Offences reported to the Police during the year 1899, compared with similar Returns of
preceding years.

Year.	Indictable offences			Offences determined summarily.			
	Cases reported.	Number apprehended.	Committed or summarily convicted.	Drunkenness.		Offences against Police Act.	
				Male.	Female.	Male.	Female.
1897	1034	425	422	276	78	1634	170
1898	917	440	400	312	62	1614	181
1899	997	435	267	354	84	1671	116

Appendix C Crime Statistics

The two statistical collections referred to in this Appendix are outlined as follows:

PART I: OFFENCES RECORDED AND CLEARED

The statistics referred to in Part I have been derived from offences reported to or becoming known to police during the financial year ending 30 June 1999.

Offences are broadly classified into the following major offence categories:

- Offences Against the Person (including Assault and Like Offences; Homicide and Related Offences; and Crimes of Indecency and Like Offences);
- Offences Against Property;
- Fraud and Similar Offences; and
- Other Offences.

OFFENCES RECORDED

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

Data Sources

Statistics have been extracted from the Crime Analysis System on 22 September 1999 and are compiled from data entered to the Offence Reporting System via the Call Centre, and from Reports of Stolen Motor Vehicles.

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.

Counting Methodology

Rules and procedures utilised in compiling State 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 from those for national crime statistics in that police count one unique offence per victim per incident while the national rule is that for each victim within an incident, the most serious offence per national offence subdivision is counted.

Tasmania Police:

The basic counting unit is the victim. One unique offence is counted for each victim per incident; 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 fraudulent 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.

For Offences Against the Person, one unique offence is counted for each victim per incident where a victim can be an individual person or an organisation.

For Offences Against Property, one unique offence is counted for each place/premise per incident and varies according to occupancy arrangements. For motor vehicle theft the victim is the motor vehicle.

For Fraud and Similar Offences (including stealing associated with fraud), one offence is counted for each fraudulent transaction.

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

OFFENCES CLEARED (OUTCOME OF INVESTIGATIONS)

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 recorded on the Crime Analysis System which have resulted in one of the following outcomes categories: court proceedings; diversionary conference; caution; unable to proceed; lapsed; withdrawn; unfounded; and other.

Data Sources

Statistics have been extracted from the Crime Analysis System on 22 September 1999 and are compiled from data entered to the Offence Reporting System via the Call Centre, completed court files and diversionary request forms.

Reference Period

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 year, 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.

Counting Rules

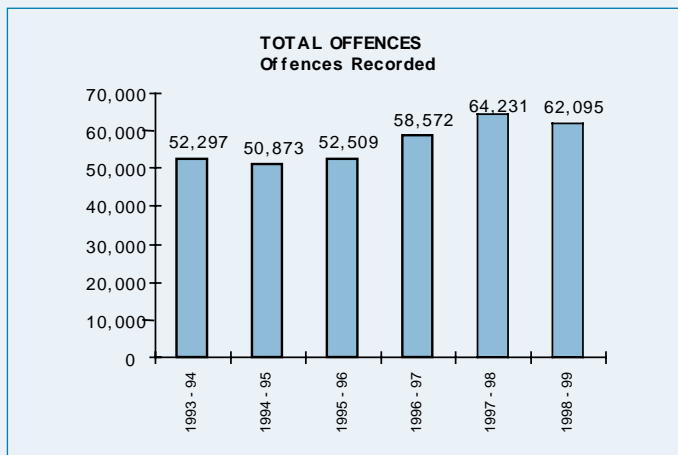
One outcome is recorded for each offence/victim (refer to Offences Recorded: Counting Methodology).

SUMMARY

TOTAL OFFENCES

Total offences decreased by 3.3% (2,136 offences) between 1997-98 and 1998-99. This follows an increase of 9.7% in 97-98 and an increase of 11.5% in 96-97. The decrease in 1998-99 is in contrast to the 5.4% average annual growth rate over the previous five years.

Contributing to the decrease in total recorded offences is a decrease of 5.2% for Offences Against Property, in particular, a decrease of 9.2% for burglary of buildings.



The distribution in 1998-99 for total offences is as follows:

Offences Against Property	90.4%;
Offences Against the Person	4.9%;
Fraud and Similar Offences	4.4%; and
Other Offences	0.3%.

Changes over the past two years are outlined below for the four major offence categories. Increases occurred for: Offences Against the Person; Fraud and Similar Offences; and Other Offences. A decrease occurred for Offences Against Property.

Offences Recorded

Offence Category	1997-98*	1998-99	% Change
Offences Against the Person	2,800	3,008	7.4%
Offences Against Property	59,195	56,117	-5.2%
Fraud and Similar Offences	2,071	2,763	33.4%
Other Offences	165	206	24.8%
Total	64,231	62,094	-3.3%

* Revised

The overall clearance rate for total offences recorded in 1998-99 was 17.5% and remains at a similar level to the previous year (17.2%).

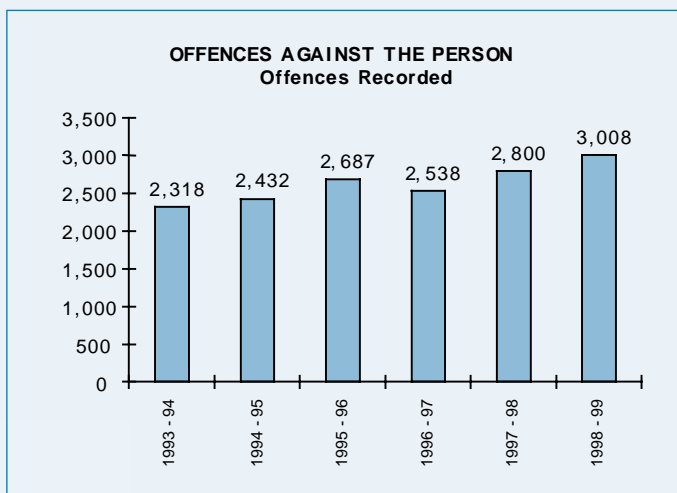
Offences Recorded and Cleared

Offence Category	1997-98*			1998-99		
	Recorded	Cleared	% Cleared	Recorded	Cleared	% Cleared
Offences Against the Person	2,800	1,760	62.9%	3,008	1,698	56.4%
Offences Against Property	59,195	7,727	13.1%	56,117	6,987	12.5%
Fraud and Similar Offences	2,071	1,485	71.7%	2,763	2,058	74.5%
Other Offences	165	100	60.6%	206	111	53.9%
Total	64,231	11,072	17.2%	62,094	10,854	17.5%

* Revised

OFFENCES AGAINST THE PERSON

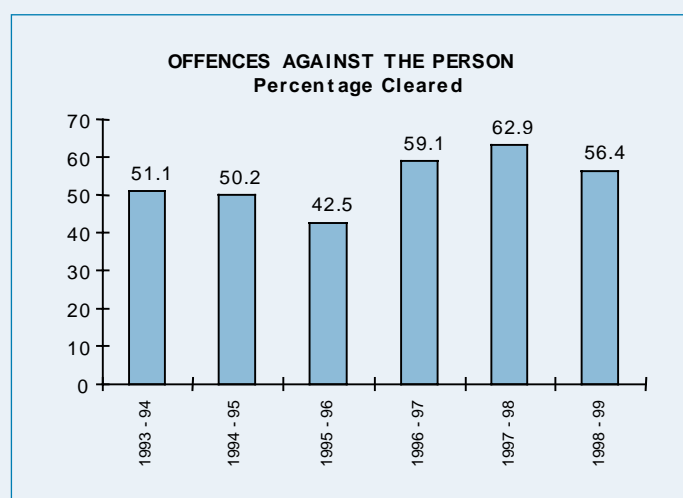
The number of offences recorded in 1998-99 for Offences Against the Person was 3,008 compared with 2,800 recorded the previous year, an increase of 7.4% (208 offences). This follows an increase of 10.3% in 1997-98 and a decrease of 5.5% in 1996-97. The increase in 1998-99 is slightly higher than the 5.0% average annual growth rate over the previous five years, and is attributed mainly to an increase in assault (10.6%).



The distribution of offences within the category, Offences Against the Person, is as follows:

Offences Against the Person

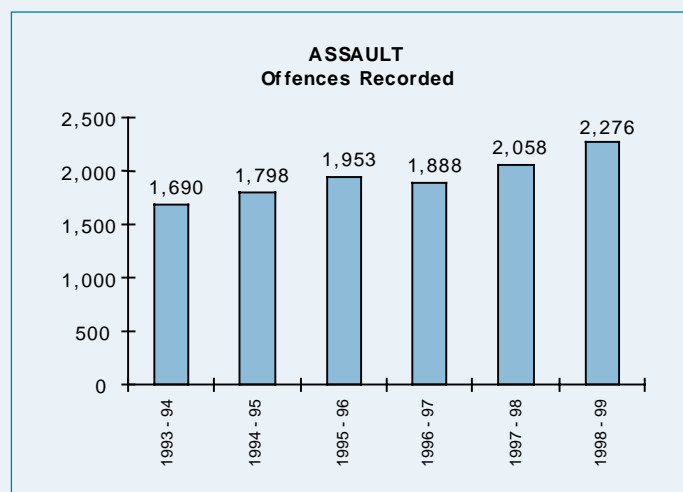
Assault	2,276	75.6%
Sexual assault	268	8.9%
Robbery (armed/unarmed)	196	6.5%
Assault/resist/obstruct/threaten police	150	5.0%
Indecent exposure	38	1.3%
Make false threats of danger	24	0.8%
Murder/attempted murder/manslaughter	17	0.6%
Stalking	11	0.4%
Indecency	7	0.2%
Abduction	5	0.2%
Other	16	0.5%
Total	3,008	100.0%



The clearance rate for Offences Against the Person in 1998-99 was 56.4% and is higher than the previous five year average of 53.2% although is 6.5 percentage points lower than in 1997-98.

ASSAULT (excluding assault/resist/obstruct/threaten police)

A total of 2,276 offences was recorded in 1998-99 compared with 2,058 the previous year, an increase of 10.6%. This is higher than the average annual growth rate of 5.2% recorded during the previous five financial years.



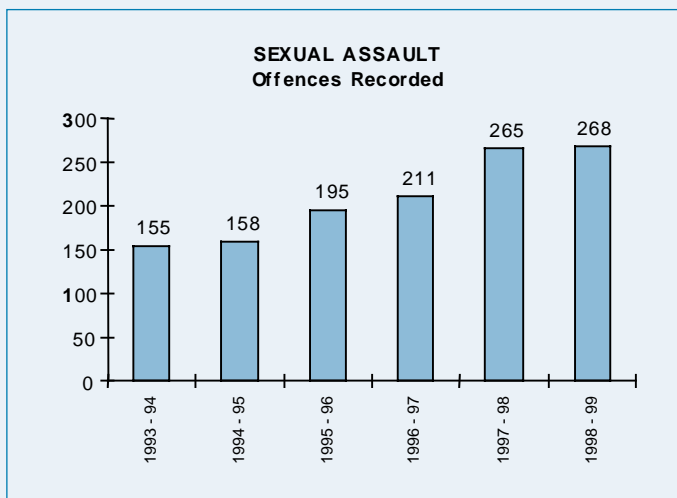
Most assaults in 1998-99 were committed on a Thursday, Friday, Saturday or Sunday, the peak periods being Saturday and Sunday nights.

The majority of assaults were committed at residential locations (42.4%) followed by the street or footpath (31.5%).

Males comprised 57.0% of all assaults and both males and females were most at risk of being a victim in the 15 to 24 year age group.

SEXUAL ASSAULT

The number of sexual assaults recorded during the past two years remained steady with 268 offences recorded in 1998-99 and 265 recorded the previous year, an increase of 1.1%. This follows increases of 25.6% in 1997-98 and 8.2% in 1996-97 and is lower than the annual average growth rate of 14.8% over the previous five years.

