

DEPARTMENT *of* POLICE *and* PUBLIC SAFETY

Annual  
Report  
1999/2000





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30 November 2000

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 Statments for the Department of Police and Public Safety for the financial year 1999/2000.

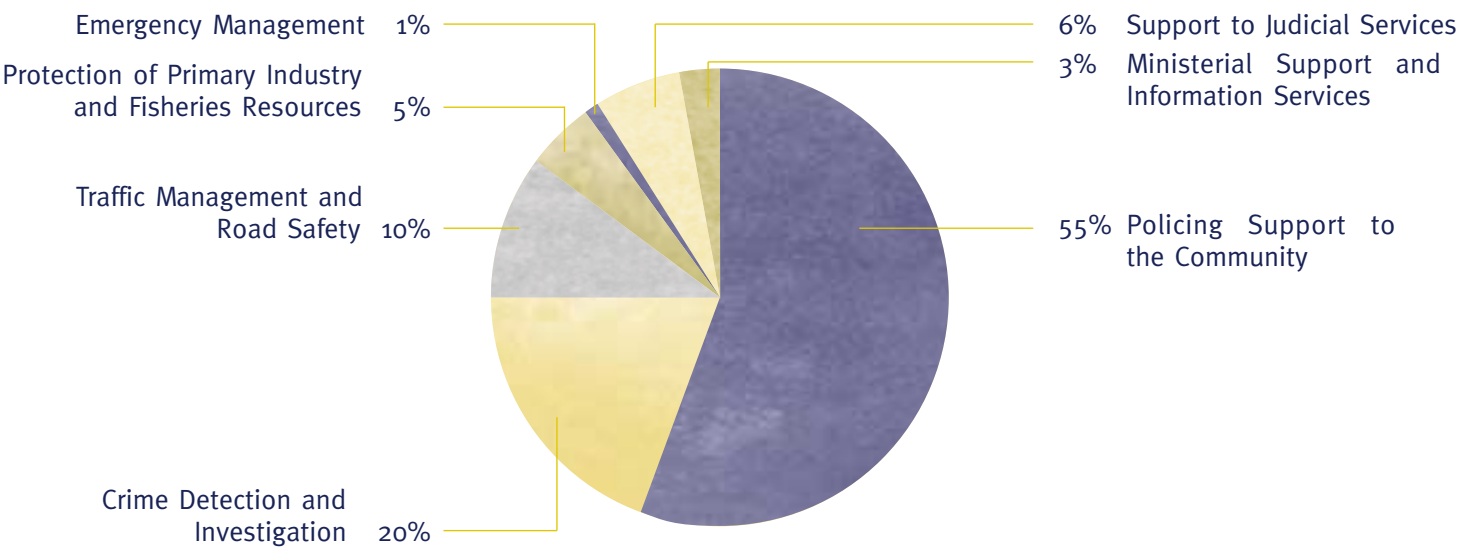
Yours sincerely

Richard McCreadie  
Secretary  
Department of Police and Public Safety



Our mission is to ensure that Tasmania is the safest state in the nation.

What Services We Provide



Who We Are

The Department of Police and Public Safety is responsible to the people of Tasmania for providing a safe and secure community.

The department comprises 1,460 staff, of whom 1,086 are police officers and 374 are state servants and State Emergency Service personnel. The department also supports nearly 600 emergency service volunteers Statewide.

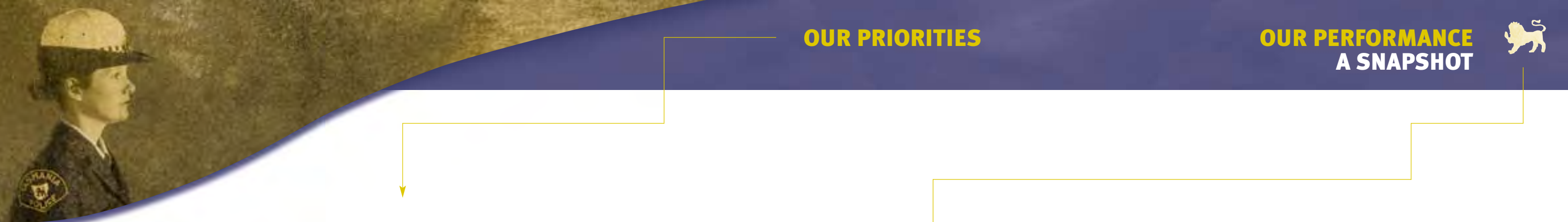
The department is a core state service agency and is funded by the Tasmanian government with a budget of \$110.1 million.