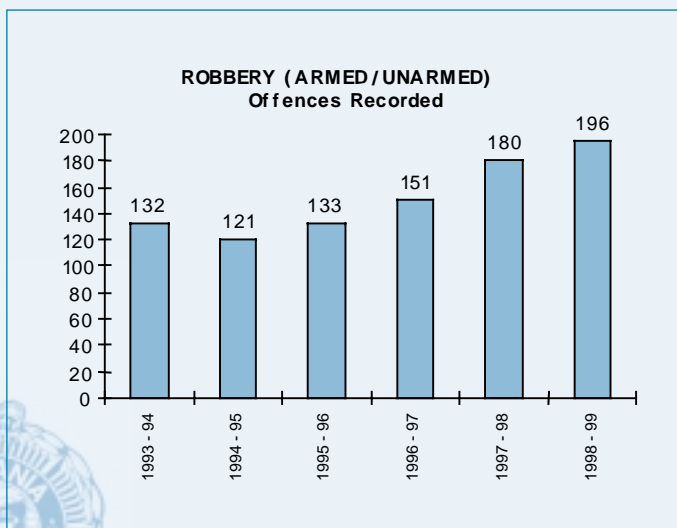


Weapons (no firearms included) were used in eight (3.0%) of all sexual assaults.

Private dwellings (54.9%) were the most common location for sexual assaults, followed by in streets or footpaths (11.6%) and recreational locations (9.3%).

ROBBERY (armed and unarmed)

Robbery offences increased by 16 offences (8.9%) from 180 recorded in 1997-98 to 196 in 1998-99. This increase is similar to the average annual growth rate of 8.6% recorded over the previous five years. Robbery offences consist of 64 (32.7%) armed or aggravated armed robberies and 132 (67.3%) unarmed or aggravated robbery offences.



Most unarmed robberies were committed on the street or footpath (50.8%) followed by 19.7% at retail locations and 13.7% at residential locations.

Armed robberies were committed most frequently at retail locations (56.3% or 36 offences), followed by the street or footpath (17.2% or 11 offences) and at residential locations (11.0% or seven offences).

The proportion of firearms used in robbery offences decreased by 4.5 percentage points in 1998-99 from 12.2% in 1997-98 to 7.7% in 1998-99.

MURDER

Six murders were recorded during 1998-99 compared with four the previous year. Of the six recorded during 1998-99, five were committed at private dwellings and one in the street.

Weapons were used in five out of six murders including a firearm (two offences), a knife (two offences) and an extension cord.

ATTEMPTED MURDER

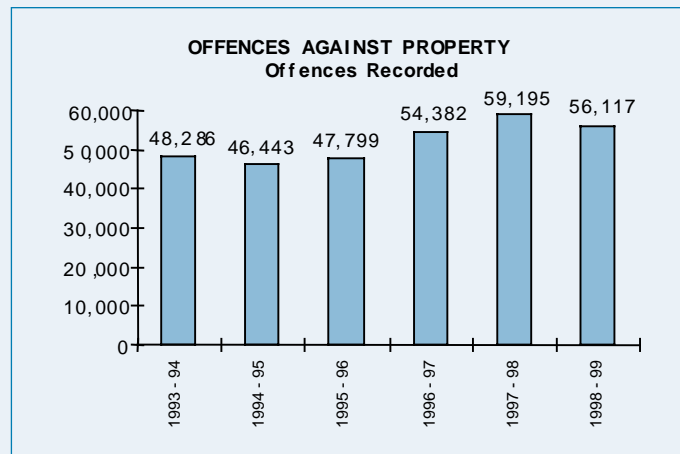
Seven attempted murders were recorded in 1998-99 compared with two the previous year. Out of the seven recorded in 1998-99, three were committed at private dwellings, one each in the street or footpath; a retail location; open space; and agricultural location.

Three offences involved a firearm, one a knife and one another type of weapon. Arson was the contributing factor in one incident involving two victims.

OFFENCES AGAINST PROPERTY

Offences Against Property decreased by 5.2% (3,078 offences) in 1998-99 compared with the previous year. This follows an increase of 8.9% in 1997-98 and an increase of 13.8% in 1996-97.

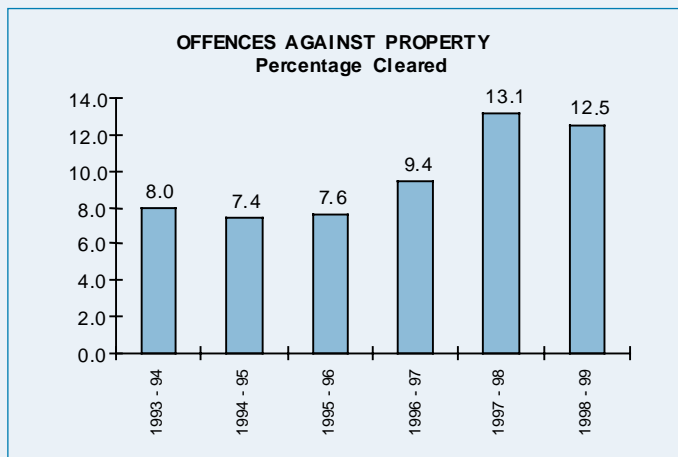
The decrease in 1998-99 is a reversal of the 5.4% average annual growth rate over the previous five years and is attributed to a decrease in burglary, stealing and injure/damage to property offences.



The distribution of offences within this category is as follows with burglary and stealing offences accounting for 82.8% of all property offences:

Offences Against Property

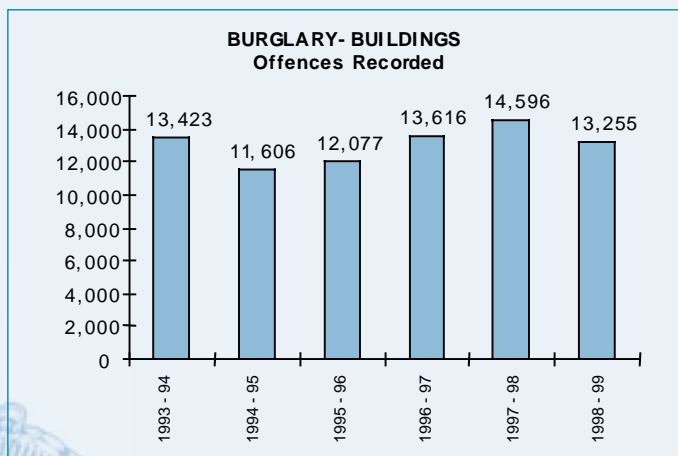
Stealing (with burglary)	15,720	28.0%
Burglary-buildings	13,255	23.6%
Stealing (not connected with burglary)	7,628	13.6%
Injure/damage property	6,750	12.0%
Burglary-motor vehicles/other conveyances	5,695	10.2%
Stealing-motor vehicles	3,269	5.8%
Trespass	2,260	4.0%
Shoplifting	876	1.6%
Receiving/possession of stolen property	239	0.4%
Unlawfully setting fire to property	188	0.3%
Arson	169	0.3%
Other	68	0.1%
Total	56,117	100.0%



The clearance rate for Offences Against Property in 1998-99 was 12.5% which is higher than the previous five year average of 9.1% although slightly lower (0.6 percentage points) than the rate recorded in 1997-98.

BURGLARY-BUILDINGS

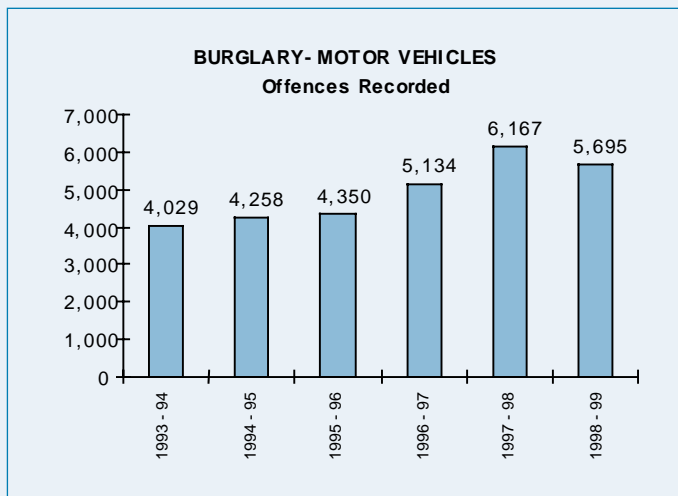
Burglaries of buildings decreased by 9.2% (1,341 offences) from 14,596 offences recorded in 1997-98 to 13,255 offences recorded in 1998-99. This is the first time a decrease has been recorded since 1994-95. The average annual growth rate for the previous five years was 2.6%.



Most burglaries of buildings were committed at residential locations (62.3%) with 8.4% at community locations and 29.3% at other locations. Of the 29.3% in the 'other' category, 66.3% were located at retail premises.

BURGLARY-MOTOR VEHICLES/OTHER CONVEYANCES

A total of 5,695 offences was recorded in 1998-99 compared with 6,167 the previous year, a decrease of 7.7% (472 offences). This follows increases of 20.1% in 1997-98 and 18.0% in 1996-97 and is a reversal of the average annual growth rate of 11.5% over the previous five years.

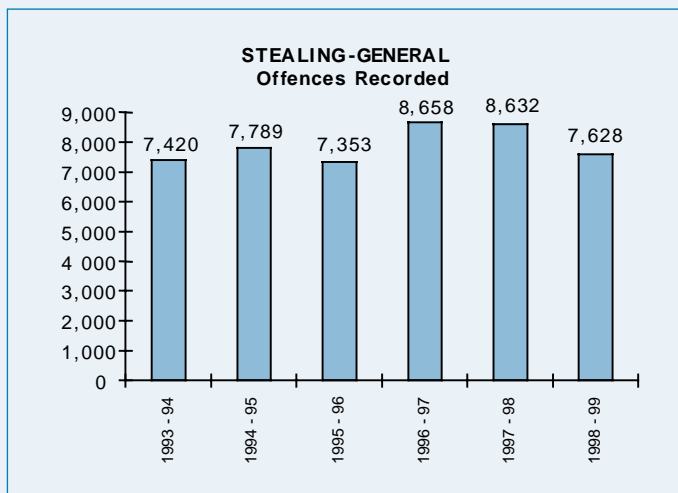


The majority of these offences (30.3%) occurred in the driveway of a dwelling and in streets (31.7%).

STEALING-GENERAL

(not connected with burglary, excluding shoplifting and motor vehicle stealing)

The number of stealing offences recorded in 1998-99 decreased by 11.6% (1,004 offences) compared with the previous year. This decrease is a reversal of the annual average growth rate of 4.2% over the previous five years.

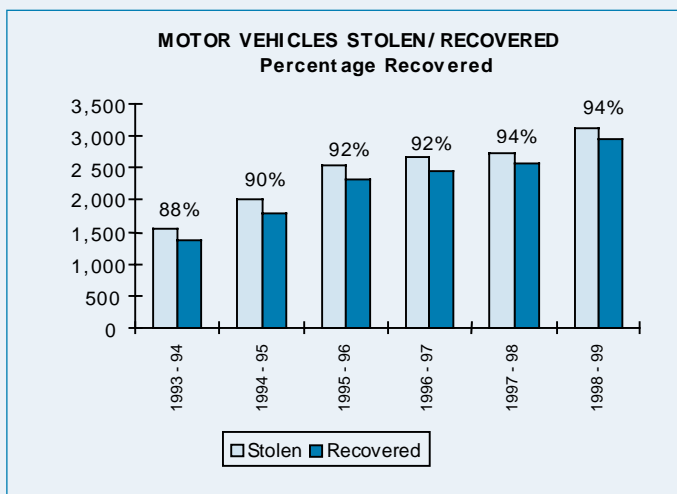
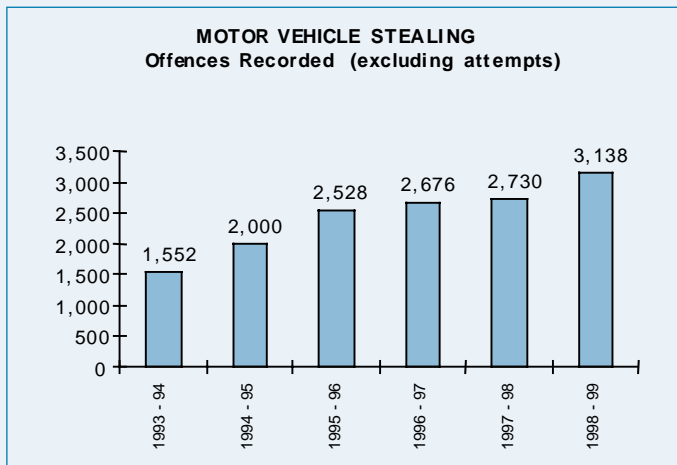


The most common location for general stealing offences was at a residential location (41.5%) followed by community locations (20.5%) and retail locations, 24.2%.



MOTOR VEHICLE STEALING (excluding attempts)

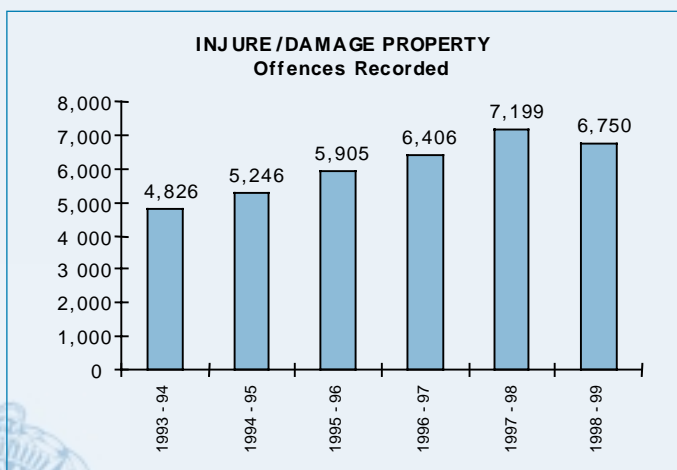
The number of motor vehicles stolen during 1998-99 increased by 14.9% (408 offences) from 2,730 reported stolen in 1997-98 to 3,138 in 1998-99. This increase is slightly lower than the average annual growth rate of 15.8% over the previous five years.



The recovery rate has remained stable at 94% over the past two years.

INJURE/DAMAGE PROPERTY

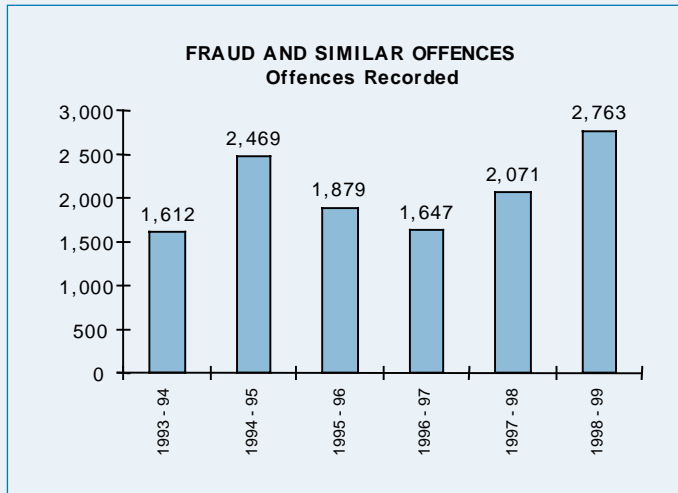
Injure/damage property offences decreased by 6.2% (449 offences) in 1998-99 compared with the previous year. This is a reversal compared with the average annual growth rate of 10.5% over the previous five years.



During 1998-99, 43.1% occurred at residential locations followed by 18.5% at retail locations and 11.7% involved damage to vehicles parked in the street.

FRAUD AND SIMILAR OFFENCES

A total of 2,763 offences was recorded in 1998-99 compared with 2,071 the previous year, an increase of 33.4%. The recording of fraudulent offences differs from those within other offence categories as they are counted by the number of transactions and therefore may not equate to the number of incidents or victims.



The clearance rate in 1998-99 was 74.5% compared with 71.7% the previous year.

The distribution of offences within this category is as follows:

False pretences, deception, etc.	1,261	45.6%
Fraud	505	18.3%
Forgery	446	16.1%
Imposition, make off without payment etc.	138	5.0%
Uttering	407	14.7%
Misappropriation	6	0.2%
Total	2,763	100.0%

OTHER OFFENCES

A total of 206 offences was recorded in 1998-99 compared with 165 recorded the previous year, an increase of 41 offences (24.8%). This result is lower than the annual average growth rate of 36.3% over the previous five years.

The distribution of offences within this category is as follows:

Other Offences

Breach of restraint order	50	24.3%
Use telecommunications to menace/harass	35	17.0%
False report to police	22	10.7%
Cruelty to an animal	17	8.2%
Escape	16	7.8%
Miscellaneous	66	32.0%
Total	206	100.0%

The clearance rate of Other Offences in 1998-99 was 53.9% compared with 60.6% the previous year.



PART II: CHARGES-POLICE PROSECUTION SYSTEM

Included in this statistical collection are offences for which a charge is recorded. Statistics have been extracted from the Police Prosecution System on 15 September 1999 and include matters dealt with by the police.

Rules

Each charge on a complaint is counted once.

Charges on a complaint are based on the date a complaint is signed.

Offences detailed on Traffic Infringement Notices are excluded.

Charges associated with incidents which have been classified as 'written off' or 'cancelled' are subsequently excluded from the count.

SUMMARY

Charges

	1997-98*	1998-99	% Change
Criminal Code Act 1924	10,844	10,580	-2.4%
Police Offences Act 1935	8,484	8,021	-5.5%
Liquor and Accommodation Act 1990	147	117	-20.4%
Poisons Act 1971/Poisons Regulations 1975	4,219	3,844	-8.9%
Road Safety (Alcohol and Drugs) Act 1970	4,898	5,224	6.7%
Traffic Act 1925 and Regulations	8,128	8,478	4.3%
Miscellaneous Acts and Regulations	9,788	8,229	-15.9%
Total	46,508	44,493	-4.3%

* Revised

APPENDIX D FINANCIAL STATEMENTS

1998-99 Annual Financial Statements

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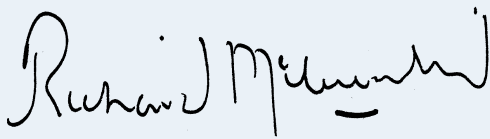
DEPARTMENT OF POLICE AND PUBLIC SAFETY

1998-99 Annual Financial Statements

Certification

The accompanying financial statements of the Department of Police and Public Safety 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 1999 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.



Richard McCreadie,
Secretary, Department of Police and Public Safety

Independent Audit Report

INDEPENDENT AUDIT REPORT

To the Secretary, Department of Police and Public Safety

Scope

I have audited the financial report comprising Cash Statements prepared on the cash basis of accounting, and Operating, Financial Position and Cash Flows Statements and notes thereto of the Department of Police and Public Safety for the year ended 30 June 1999. The Secretary of the Department, as Head of Agency, is responsible under Section 27(1) of the Financial Management and Audit Act 1990 for the preparation of the financial report in accordance with the reporting framework prescribed in the Treasurer's Instructions issued under the Act. I have conducted an independent audit of the financial report in order to express an opinion on it to the Secretary.

The audit has been conducted in accordance with Australian Auditing Standards and used procedures which included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with the Treasurer's Instructions, Australian Accounting Standards and other mandatory professional reporting requirements so as to present a view which is consistent with my understanding of the financial position of the Department of Police and Public Safety and the results of its operations and cash flows.

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

In my opinion the financial report presents fairly, in accordance with the Treasurer's Instructions issued under the Financial Management and Audit Act 1990 and applicable Accounting Standards and other mandatory professional reporting requirements, the financial position of the Department of Police and Public Safety as at 30 June 1999, and the results of its operations and cash flows for the year then ended.



A J McHugh
AUDITOR-GENERAL

24 November 1999

HOBART

TASMANIAN

AUDIT OFFICE

DEPARTMENT OF POLICE AND PUBLIC SAFETY

Financial summary for the year ended 30 June 1999

Source of Funds	Note	1998	1999	1999	Variation
		Actual \$'000	Estimate \$'000	Actual \$'000	
Opening Balance		2,279	664	664	0
Receipts					
Consolidated Fund:					
Annual Appropriation	(a)	93,786	96,292	97,207	915
Total Consolidated Fund		93,786	96,292	97,207	915
Other Receipts					
Proceeds from sale of assets	(b)	161	665	61	(604)
Commonwealth receipts not paid into Consolidated Fund		3,420	3,149	3,068	(81)
Non-government contributions	(c)	905	916	1,087	171
Operating revenue not paid into Consolidated Fund		4,013	3,647	3,897	250
Total Receipts		102,285	104,669	105,320	651
Total Source of Funds		104,564	105,333	105,984	651
Less:					
Closing balance - approved provisions	(d)	664	0	2,480	2,480
Total balance carried forward		664	0	2,480	2,480
TOTAL FUNDING OF OUTPUTS		103,900	105,333	103,504	(1,829)

Explanations for significant variations between Budgeted and Actual figures for 1998-99

(a) Annual Appropriation (major items)	\$'000
Increases: Police Industrial Agreement	457
Sale of assets	458
(b) Proceeds from sale of assets	
Sales of major assets are reflected in the Appropriation increase (Note (a) above).	
(c) Non-Government Contributions	
Increased receipts for the following externally funded projects	
MAIB- Road Safety	
MAIB - assistance to SES	
(d) Approved provisions	
The carry forward balance consists of unspent funds, committed for externally funded projects.	
Commonwealth funded projects	1,883
Externally funded projects	473
Other approved funds	124
	2,480

DEPARTMENT OF POLICE AND PUBLIC SAFETY
Financial summary for the Year ended 30 June 1999 (continued)

Summary of Expenditure

		1998	1999	1999	
	Note	Actual \$'000	Estimate \$'000	Actual \$'000	Variation \$'000
<i>1 Policing Support to the Community</i>					
1.1 Protective Security		301	315	317	(2)
1.2 Support to the Community	(e)	56,788	57,255	55,329	1,926
1.3 Custodial Care and Safety		468	480	475	5
Total		57,557	58,050	56,121	1,929
<i>2 Crime Detection and Investigation</i>					
2.1 Investigation of Crime		19,948	20,217	20,137	80
Total		19,948	20,217	20,137	80
<i>3 Traffic Law Enforcement and Road Safety</i>					
3.1 Accident Reduction and Road Safety		10,681	10,877	10,812	65
Total		10,681	10,877	10,812	65
<i>4 Protection of Primary Industry and Fisheries Resources</i>					
4.1 Poppy Security		735	734	734	0
4.2 Fisheries Security - State and Commonwealth		3,949	3,999	4,107	(108)
Total		4,684	4,733	4,841	(108)
<i>5 Emergency Management</i>					
5.1 State Emergency Management Services		1,354	1,366	1,316	50
Total		1,354	1,366	1,316	50
<i>6 Support to Judicial Services</i>					
6.1 Coronial		655	659	652	7
6.2 Prosecution and Conferencing		2,951	3,016	3,022	(6)
6.3 Bail / Warrant Processing		2,330	2,341	2,281	60
Total		5,936	6,016	5,955	61
<i>7 Ministerial Support and Information Services</i>					
7.1 Ministerial Services, External Information and Policy Advice		2,852	2,084	2,037	47
7.2 Administration of Remus Consortium	(f)	0	1,051	1,510	(459)
Total		2,852	3,135	3,547	(412)
TOTAL OUTPUTS		103,012	104,394	102,729	1,665
ADMINISTERED PAYMENTS					
Interstate, National Police Organisations and Contributions		100	100	100	0
Structural and Performance Initiative Program	(g)	100	200	100	100
Proceeds from sale of confiscated assets held in trust		12	263	199	64
TOTAL ADMINISTERED PAYMENTS		212	563	399	164
CAPITAL INVESTMENT PROGRAM	(h)	676	376	376	0
GRAND TOTAL		103,900	105,333	103,504	1,829

DEPARTMENT OF POLICE AND PUBLIC SAFETY

Financial summary for the Year ended 30 June 1999 (*continued*)

Summary of Expenditure

Explanations for significant variations between Budgeted and Actual figures for 1998-99

- (e) *Support to the Community*
Reduction reflecting transfer of \$1.8 million of firearms Compensation funds back to T519.
- (f) *Administration of Remus Consortium*
The costs of administering the Remus Consortium are now reflected in these cash statements.
- (g) *Structural and Performance Initiative Program*
An instalment has been deferred to 1999-2000.
- (h) *Capital investment program*
Building services maintenance.