Outcomes We Seek to Achieve

By focusing on our mission and delivery of services we will strive to achieve the following outcomes:

- A safe and secure community
- Prevention and detection of crime in the community
- An effective community service





During 1999-00 the following were identified as key priorities to meet community and policing needs:

↓ Reduce the incidence and effect of property crime in the community and increase the detection of those responsible

↓ Implement contingency planning for Year 2000 ramifications

↓ Maintain road safety and traffic strategies consistent with national best practice

↓ Implement an integrated planning and budgetary cycle

↓ Continue comprehensive human resource management focusing on:  
i) Supervisory practices and project management skills  
ii) Attainment of partnerships with tertiary education and other providers  
iii) Implementation of a Personal Assessment process

↓ Continue to implement educational and enforcement programmes, in keeping with both National and State drug strategies

- Community satisfaction with various police services improved for the second year in a row in some categories, or remained constant averaging 70%.
- The percentage of Tasmanians who have confidence in their police service and believe their police act professionally and treat people fairly increased 3% points to 77%.
- On average, 79% of Tasmanians felt safe in their houses and when exercising in their neighbourhood, a result similar to last year.
- Total recorded offences decreased by 3.7% in contrast to the 3.7% average annual growth rate of the previous five years.
- Offences against the person increased by 7.5%. Assaults accounted for a significant proportion of this with a 10.6% increase. Robbery offences on the other hand, declined by 11.3%.
- The clearance rate for offences against the person improved significantly from 54.6% to 72.2%.
- Offences against property decreased overall by 4.8%, with a significant reduction of 11.9% in "burglary - buildings" and 13.7% in "burglary - motor vehicles".
- The clearance rate of 15% for offences against property was a steady improvement on the previous year.
- The number of complaints made against police increased by 26 with 47% of all complaints being unsubstantiated.
- The number of fatalities on Tasmanian roads decreased by 8%, however, the number of people injured in road accidents increased by 11%.
- The percentage of municipal emergency management plans current continued to improve and reached 98% this year.
- The department remained within its allocated budget, despite unplanned and emergency situations to which the department was required to respond.

*Note: For more comprehensive information on the department's performance refer to chapter on Key Performance Measures and to the Crime Statistics Appendix.*



The past year has been another very busy and productive one with a significant number of reforms aimed at improving performance and delivering a service of exceptionally high standard to Tasmanians. This year's theme for this publication is "A Decade of Reform". A chapter is devoted to the significant reforms that reflect our commitment to providing a policing service that works in harmony with the community and demands the highest levels of professionalism and ethical behaviour from all its staff, both sworn and unsworn. In a departure from previous annual report forewords, I would like to review and reflect in some depth on our performance.

The final event in celebrating our centenary took place in February when I sealed a "time capsule" to be opened in 2025. This contains items that will provide a "snapshot" of how we were at the turn of the century. At this occasion I expressed my hope that when the capsule is opened in 25 years time, a future generation of officers would be able to reflect that we did leave a legacy, a tradition and ideals which continue to serve the community in partnership. This was a year that saw unprecedented public support for police at events around the state and the letters of congratulations that came across my desk were very satisfying. I was very proud of our efforts and would like to sincerely thank all those members of the department who worked so hard in such a committed way to make the celebratory activities such an outstanding success.

After a significant process of consultation and development, the Commissioner's Medal and Commissioner's Award were presented to those members, sworn and unsworn respectively, who completed ten years of diligent and ethical service to the organisation. My fellow commissioners and I recognised that there was a need to introduce a rewards system into the organisation to provide recognition for loyalty and integrity and to value the outstanding work of all those staff who, on a daily basis, make

the organisation function effectively and efficiently. I remain firm in my commitment that these are awards of recognition that must be earned. I congratulate those staff who met the strict eligibility criteria and who were honoured by receiving the medal or award.

The transition to the year 2000 was a momentous as well as a challenging occasion. The department had a significant role to play in the development of a state Y2K contingency plan and the formulation of an event management plan. The state identified a number of critical areas that had the potential to be affected by Y2K. Our priority was the continuation of core services of emergency response, public order and law enforcement. As we now know, Y2K passed, thankfully, almost as an anticlimax and public celebrations welcoming in the new year were joyous and free of major incident. I take this opportunity to thank all the officers who spent so much time in the planning, preparation and testing stages for Y2K and to all staff and State Emergency Service volunteers who were on hand across the state to assist in the event of an incident occurring.

An Inter-Agency Steering Committee (IASC) has been established to govern projects which could be beneficial to many agencies. This recognises that opportunities have been lost in the past when projects have been developed by a single agency.