DEPARTMENT OF POLICE AND PUBLIC SAFETY
Consolidated Fund Transactions for the year ended 30 June 1999

		1998	1999	1999	
	Note	Actual \$'000	Estimate \$'000	Actual \$'000	Variation \$'000
EXPENDITURE FROM THE CONSOLIDATED FUND TOWARDS THE COST OF PRODUCING OUTPUTS					
EXPENDITURE					
Recurrent		93,110	95,916	96,831	(915)
Capital		676	376	376	0
TOTAL EXPENDITURE		93,786	96,292	97,207	(915)
REVENUE RECEIVED BY THE DEPARTMENT AND PAID INTO THE CONSOLIDATED FUND					
RECURRENT RECEIPTS					
Commonwealth Sources					
Y040 Natural Disasters Organisation		185	185	185	0
State Sources					
Y205 Rent of Police Quarters	(a)	488	500	327	(173)
Y341 Fees and charges collected	(b)	329	260	395	135
TOTAL RECURRENT RECEIPTS		1,002	945	907	(38)
TOTAL RECEIPTS		1,002	945	907	(38)

Explanations for significant variations between Budgeted and Actual figures for 1998-99

- (a) The department has disposed of rental properties in metropolitan areas over the last two years.
- (b) The resolution of outstanding court proceedings in relation to seized assets has reduced the value of outstanding claims by \$124, 000, increasing collections remitted.



DEPARTMENT OF POLICE AND PUBLIC SAFETY**Special Deposits and Trust Fund****Statement of receipts and expenditure for the year ended 30 June 1999****T519 Department of Police and Public Safety Operating Account****Purpose and Function of Account**

T519 is the sole Departmental account in the Deposits and Trust Fund through which receipts, payments and reimbursements are processed

	Note	1999 Actual \$'000	1998 Actual \$'000
OPENING BALANCE		664	2,279
RECEIPTS			
Consolidated Fund Annual Appropriation		97,207	93,786
Revenue paid into Consolidated Fund		907	1,002
Proceeds from sale of assets		61	161
Commonwealth receipts not paid into Consolidated Fund		3,068	3,420
Non-government contributions		1,087	905
Operating revenue not paid into Consolidated Fund		3,897	4,013
TOTAL RECEIPTS		106,227	103,287
LESS EXPENDITURE			
Employee related expenses			
Salaries and wages	(a)	63,402	60,687
Other employee related expenses		17,129	17,813
Administration and accommodation expenses		9,625	9,593
Other	(b)	12,573	14,919
Capital investment program		376	676
Administered expenditure		399	212
Revenue paid into Consolidated Fund		907	1,002
TOTAL EXPENDITURE		104,411	104,902
CLOSING BALANCE		2,480	664
CLOSING BALANCE CONSISTS OF			
Commonwealth funds		1,883	55
Non-government contributions		473	362
Suspense funds		124	247
		2,480	664

(a) Salaries and wages

This increase arises from Government policy to increase the number of police officers to 1, 100 during its term of office.

(b) Other expenditure

The reduction is due to a drop of \$3.3 million in Firearms Compensation disbursements.

DEPARTMENT OF POLICE AND PUBLIC SAFETY
Operating Statement for the year ended 30 June 1999

	Note	1999 \$'000	1998 \$'000
OPERATING EXPENSES AND REVENUES			
OPERATING EXPENSES			
Employee entitlements	2(e)	84,582	79,532
Depreciation	5	2,494	2,589
Materials and services		20,559	20,686
Other	6	687	792
TOTAL COST OF SERVICES		108,322	103,599
OPERATING REVENUES			
Retained revenue	7(a)	4,044	4,697
NET COST OF SERVICES		104,278	98,902
REVENUES FROM GOVERNMENT			
Recurrent appropriation	3	96,631	92,910
Capital appropriations		376	676
TOTAL REVENUES FROM GOVERNMENT		97,007	93,586
NET (EXPENSE) FROM DISPOSAL OF NON-CURRENT ASSETS	7(b)	(184)	(87)
CHANGE IN NET ASSETS	12	(7,455)	(5,403)
ADMINISTERED EXPENSES AND REVENUES			
EXPENSES			
Employee entitlements		387	375
Depreciation		173	240
Materials and services		1,001	426
Contributions to National Police Organisations		100	100
Compensation payments to Firearms owners	7(c)	306	3,946
Other		428	110
TOTAL ADMINISTERED EXPENSES		2,395	5,197
REVENUES			
User charges and fees paid to Consolidated Fund		907	1,001
Commonwealth funding for Firearms buyback scheme	7(c)	2,311	2,800
Recurrent appropriation		200	200
Fees and fines (Seizures)		76	16
Remus Consortium receipts		1,483	722
Other		140	130
TOTAL ADMINISTERED REVENUES		5,117	4,869



DEPARTMENT OF POLICE AND PUBLIC SAFETY
Statement of Financial Position as at 30 June 1999

	Note	1999 \$'000	1998 \$'000
CURRENT ASSETS			
Cash on hand and deposit accounts	13	221	157
Receivables	9	34	4
Other	10	613	717
TOTAL CURRENT ASSETS		868	878
NON-CURRENT ASSETS	11		
Land and buildings		54,905	58,574
Plant and equipment		4,038	4,777
Infrastructure		225	349
Heritage		364	364
TOTAL NON-CURRENT ASSETS		59,532	64,064
TOTAL ASSETS		60,400	64,942
CURRENT LIABILITIES			
Payables		2,697	2,306
Employee entitlements	19	23,974	19,711
TOTAL CURRENT LIABILITIES		26,671	22,017
NON-CURRENT LIABILITIES			
Payables		46	135
Employee entitlements	19	3,405	2,815
TOTAL NON-CURRENT LIABILITIES		3,451	2,950
TOTAL LIABILITIES		30,122	24,967
EQUITY	12		
Accumulated surplus		30,278	39,975
TOTAL LIABILITIES AND EQUITY		60,400	64,942

DEPARTMENT OF POLICE AND PUBLIC SAFETY
Statement of Administered Assets and Liabilities as at 30 June 1999

	Note	1999 \$'000	1998 \$'000
	8		
ADMINISTERED CURRENT ASSETS			
Cash on hand and deposit accounts		2,545	589
Other		0	80
TOTAL ADMINISTERED CURRENT ASSETS		2,545	669
ADMINISTERED NON-CURRENT ASSETS			
Plant, equipment and vehicles		345	311
TOTAL ADMINISTERED NON-CURRENT ASSETS		345	311
TOTAL ADMINISTERED ASSETS		2,890	980
ADMINISTERED CURRENT LIABILITIES			
Payables		8	5
Employee entitlements		47	41
Structural Performance Initiative Program		240	100
Prepaid contributions (Remus)		66	6
TOTAL ADMINISTERED CURRENT LIABILITIES		361	152
ADMINISTERED NON-CURRENT LIABILITIES			
Employee entitlements		24	50
Structural Performance Initiative Program		110	0
TOTAL ADMINISTERED NON-CURRENT LIABILITIES		134	50
TOTAL ADMINISTERED LIABILITIES		495	202



DEPARTMENT OF POLICE AND PUBLIC SAFETY
Statement of Cash Flows for the year ended 30 June 1999

	Note	1999 \$'000 Inflows (Outflows)	1998 \$'000 Inflows (Outflows)
CASH FLOWS FROM OPERATING ACTIVITIES			
Payments			
Employee Entitlements		(79,729)	(78,154)
Materials and services		(20,151)	(19,851)
Other		(687)	(539)
Receipts			
Retained revenue	7(b)	4,014	4,728
NET CASH USED IN OPERATING ACTIVITIES	14	(96,553)	(93,816)
CASH FLOWS FROM INVESTING ACTIVITIES			
Receipts from sale of non-current assets	7(c)	60	92
Payments for purchase of non-current assets	15	(450)	(452)
NET CASH USED IN INVESTING ACTIVITIES		(390)	(360)
CASH FLOWS FROM GOVERNMENT			
Receipts from appropriation			
Recurrent	3(b)	96,631	92,910
Capital		376	676
NET CASH PROVIDED BY GOVERNMENT		97,007	93,586
SUMMARY			
Cash at the beginning of the reporting period		157	747
Net Increase (Decrease) in cash held		64	(590)
CASH AT THE END OF THE YEAR		221	157

DEPARTMENT OF POLICE AND PUBLIC SAFETY

Output Schedule

Department's Expenses and Revenues and Schedule of Administered Expenses and Revenues for the year ended 30 June 1999

EXPENSES AND REVENUES

*

OUTPUT GROUP	1		2		3		4		5		6		7		General		TOTAL	
	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000
EXPENSES																		
Employee entitlements	44,198	42,316	17,671	17,224	9,893	8,778	3,550	3,559	831	822	6,319	5,127	2,120	1,706			84,582	79,532
Depreciation	1,064	1,129	480	709	522	527	270	58	36	33	96	104	26	29			2,494	2,589
Materials and Services	12,616	12,534	3,335	3,189	1,567	1,755	1,367	1,030	361	365	737	819	257	314	319	680	20,559	20,686
Loss on disposal assets	197	90	(10)	(3)	(1)		(1)						(1)				184	87
Other	369	519	109	104	55	44	98	79	2	2	39	32	15	12			687	792
TOTAL	58,444	56,588	21,585	21,223	12,036	11,104	5,284	4,726	1,230	1,222	7,191	6,082	2,417	2,061	319	680	108,506	103,686
REVENUES																		
Government appropriation	53,747	51,419	19,962	19,305	9,800	9,651	3,897	3,847	1,045	1,042	6,124	5,703	2,056	1,943	376	676	97,007	93,586
Other	1,567	1,994	394	535	892	962	729	752	228	145	179	228	55	81			4,044	4,697
TOTAL	55,314	53,413	20,356	19,840	10,692	10,613	4,626	4,599	1,273	1,187	6,303	5,931	2,111	2,024	376	676	101,051	98,283
NET	(3,130)	(3,175)	(1,229)	(1,383)	(1,344)	(491)	(658)	(127)	43	(35)	(888)	(151)	(306)	(37)	57	(4)	(7,455)	(5,403)

* General - not attributed to the established output groups detailed in the Notes.

ADMINISTERED EXPENSES AND REVENUES

OUTPUT GROUP	1		2		3		4		5		6		7		General		TOTAL	
	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000	1999 \$'000	1998 \$'000
EXPENSES																		
Employee entitlements									15	5			372	370			387	375
Depreciation													173	240			173	240
Materials and services		4		2		1			19	26		1	982	392			1,001	426
Contributions to National Police Organisations															100	100	100	100
Firearms Buy-back	306	3,946															306	3,946
Other									78	110 #					350		428	110
TOTAL	306	3,950		2		1			112	141		1	1,527	1,002	450	100	2,395	5,197
REVENUES																		
Recurrent Receipts	283	414	85	140	73	95	154	42	185	185	32	50	95	66		9	907	1,001
Recurrent Appropriation															200	200	200	200
Firearms Buy-back	2,311	2,800															2,311	2,800
Fees and fines (Seizures)															76	16	76	16
Remus Consortium													1,483	722			1,483	722
Other									140	130							140	130
TOTAL	2,594	3,214	85	140	73	95	154	42	325	315	32	50	1,578	788	276	225	5,117	4,869

* General - not attributed to the established output groups detailed in the Notes.

** Group 7 - The Remus Consortium is now reported in Group 7 rather than under General. The 1997/98 comparative figures have been adjusted accordingly.

This amount has been moved from Output Group 6 where it had been mis-allocated.



Department of Police and Public Safety Notes to and forming part of the financial statements

1 Outcomes and Funding

(a) Outcomes

- An effective community service
- A safe and secure community
- Prevention of crime in the community
- Law enforcement services aimed at detecting, investigating and resolving offences

(b) Funding

In accordance with the Department's charging policy, fees are levied on a number of services provided to the public as well as undertaking a number of registration and licensing functions.

In the process of preparing accrual based reports for the Department as a single entity, all intra-entity transactions and balances have been eliminated in respect of activities controlled by the Department.

2 Significant Accounting Policies

(a) Basis of accounting

The financial statements have been prepared in accordance with the Financial Management and Audit Act 1990. For activities financed through the Public Account, selected statements have been prepared on a cash basis. These statements comprise a Financial Summary, a Summary of Consolidated Fund Transactions and a statement for the Operating Account in the Special Deposits and Trust Fund administered by the Department.

Other statements in respect of the total activities of the Department have been prepared on an accrual basis in accordance with the Financial Management and Audit Act and applicable Australian Accounting Standards. Collectively these financial statements comprise the Department's general purpose financial report. They have been prepared using historical cost accounting, with the exception that non-current physical assets are valued at their current value to the Department, determined by reference to the asset's deprival value.

Administered assets, liabilities, expenses, revenues and cash flows are those which government requires the Department to administer on its behalf but which are not controlled by the Department in carrying out its functions. The assets do not render any service potential or future economic benefits to the Department, the liabilities do not require the future sacrifice of service potential or future economic benefits of the Department and the expenses and revenues are not attributable to the Department.

(b) Appropriations

Appropriations, whether recurrent, capital, special or other are recognised as revenues in the period in which the Department gains control of the appropriated funds.

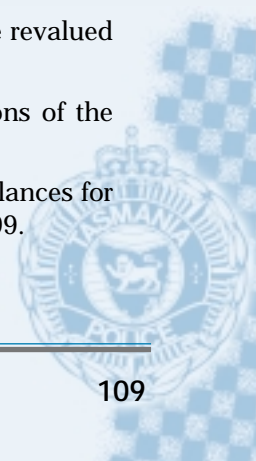
(c) Valuation of non-current assets

The asset capitalisation threshold adopted by the Department is \$5,000. Assets valued at less than \$5,000 are charged to the Operating Statement in the year of purchase.

The Department has adopted a revaluation threshold of \$50,000 above which assets are revalued on a rolling program of five years.

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

All assets were valued as at 1 July 1996 as part of the process of establishing opening balances for accrual accounting purposes. No assets were revalued during the year ended 30 June 1999.



Land and Buildings were valued by Colliers Jardine. Two properties, the Rokeby Academy and the Oatlands Police Station were considered to be specialised assets. These have been valued at current replacement cost and depreciated from acquisition date to give a current value. In 1997/98 properties were reviewed and surplus properties revalued at net current market selling price.

Vessels were valued by John M Lucas Marine Surveying Pty Ltd. All vessels, bar two, have been valued at current replacement cost and depreciated from acquisition date to give a current value. The Vigilant has been included at current market value as it would not be replaced if the Department were deprived of its use; and the Dauntless which has been valued at market (scrap) value.

Those assets which are purchased and used by the Remus Consortium are disclosed in the Statement of Financial Position as Administered Assets and Liabilities.

Deferred maintenance has not been recognised as it cannot yet be measured reliably.

Fitouts on leased properties have not been capitalised as they cannot be measured reliably.

Due to the lack of data regarding acquisition dates, costs and future tenure, communication infrastructure has not been included.

(d) Depreciation of non-current assets

All non-current assets having a limited useful life are systematically depreciated over their useful lives in a manner which reflects the consumption of their service potential.

Depreciation is provided for on a straightline basis, using rates which are reviewed annually.

Major depreciation periods are:

Vehicles: five years;

Motor cycles: three years;

Plant and equipment: assessed individually, falling within a range from 2 to 20 years;

Buildings: assessed individually, falling within a range from 3 to 122 years; and

Information Technology infrastructure: five years

(e) Employee entitlements

Employee entitlements include entitlements to wages and salaries, annual leave, sick leave, long service leave and superannuation benefits.

Wages and Salaries, Annual Leave and Sick Leave

Liabilities for wages and salaries and annual leave are recognised, and are measured as the amount unpaid at the reporting date at current pay rates, including payroll tax and superannuation contributions, in respect of employees' services up to that date. The liability for sick leave is not material and has not been recognised.

Long Service Leave

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. Consideration is given, when assessing expected future payments, to expected future wage and salary levels plus on-costs, experience of employee departures and periods of service. On-costs include payroll tax and employer superannuation contributions, but normally exclude workers compensation premiums and fringe benefits tax. Expected future payments are discounted using interest rates attaching, as at the reporting date, to Commonwealth Government guaranteed securities with terms to maturity that match, as closely as possible, the estimated future cash outflows. The current liability for long service leave is disclosed in the financial statements on the basis of current entitlements to leave and not on leave expected to be taken in the next twelve months.

Superannuation

A superannuation provision is maintained in the Special Deposits and Trust Fund for all departments. During the reporting period, the Department paid to the Provision 11 per cent of salary in respect of contributory members and the appropriate Superannuation guarantee Charge in respect of non-contributors. Under these arrangements the Department has no further superannuation liability for the past service of its employees.

(f) Operating Lease

The Department has entered into a number of operating lease agreements for buildings and office equipment where the lessors effectively retain all of the risks and benefits incident to ownership of the items held under the operating leases. Equal instalments of the lease payments are charged to the Operating Statement over the lease term as this is representative of the pattern of benefits to be derived from the leased property.

(g) Cash

Cash is measured at nominal amounts and is also the net fair value. The interest rate applicable at 30 June 1999 was 0%. Exposure to interest rate and credit risks is considered to be minimal.

(h) Receivables

Receivables are normally settled within 45 days. Debt collectability is assessed at balance date and specific provision made for any doubtful debts. The net fair value of receivables is the nominal amount.

(i) Payables

Liabilities are recognised for amounts to be paid in the future for goods and services received. Payables are normally settled within 30 days. The net fair value of payables is the nominal amount.

3 Appropriations**(a) Compliance with Externally Imposed Financial Directives**

	1999			1998		
	Appropriation	Expenditure		Appropriation	Expenditure	
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
	Original	Total		Original	Total	
Recurrent Services	95,916	96,831	96,831	91,562	93,110	93,110
Works and Services	376	376	376	376	676	676
TOTAL	96,292	97,207	97,207	91,938	93,786	93,786

(b) Reconciliation of appropriations to government revenues

	1999	1998
	\$'000	\$'000
Total Appropriations	97,207	93,786
Appropriations not recognised in the Operating Statement		
Contributions to National Police Organisations	(100)	(100)
Repayment of Structural Performance Initiative Program loan	(100)	(100)
Net Cash From Government	97,007	93,586
Total Government Revenues	97,007	93,586

(c) Material variances

For explanations of significant variations, refer to the Public Account - Cash Statements.



4 Outputs of the Department

(a) Department's Outputs

Information about the Department's Outputs is provided below. The expenses and revenues which are reliably attributable to those Outputs are set out in the Output Schedule. Information about expenses and revenues administered by the Department is given in the schedule of Administered Expenses and Revenues (see also note 8). No key performance measures are shown in these notes relating to outputs. Performance measures/indicators for selected outputs have been included in the text of the Annual Report for the 1998/99 financial year.

(b) Output summary

(i) Output Group 1: Policing Support to the Community

Objective:

To improve the safety and security of the community

Intended Outputs:

Protective Security

Support to the Community

Custodial Care and Safety

(ii) Output Group 2: Crime Detection and Investigation

Objective:

To maximise the police response to crimes against the person and property.

Intended Outputs:

Investigation of crime (persons, property and drug offences)

(iii) Output Group 3: Traffic Law Enforcement and Road Safety

Objective:

To minimise road trauma, improve the behaviour of road users, ensure the free flow of traffic, respond to traffic offences and attend vehicle accidents

Intended Outputs:

Accident Reduction and Road Safety

(iv) Output Group 4: Protection of Primary Industry and Fisheries Resources

Objective:

To protect and secure the State's poppy crop and Commonwealth and State fishery resources.

Intended Outputs:

Poppy Security

Fisheries Security - State and Commonwealth

(v) Output Group 5: Emergency Management

Objective:

To manage and coordinate an effective response to emergencies.

Intended Outputs:

Emergency management, planning, training

Public education

Volunteer training and support

Response management and recovery coordination for significant emergencies

(vi) Output Group 6: Support to Judicial Services

Objective:

To prosecute offenders, assist the Coroner, maintain a bail and warrants processing service and provide diversionary conferencing programs.

Intended Outputs:

Coronial
Prosecution and Conferencing
Bail / Warrant Processing

(vii) Output Group 7: Ministerial Support and Information Services

Objective:

To provide policy advice and ministerial services for the Minister for Police and Public Safety; executive and administrative support to senior management and a range of information services to Government, business, community and other clients.

Intended Outputs:

Ministerial Services, External Information and Policy Advice
Administration of Remus Consortium

5 Depreciation Expense

Depreciation was charged in respect of:

	1999 \$'000	1998 \$'000
Buildings	1,391	1,407
Vehicles	156	156
Vessels	226	242
Equipment	596	552
Infrastructure (Information Technology)	125	232
	2,494	2,589

6 Other Expenses

Other expenses for the year include:

	1999 \$'000	1998 \$'000
Operations	478	353
Fringe Benefits Tax charge	179	173
Other	30	266
	687	792



7 Revenues

(a) Retained Revenue

Retained revenue includes the proceeds from user charges and fees which are controlled by the Department. They include fire scene examination, hiring conference facilities, escorts and information services.

These are recognised as revenues as they are controlled by the Department and can be deployed for the achievement of its objectives. They are not required to be paid to the Consolidated Fund.

(b) Net revenues from disposal of non-current assets

	1999 \$'000	1998 \$'000
Proceeds from disposal of plant	60	92
Less: written-down value of plant	50	89
Net revenues	10	3
Proceeds from disposal of properties	2,248	508
Less: written-down value of properties	2,442	598
Net loss	(194)	(90)
Net loss on disposal	(184)	(87)

(c) Firearms Buy-back Scheme

An additional \$2.311million was received from the Commonwealth. \$0.306 million was paid out to fire-arms owners.

8 Administered Transactions

(a) Remus Consortium

The Department is responsible for administering the Remus Consortium during the year. Values of assets and liabilities are as follows:

		1999 \$'000	1998 \$'000
Assets	Deposit account	288	241
	Prepaid expenses		80
	Plant and equipment	345	311
		633	632
Liabilities	Payables	8	5
	Employee Entitlements	71	91
	Prepaid contributions	66	6
		145	102

(b) Other Administered assets and liabilities (not detailed in Statement of Administered Assets and Liabilities)

	1999 \$'000	1998 \$'000
Commonwealth advances firearms buy-back	2,075	71
MAIB SES funds	58	30
Cash held as a result of seizures	124	247
	2,257	348

Miscellaneous property held in trust is not valued or reported.

(c) Structural and Performance Initiative Program (SPIP)

In 1995-96 \$300,000 was expended on Project Baton from amounts advanced under the centrally funded SPIP. The advances were repaid in three instalments. The \$100,000 repayment in 1998-99 was the final instalment.

An additional \$350,000 has been provided. It will be repaid in 1999-00 and 2000-01.

9 Receivables

	1999 \$'000	1998 \$'000
User charges, fines and fees	64	5
Less: Provision for Doubtful debts	30	1
	34	4

10 Other Current Assets

	1999 \$'000	1998 \$'000
Prepayment of building leases	137	143
Hobart central store stock	476	574
	613	717



11 Non-current Assets

	1999 \$'000	1998 \$'000
Land and Buildings		
Buildings:		
at independent valuation of current cost at 1 July 1997	53,542	53,603
Less: accumulated depreciation	8,734	7,379
at purchase cost	220	220
Less: accumulated depreciation	3	2
at current market selling price at 28 May 1998	958	2,310
Less: accumulated depreciation	28	4
Strahan Station under construction	166	
	46,121	48,748
Land at independent valuation:		
of current cost at 1 July 1997	8,084	8,103
at current market selling price at 28 May 1998	681	1,704
at purchase cost	19	19
	8,784	9,826
Total Land and Buildings	54,905	58,574
Plant and equipment		
Vehicles:		
at management valuation at 1 July 1997	631	631
Less: accumulated depreciation	467	312
	164	319
Vessels:		
at independent valuation at 1 July 1997	4,969	4,969
Less: accumulated depreciation	2,514	2,289
	2,455	2,680
Plant:		
at management valuation at 1 July 1997	2,467	2,554
Less: accumulated depreciation	1,481	987
at purchase cost	515	228
Less: accumulated depreciation	82	17
	1,419	1,778
Total plant and equipment	4,038	4,777
Infrastructure		
Information technology Infrastructure:		
at management valuation		
of current cost at 1 July 1997	830	830
Less: accumulated depreciation	605	481
at purchase cost	0	0
Less: accumulated depreciation	0	0
	225	349
Heritage		
Heritage assets at valuation at 1 July 1997	284	284
Heritage assets at cost	80	80
Less: accumulated depreciation	0	0
	364	364

12 Equity and Changes in Equity

Equity represents the residual interest in the net assets of the Department. The Government holds the equity interest in the Department on behalf of the community.

	Accumulated Surplus	
	1999 \$'000	1998 \$'000
Balance as at the beginning of the period	39,975	45,892
Change during period	(7,455)	(5,403)
Assets sales proceeds paid into the Crown Lands Administration Fund	(2,242)	(514)
Balance as at the end of the period	30,278	39,975

No asset revaluations were undertaken during 1998/99. In 1997/98 properties were reviewed and surplus properties revalued at net current market selling price. As there was no Asset Revaluation Reserve, the net devaluation was charged as an expense.

	1999 \$'000	1998 \$'000
Devaluation (net of Provision for Depreciation)		
Land		28
Buildings		108
	0	136

13 Reconciliation of Cash

For the purposes of the statement of cash flows, cash includes cash on hand and in banks. Cash at the end of the reporting period as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:

	1999 \$'000	1998 \$'000
Cash	11	11
Departmental Operating Account (T519) (excluding administered components)	210	146
	221	157

14 Reconciliation of Net Cash used in Operating Activities to Net Cost of Services

For the purposes of the statement of cash flows, cash includes cash on hand and deposit accounts.

	1999 \$'000	1998 \$'000
Net cash used in operating activities	96,553	93,816
Depreciation	2,494	2,589
Increase in employee entitlements	4,853	1,378
Increase in payables	304	360
Decrease in other current assets	104	475
Decrease (increase) in receivables	(30)	35
Assets written off	0	249
Net cost of services	104,278	98,902

15 Purchase of Non-Current Assets

	1999 \$'000	1998 \$'000
Payments for acquisition of buildings	166	239
Payments for acquisition of plant and equipment	284	213
	450	452

16 Non-cash Financing and Investment Activities

Net revenues from restructuring of administrative arrangements

There was no restructuring of administrative arrangements during the reporting period.

17 Commitments for Capital Expenditure

At the reporting date, the Department had entered into contracts for the following capital expenditures:

	1999 \$'000	1998 \$'000
Plant and equipment Strahan Station	235	73
	235	73
Expenditures due for payment: 1998/99	235	73
	235	73

18 Operating Lease Commitments

At the reporting date, the Department had the following obligations under non-cancellable operating leases (these obligations are not recognised as liabilities):

	1999 \$'000	1998 \$'000
Not later than 1 year	4,091	3,833
Later than 1 year and not later than 2 years	3,690	3,601
Later than 2 years and not later than 5 years	10,583	9,859
Later than 5 years	31,345	31,060
	49,709	48,353

19 Employee Entitlements

	1999 \$'000	1998 \$'000
Current		
Annual Leave	11,061	8,646
Long Service Leave	10,675	9,253
Accrued salaries	2,238	1,812
	23,974	19,711
Non Current		
Long Service Leave	3,405	2,815
	3,405	2,815

20 Contingent Obligations

No significant Contingent Obligations exist at the time of reporting.

Appendix E Human Resource Management

	1997-1998	1998-1999	1997-1998	1998-1999
	Police		State Service	
Full-Time Equivalent Employees	1,092.48	1067.81	361.35	342.99
Number of Persons Employed	1,096.00	1075.00	396.00	371.00

CLASSIFICATION OF EMPLOYEES	Police		State Service	
Deputy Commissioner	1	1		
Assistant Commissioner	2	2		
Superintendent	8	8		
Inspector	47	48		
Sergeant	186	186		
Constable	792	810		
Trainee Constable	60	20		
TOTAL	1096	1075		

	State Service		SES	
Head of Agency	1	1		
Senior Executive Service	2	2		
Administrative and Clerical	278	246	15	18
General Officers	12	11		
Technical/Scientific	12	12		
Cleaner	20	17		
Librarian	1	1		
Cook/Chef	2	3		
Housemaid	2	3		
Mechanic	10	12		
Radio Technician	2	2		
Solicitor	1	1		
Psychologist	1	1		
Utility Officer	12	12	1	
Jobs Skills Trainee	2	3		
Engineer	1	0		
Communications Operators	21	26		
TOTAL	380	353	16	18

	1997-98	1998-1999	1997-98	1998-1999
AGE PROFILE	Police		State Service	
15-19	7	4	3	4
20-24	128	99	22	16
25-29	259	244	50	35
30-34	220	214	43	41
35-39	152	169	48	46
40-44	123	124	71	70
45-49	98	96	78	64
50-54	80	92	51	58
55-59	23	27	21	30
60-64	6	6	9	7
TOTAL	1096	1075	396	371

EMPLOYMENT AUTHORITY	Police State		Service	
Permanent	1093	1072	283	294
Temporary	0	0	106	70
Contract	3	3	7	7
TOTAL	1096	1075	396	371

GENDER PROFILE	Police		State Service	
Male	913	901	155	146
Female	183	174	241	225
TOTAL	1096	1075	396	371

RECRUITMENTS AND SEPARATIONS	Police		State Service	
Recruited	82	26	68	62
Separated	55	47	69	** 108
TOTAL	137	73	137	170

** A large number of these personnel were subsequently re-employed on new contracts

EMPLOYMENT SEPARATIONS	Police State		Service	
Resigned	29	32	21	46
Retired - age	0	1	0	3
Retired - ill health	10	5	2	1
Retired - voluntary	15	7	0	2
End of Contract (S29 TSS Act)	0	0	2	0
End of Temporary Appointment/Contract	0	0	40	45
Dismissal	1	1	0	0

	1997-98	1998-1999	1997-98	1998-1999
Deceased	0	1	1	1
Redundancy	0	0	2	0
Transfer/Promotion	0	0	0	9
Completion of Secondment	0	0	1	0
Redeployment (S49 TSS Act)	0	0	0	1
Terminate Probation	0	0	0	0
TOTAL	55	47	69	108

SECONDMENTS	Police		State Service	
To Other Agencies	0	7	0	3
From Other Agencies	0	0	0	3
TOTAL	0	7	0	6

LEAVE WITHOUT PAY	Police State		Service	
As at 30 June 1999	7	11	1	3
TOTAL	7	11	1	3

EXCESS ANNUAL AND LONG SERVICE LEAVE - EXCESS OF 100 DAYS				
	Police		State Service	
Annual Leave	95	231	15	39
Long Service Leave	112	3	8	0
TOTAL	207	234	23	39



Appendix F Awards and Commendations

Police Medal Awards and Commendations

Three members of the department were awarded the Australian Police Medal in the 1999 Australia Day and Queens Birthday Honours List. These were:—

Constable Kimberley Bruce Smith was appointed as a Constable in February, 1975, and has been in charge of the Hobart Police and Citizens Youth Club since 1985, after leaving a similar position with the Deloraine PCYC.

Since taking up the position as Club Superintendent, Constable Smith has been actively involved in liaising with youth groups to prevent alcohol and drug problems amongst young people. This has extended to an involvement with the Hobart City Council's Street Youth Program which targets high profile, disadvantaged youth, with the aim of re-establishing contact between them and existing services. Through the efforts of Constable Smith, sixty-two organisations now use the facilities at the Hobart PCYC, with thirty-three schools involved in Club activities. Constable Smith is recognised for promoting a more positive and meaningful relationship between police and the community.

Sergeant Kerry Daniels was appointed as a Constable in November, 1964. He has served in a number of roles within the Service, in several areas throughout the State, showing outstanding ability in all positions in which he has served. It was early in his career that Sergeant Daniels enhanced community respect for the police through his involvement in youth club activities. Sergeant Daniels has continued this involvement throughout his police career.

Sergeant Daniels has served on the Executive of the Police Association of Tasmania for the past decade, and fulfilled the position of Vice President for the past four years. His integrity and professionalism has been highly acknowledged, and it is for his excellent contribution to Tasmania Police that he was deemed a worthy recipient of the Australian Police Medal.

Sergeant Kaye Fitzgerald's commendation is for excellence in investigative duties and devotion to duty, particularly her high level of integrity, loyalty, dependability and perseverance. In her 30-year career, Sergeant Fitzgerald has seen duty in CIB, OIC Poppy Task Force, Launceston Uniform and for the last two years as OIC Northern District Traffic.

Commenting on the Award, Commissioner McCreddie said, "This award is not just for senior officers. It is an award that can be won by any member who has shown the level of service, integrity, dependability and perseverance that has been displayed by Sergeant Fitzgerald."

Australian Bravery Awards

Constable Timothy Patrick Welch, No. 1254.

On the night of 21 October 1995, Constable Welch assisted at a siege at Willow Lane, Prospect Vale.

Constable Welch, who was off duty at the time, was travelling in his vehicle with his children when he was flagged down and informed of a siege situation. Constable Welch drove his children to a safe location and returned to assist. On arrival at the scene, he heard gunshots and saw a fellow police officer fall to the ground and clutch his leg. Constable Welch then observed the offender pointing a rifle in his direction. Constable Welch heard more shots fired and, as he took refuge behind a police vehicle, the driver's window shattered and he received a wound to the head. Constable Welch, handed a gun by another police officer, could not locate the position of the offender to return fire. He was then shot in the right arm. Constable Welch ordered a civilian to find a safe location and, as the shooting continued, Constable Welch assisted another injured police officer to safety.

Constable Welch is commended for his brave conduct.

Ex-Constable Mrs Karen Maree Gregson (Nee Jenkins)

On the night of 21 October 1995, Mrs Gregson, who was a member of Tasmania Police at the time of the incident, assisted at a siege at Willow Lane, Prospect Vale.

Mrs Gregson saw an armed man hide behind a brick fence of a residence. Mrs Gregson moved her police vehicle to block the entrance to the street and proceeded to evacuate near-by residences. Returning to the police vehicle which was now occupied by a male witness, Mrs Gregson then heard shots being fired and saw a fellow police officer fall to the ground. She immediately radioed for an ambulance and then opened the boot of the police car to retrieve the first aid kit. As the shots continued, Mrs Gregson handed her gun to a colleague who was unarmed but had a better view of the offender. Mrs Gregson then saw blood running down the side of her colleague's head. Realising that he had been hit, she applied a pressure bandage to the wound. The offender then shot the glass out of the driver's window. The shots continued with Mrs Gregson receiving wounds to the knees. Mrs Gregson had been under fire for some 25 minutes within 15 metres of the offender until she was able to retreat with the male witness and her colleague to a safe location.

For her actions, Mrs Gregson is commended for brave conduct.

Commissioner of Police's High Commendations

Constable John Pratt, No. 1690

"Courage, initiative, clear thinking and decisive action in effecting the rescue of a young man from the water at Pittwater Bay on 9 May 1997"

Constable Shane Young, No. 1581

"Courage, decisive leadership and professionalism whilst risking his own life in effecting the successful rescue of a severely disturbed man attempting suicide by jumping off the Tasman Bridge on 26 May 1997"

Constable Matthew Drumm, No. 1829

"Courage and decisive action and professionalism whilst risking own life in effecting the successful rescue of a severely disturbed man attempting suicide by jumping off the Tasman Bridge on 26 May 1997".

Constable Michael Fogarty, No. 1528

"Dedication, selflessness and decisive action displayed in saving the life of an injured intoxicated man from hypothermia at the Port Huon Wharf on 21 September 1997 in very trying circumstances".

Constable Troy Morrisby, No. 1945

"Courage, clear thinking and decisive action whilst risking his own life in effecting the successful rescue of a woman from drowning at New Norfolk on 27 November 1997".

The following police officer was presented with a Commendation:

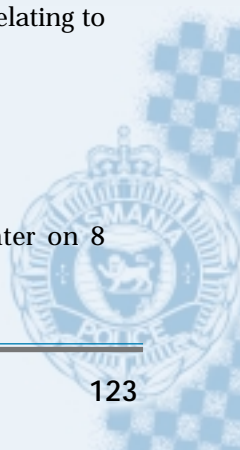
Constable Craig Joel, No. 2002

"Initiative, skill and determination in successful pursuit of criminal investigations, particularly relating to the resolution of crimes through DNA sampling".

The following officers were presented with a Certificate of Appreciation.

Constable John Lennox, No. 1197

"High level of professionalism, leadership and organisational skills displayed at Bridgewater on 8 January 1997 involving a violent and dangerous armed offender".



Constable Geoffrey Holloway, No. 802

“Initiative and support in assisting with the rescue of a young man from the water at Pittwater Bay on the 9 May 1997”.

Constable Rodney Stacey, No.1686

“Dedication and decisive action displayed in assisting with saving the life of an injured intoxicated man from hypothermia at the Port Huon Wharf on 21 September 1997 in very trying circumstances”.

Constable Todd Carver, No.1836

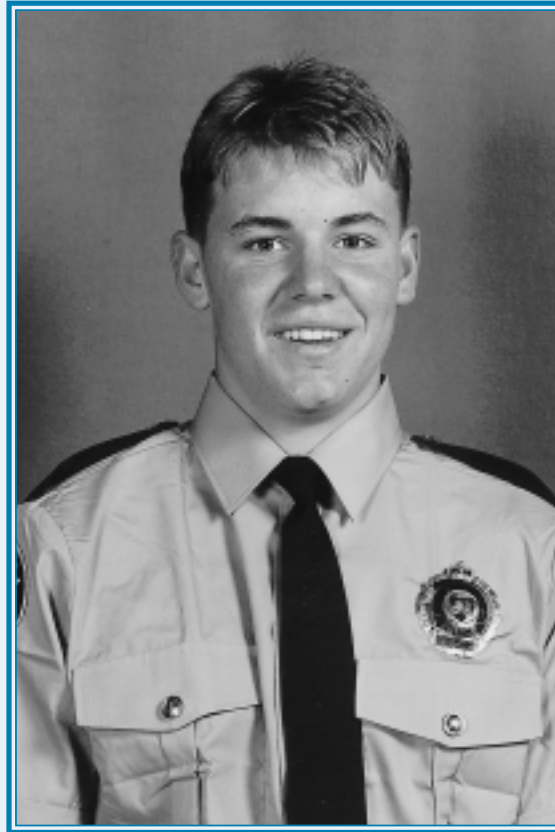
“Professionalism, initiative and effective teamwork in assisting with the successful rescue of a woman from drowning at New Norfolk on 27 November 1997”.

Constable Jayson Taws, No. 1901

“Professionalism, initiative and effective teamwork in assisting with the successful rescue of a woman from drowning at New Norfolk on 27 November 1997”.



Appendix G Vale



Ty Benjamin Bennett
No. 1993
Aged 23 years

Ty Bennett joined Tasmania Police after completing his Higher School Certificate studies at Claremont College. He was a member of the Student Representative Council at Claremont and served as an Executive Member and as Treasurer.

An active sportsman, Ty was a member of the football, cricket and basketball teams and went on to become a member of the Hobart Football Club, captaining the under 17's and won the best and fairest club trophy. He was awarded best clubman for the under 19's in 1993.

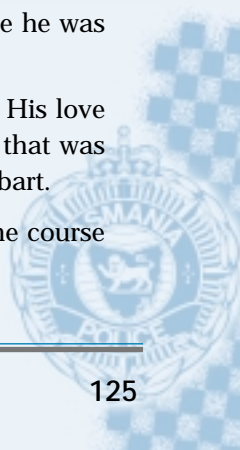
He was also an energetic member of the Tasmania Police football team playing in carnivals in South Australia, Victoria, Tasmania and West Australia. During this time he won two All Australian representative medals.

Completing training as a member of Recruit Course 2 of 1994, Ty was attached as a Constable to Hobart Uniform and in the next two years he also gained experience in plain clothes as a member of task forces and in the CIB.

He applied for, and was appointed to Bridgewater Station commencing in January 1997. In June he was seconded to New Norfolk until October and then returned to Bridgewater.

Ty's dedication to duty and his application were evident, but his enthusiasm did not stop here. His love of the job and pursuit of a career saw him apply and undertake a Surveillance Course in 1998 that was to lead him to successfully apply for the position of Constable, Investigation Support Group, Hobart.

This transfer was effected on the 21 September 1998. It was in this job that Ty lost his life in the course of his duties as a member of Tasmania Police.



Appendix H Equal Employment Opportunity

The Department of Police and Public Safety, as an employer, is committed to the principles of Equal Employment Opportunity (EEO) and the maintenance of professional workplace standards.

The department seeks to promote a working environment which supports organisational goals, personal goals and the self-esteem of all employees and prospective employees.

Discrimination and sexual harassment in the workplace contravene the provisions of EEO and sex discrimination legislation and are likely to undermine working relationships and efficiency.

It is the responsibility of the department to maintain proper standards of conduct, essential in the provision of a suitable physical and psychological work environment whereby employees can effectively and efficiently provide service to the Tasmanian community.

The department will adopt a conciliatory approach towards complaints involving allegations of discrimination or sexual harassment. Seventeen EEO contact officers are situated throughout the State to deal with issues.

Employees have access to an informal and confidential body of trained and experienced personnel, to offer advice and support, regarding EEO issues or breaches.

Accordingly, an Equal Employment, Opportunity, Harassment and Discrimination Policy and Management Plan has been developed to provide the framework through which managers, supervisors, employees and the relevant trade unions have a unified approach in providing a discrimination-free workplace. The current EEO Policy and Management Plan are presently under review to bring the Department of Police and Public Safety in line with proposed Anti-Discrimination legislation.

Objectives

- to promote the Department of Police and Public Safety as an equal employment opportunity employer and educate employees in the principles of merit, equity and fairness;
- to establish employment practices to achieve EEO for all employees, incorporating the enhancement of career opportunities of EEO Target Group members;
- to provide a working environment free from acts of discrimination, harassment and victimisation with the necessary avenues for the resolution of any complaints; and
- to establish and maintain systems and procedures that collect, record and evaluate EEO information.

Major achievements included:

- the training of 100 officers on EEO issues;
- 50% reduction in the number of EEO related incidents;
- the department's approach was adopted by whole-of-government in the advertising of proper workplace practices as they relate to EEO;
- recruitment of 2 employees under the Aboriginal Career Development Strategy;
- recruitment of 22 employees under the Youth Recruitment Strategy; and
- placement of paid work experience participants under the Aboriginal Recruitment Strategy.

Appendix I Consultancy Services

MAJOR CONSULTANCY FEES 1998-1999 Financial Year

<i>Creditor</i>	<i>Text</i>	<i>Internal</i>	<i>External</i>
ETM Placements	Project Initiation - Police Vessels		7,000
Prologic Pty Ltd	Crime Analysis Interface		24,300
Prologic Pty Ltd	Call Centre Development		4,560
KPMG	Project BATON		15,854
Injury Prevention	Claims Review - Workers' Compensation		4,000
Andina Pty Ltd	Claims Review - Workers' Compensation		11,500
Comstra	System Support		11,000
AMOS AKED Swift	EDAC Network		12,582
Tas Audit Office	Audit Fees	29,668	
		29,668	90,796



Appendix J Contracts

CONTRACTORS AND/OR CONSULTANTS SERVICES >\$50,000 FOR BUILDING RELATED MATTERS ONLY

1998-1999 Financial Year

<i>Location</i>	<i>Project</i>	<i>Contractor</i>	Value
Rokeby - Academy	Entrance modifications	R J Welsh & Sons P/L	\$54,697
Strahan - Station	Construction of new Police Station	Stubbs Constructions	\$242,238
			\$296,935



Appendix K

Location of Departmental Offices and Contact Numbers

Tasmania Police

Head Office:	47 Liverpool Street, Hobart
Postal Address:	GPO Box 308C, Hobart, Tasmania 7001
Telephone :	(03) 6230 2111
Fax:	(03) 6230 2452

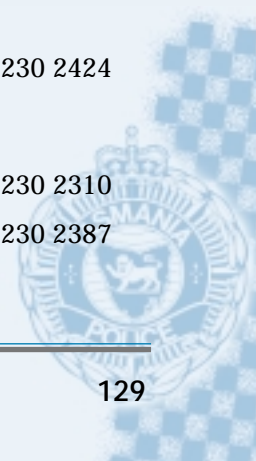
Senior Officers:

CORPORATE MANAGEMENT GROUP

Commissioner of Police	Mr R McCreadie APM BA JP	(03) 6230 2535
Deputy Commissioner of Police	Mr J Johnston APM	(03) 6230 2420
Assistant Commissioner of Police (Crime and Operations)	Mr L R Prins APM BA Assoc. Dip Social Science	(03) 6230 2430
Assistant Commissioner of Police (Planning and Development)	Mr B J Bennett APM	(03) 6230 2421
Director Administration	Mr F W Ogle Dip. Human Resources	(03) 6230 2390

STATE SERVICE MANAGERS

Chief Information Officer	Mr H Willink BA MBA Grad. Dip. (Computing) Grad. Dip (Business) MACS	(03) 6230 2467
Senior Solicitor	Mr M Miller LLB (Melb)	(03) 6230 2382
Manager, Commissioner's Office	Mr W F Pless BA, Diploma of Education TTC	(03) 6230 2460
Manager, Finance and Fleet Services	Mr I S Latham	(03) 6230 2360
Manager, Information Management	Mr S Levis B Sc (Hons) B Bus MACS	(03) 6230 2455
Manager, Planning and Research	Mr M B Robinson BA(Hons) Diploma of Education TTC M. Ed (Admin)	(03) 6230 2461
Acting Manager, Asset and Property Services	Mr G Gibson	(03) 6230 2250
Manager, Media and Marketing	Mr G O Easton BA Diploma of Teaching	(03) 6230 2424
Manager, Communications Services	Mr P Roberts	(03) 6230 2310
Manager, Workers' Compensation Claims Management Unit	Mr R F Hughes	(03) 6230 2387



DISTRICT / SUPPORT COMMANDS

Hobart	Southern District 29 Liverpool Street, Hobart	Superintendent S C McClymont APM {03} 6230 2263 Fax {03} 6230 2414
Glenorchy	Eastern District 381 Main Road, Glenorchy	Superintendent R E Belbin APM {03} 6230 2686 Fax {03} 6230 2760
Launceston	Northern District 137-149 Cimitiere Street, Launceston	Superintendent J V Young APM {03} 6332 3101 Fax {03} 6330 3821
Burnie	Western District 88 Wilson Street, Burnie	Superintendent R M Krushka APM {03} 6434 5220 Fax {03} 6430 5250
Hobart	Operations Support 30-32 Bathurst Street, Hobart	Superintendent R G Fielding APM {03} 6230 2238 Fax {03} 6230 2141
	Executive Support 47 Liverpool Street, Hobart	Superintendent T Mulder BA Dip.EM APM {03} 6230 2600 Fax {03} 6230 2495
	Internal Investigations Unit 47 Liverpool Street, Hobart	Superintendent P Wild APM {03} 6230 2142 Fax {03} 6230 2452
	Human Resources 47 Liverpool Street, Hobart	Superintendent M G Brazendale APM {03} 6230 2487 Fax {03} 6230 2501

State Emergency Service

Senior Officers

Director	Mr J M Paul	(03) 6230 2702
Manager Operations	Mr R Sandy	(03) 6230 2705
Manager Planning	Mr P Koob	(03) 6230 2712
State Rescue and Volunteer Training Officer	Mr B Hevey	(03) 6230 2708
State Training Officer, Emergency Management	Mr K Daly	(03) 6230 2709

Regional Offices

Hobart	Southern Region Office 1st Floor, 47 Liverpool Street, Hobart	{03} 6230 2700 Fax {03} 6234 9767
Launceston	Northern Region Office 339 Hobart Road, Youngtown	{03} 6336 3790 Fax {03} 6331 6119
Burnie	North Western Region Office 88 Wilson Street, Burnie	{03} 6434 5333 Fax {03} 6431 6538

Appendix L

Documents and Publications Produced, Administrative Decisions Legislative Program, Statutory Boards

Documents and Publications

- Department of Police and Public Safety Corporate Plan
- Department of Police and Public Safety Annual Business Plan
- Department of Police and Public Safety Annual Report
- Promotion Materials (Schools and Public Events)
- Gazette
- Recruitment and Training Brochures
- Tasmania Police from Force to Service

Appeal/Review Process - Administrative Decisions

Refusal of Firearms Licence under Firearms Act/Gun Act

Appeal to a Magistrate

Refusal of Tanners Licence under Police Offences Act

Appeal to Attorney-General

Legislative Program

The department administers the following legislation:

- Emergency Services Act 1976
- Firearms Act 1996
- Marine Search and Rescue Act 1971
- National Crime Authority (State Provision) Act 1985
- Police Offences Act 1935
- Police Regulation Act 1898
- Telecommunications Interception Act (1999)

Statutory Boards

Police Promotions Appeal Board

(Part IVA Police Regulation Act 1898)

Chairperson:	Mr E Free
Member:	Mr J D Stewart
Member:	Sergeant K Daniels
Substitute Member:	Sergeant K Fitzgerald

Police Disciplinary Board

(Part IVB Police Regulation Act 1898)

Chairperson:	Mr M R Hill Magistrate
Member:	Mr M T E Shotter
Member:	Sergeant L Kemp
Substitute Member:	Inspector D Paton



Appendix M Freedom of Information

In fulfilling its mission Tasmania Police gathers information across all Output Groups.

Contact Office

Applications for information pursuant to the Freedom of Information Act 1991 should be addressed to the Officer-in-Charge, Freedom of Information Unit, GPO Box 308C, Hobart, 7001 or telephone {03} 6230 2111 or email FOI@police.tas.gov.au

INFORMATION AVAILABLE OUTSIDE OF FREEDOM OF INFORMATION

Personal Conviction Record

Available from Police Headquarters - Hobart, Launceston and Burnie. No cost.

Description: Police record of an individual's court convictions.

Accident Records

Officer-in-Charge, Accident Records - Hobart, Launceston, Burnie and Glenorchy. \$35 cost.

Description: Statements given to police following a traffic accident.

Crime Reports

Officer-in-Charge, Crime Collating Unit, Information Bureau, PO Box 308C, Hobart, 7001. \$25 cost.

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

Police Clearance Reports

Commissioner of Police, PO Box 308C, Hobart, 7001

Description: Report prepared verifying that a person is not known to police.

National standard fee. \$120

Photographs/Video Tapes

Officer-in-Charge, Forensic Bureau, PO Box 308C, Hobart, 7001.

Cost for photographs:	10x8	\$15
	6x4	\$5
Cost for video:		\$35

Pre Trial Disclosure

Officer-in-Charge, Prosecution Section - Hobart, Launceston and Ulverstone. Cost \$35.

Description: Prosecution file.

Note: That following arrangements with the Office of the Director of Public Prosecutions (DPP), any application for statements in relation to, or for use in a claim for criminal compensation, should be forwarded to the office of the DPP.

Crime Mapping Information

Officer-in-Charge, Community Relations, Police Headquarters - Hobart, Launceston, Burnie and Glenorchy. No cost.

Description: Statistical information regarding any crime in a particular geographic area.

Community Relations Brochures

Officer-in-Charge, Community Relations, Police Headquarters - Hobart, Launceston, Burnie and Glenorchy. No cost.

Description: Business Watch, Neighbourhood Watch, Crime Stoppers, Safety Houses, Bomb Threats and How Safe are You?



Appendix N

Royal Commission into Aboriginal Deaths in Custody

Deaths in Police Custody

No deaths occurred in police custody related police operations during 1998-99

	1997-98	1998-99
Category 1	0	0
Category 2	0	0
TOTAL	0	0

Category 1 (Institutional or Close Contact Custody):

- deaths in institutional settings (eg. 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 and most cases where officers were attempting to detain a person eg. pursuits.

Appendix O Acronyms

ABCI	Australian Bureau of Criminal Intelligence
ACPR	Australasian Centre for Policing Research
ACWAP	Australasian Council of Women in Policing
AIDR	Australian Illicit Drug Report
AIPM	Australian Institute of Police Management
ANCD	Australian National Council on Drugs
APM	Australian Police Medal
APESC	Australian Police Education Standards Council
APMC	Australasian Police Ministers' Council
ASWPRCC	Australasian and South West Pacific Region Commissioners' Conference
AWIPAC	Australasian Women in Policing Advisory Committee
BCI	Bureau of Criminal Intelligence
CACS	Command and Control System
CIB	Criminal Investigation Branch
CISD	Critical Incident Stress Debriefing
CISM	Critical Incident Stress Management
CMG	Corporate Management Group
COAG	Council of Australian Governments
FAMIS	Financial Asset Management Information System
ICMS	Integrated Crime Management Strategy
IGCD	Inter Governmental Committee on Drugs
MAIB	Motor Accident Insurance Board
MCDS	Ministerial Council on Drug Strategy
MV	Motor Vehicle
NAFIS	National Automated Fingerprint Identification System
NCA	National Crime Authority
NCSU	National Crime Statistics Unit
NDS	National Drug Strategy
NEPI	National Exchange of Police Information
NIFS	National Institute of Forensic Science
NPEAB	National Police Ethnic Advisory Bureau
NSIC	National Strategic Intelligence Course
OH&S	Occupational Health and Safety
OMIS	Outputs Management Information System
PACB	Poppy Advisory Control Board
PCPAG	Police Commissioners' Police Advisory Group
PCYC	Police and Citizens Youth Club
PELP	Police Executive Leadership Program
SACPAV	Standing Advisory Committee on Commonwealth/State Coordination for Protection Against Violence



Appendix P

Compliance Index to Disclosure Requirements 1998-99

This index has been prepared to facilitate identification of compliance with statutory disclosure requirements: Financial Management and Audit Act 1990 (FMAA) and Treasurer's Instructions (TI), the Tasmanian State Service Act 1984 (TSS) including Statutory Rule No 123 of 1990 Tasmanian State Service (Agency Reporting) Regulations (TSS(AR)R) and other contemporary reporting practices.

<i>Reference</i>	<i>Description</i>	<i>Page</i>
Aids to Access	Table of Contents.	3
	Alphabetical Index (for annual reports greater than 50 pages)	138
	Glossary of abbreviations and acronyms.	147
Overview		
TSS(AR)R3(a)(i)	Overall mission and objectives of the Department including its strategic plan and related programs.	9
FMMs27(1)(a)	A report on the performance of the functions and powers of the Head of Agency under any written law.	N/A
TSSs.33AB(1)(a)		
FMAAs.27(1)(b)	A report by a statutory office holder employed in or attached to the Department except when required to report under any other Act.	N/A
subject to s.27(2)		
TSSs.33AB(1)(b)		
TSS(AR)R3(a)(v)	Major initiatives taken to develop and give effect to Government policy.	31-37
TI701(1)(b)	Details of major changes affecting programs, objectives or organisational structure.	33
TSS(AR)R3(a)(iv)		
Statutory/Non-Statutory Bodies and Companies		
	A list of statutory and non-statutory bodies.	131
	A list of names and companies.	N/A
Legislation Administered and Major Documents Produced		
TSS(AR)R 3(d)(i)	A list of legislation administered by the Department.	131
TSS(AR)R 3(d)(i)	A list of major documents or publications produced.	131
Organisational Structure		
TSS(AR)R 3(a)(ii)	Organisational Chart as at the end of the reporting year.	15
TSS(AR)R 3(a)(iii)	Details of relationship between corporate and program structure.	11 - 12

<i>Reference</i>	<i>Description</i>	<i>Page</i>
<i>Performance Information</i>		
TI 701 (1)(a) & (e)	Performance measures	47 - 74
<i>Human Resource Management</i>		
TSS(AR)R 3(c)(i)	Staffing information as at 30 June.	119 - 121
TSS(AR)R 3(c)(iii)	Equal Employment Opportunity.	126
TSS(AR)R 3(c)(iv)	Industrial democracy plans with outline of process available for appeals against decisions by Department.	131
TSS(AR)R 3(d)(iii)		
TSS(AR)R 3(c)(v)	Occupational Health and Safety strategies.	N/A
<i>Asset Management and Risk Policies</i>		
TI 701 (I)(d)(i) & (ii)	Major capital projects.	32
TI 701 (I)(g)	Asset management policies, strategies and initiatives.	72
TI 701 (I)(c)	Pricing policies of goods and services.	N/A
TI 701 (I)(f)	Risk management policies, activities or initiatives.	72 - 73
<i>External/Internal Scrutiny</i>		
	Consultants engaged during the period.	127
<i>Public Access and Awareness of Services Provided</i>		
TSS(AR)R 3(d)(ii)	A list of contact officers and points of public access.	129 - 130
TSS(AR)R 3(d)(i)	Activities undertaken to develop community awareness of the service the department provides.	47 - 53
	Freedom of Information details.	132
<i>Financial Statements</i>		
TI 701 (I)(h) & (j)	Financial statements.	95 - 120

* N/A - Not Applicable



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CITY PARK