The IASC is now in place and it offers particular benefits in efficient use of resources and reduction of duplication, particularly in project management by utilising expert services, identifying whole-of-government issues, ensuring stakeholders and end user needs are taken into account, and providing governance to projects involving two or more agencies. The following police related projects are currently under the governance of the IASC:

- Domestic Violence Integrated Information Project - This project involves the development of an improved electronic

domestic violence incident report form and data base.

- Infringement Registration Project - Infringement registration will mean that police will no longer proceed by complaint and summons where a person does not pay their infringement notice. The onus will be on the person to take the matter before the court. If the notice is unpaid, the conviction will be recorded against the person and steps taken to recover the fine.
- Criminal Registration Information Management and Enquiry System - This project will provide the court with a state-wide whole-of-court system for the management and utilisation of court information.
- Registration and Licensing Reform Project - This project will see the introduction of nationally consistent transport policies and laws. The project will also develop a new computer system that will close loopholes which allow dangerous vehicles and drivers on the road.
- CrimTrac and the integration of database projects.

In March I attended the Police Commissioners' Conference in Canberra where the major theme was e-crime. Collectively, Australasian commissioners have identified the potential to commit crimes using computer and other information technology as one of the greatest problems facing law enforcement. The Commissioners agreed to establish an Electronic Crime Steering Committee to evaluate Australia's capacity to respond to electronic crime and develop strategies to reduce the opportunity for e-crime and prevent and detect this type of crime. During the next year we will be examining the type of legislation required in Tasmania to better manage this problem into the future.

Following an extensive trial and review in one district of the Integrated Crime Management Strategy, this initiative was implemented in all regions. This intelligence-led model focuses equally on proactive crime reduction strategies

and investigative techniques. The Crime Management Units are now providing opportunities to target criminals and crime "hot spots" and have had success in tailoring police responses to incidents. The single visit resolution by Crime Response Units has enabled a more efficient completion of victim and forensic procedures and has resulted in an enhanced level of customer service. Other benefits have included an improved quality of offence report allowing for greater accuracy of the Crime Analysis System, a better working relationship between uniform and CIB personnel and the multi-skilling of uniform personnel.

I am confident that our more integrated approach to crime, in combination with our repeat burglary victim strategy, Project Samaritan, and our efforts to increase visibility on the beat, is beginning to reap rewards. The latest national recorded crime statistics (for the 1999 calendar year) were released in June 2000 by the Australian Bureau of Statistics and provide us with a benchmark as well as allowing us to compare ourselves with our mainland colleagues. The statistics indicate that once again we are below the national average in 10 out of 13 categories and we remain among the safest of the states in the nation. (These are national figures for the calendar year 1999 containing different classifications and counting rules to the State data presented elsewhere in this report.)

This should not give rise to complacency, because there are some concerns. For example, there were 331 more assaults than last year, which represents an increase of 14.8%. This is much higher than the national average increase of 2.1%. We still need to work hard at reining in anti-social behaviour and implement initiatives such as those being undertaken in Glenorchy, Launceston and Circular Head by targeting problem areas and working with Councils to provide solutions.

Motor vehicle theft is still a cause for concern. We are working on task force strategies to combat this offence and with the assistance of





the Board of Crime Stoppers and the Crime Prevention and Community Safety Council we will target vehicle theft over the coming months. On the other hand, Tasmania recorded the largest decrease for burglary and break-and-enter offences, falling from 14,315 offences to 12,281, which represents a huge reduction of 14%. With such effective strategies in place, we can expect a continued downward trend in most crime categories. It is obvious that by working smarter and by appropriate targeting of problem areas, we can, and have, reduced crime.

Our crime solving capacity will be further enhanced once two major complementary initiatives commence over the coming year. The first - the CrimTrac national crime investigation system - is proceeding efficiently. A project team within Business Projects Services has completed extensive work on a business case for DNA profiling and the replacement of the National Automated Fingerprint Identification System and has provided assistance to the Justice Department with the drafting of new DNA legislation. This new information system will provide speedy access to operational information. Because a large number of crimes are committed by a relatively small number of criminals, once their DNA profile is captured on a database, I am confident that we will be able to identify offenders more quickly, thus saving investigative and court time.

The second involved the incorporation of Forensic Science Service Tasmania (FSST) into the department as a separate division. The forensic expertise of staff from FSST will be a critical component in supporting science-based policing, particularly with the implementation of DNA legislation. It is anticipated that the number of scientists and support staff will be increased to manage the anticipated backlog of work involving forensic biological examination and DNA profiling.

As part of our commitment to the Commonwealth Government, as well as to the people of East Timor, a number of our officers

spent a three-month period of duty in a peacekeeping role with the United Nations Transitional Authority in East Timor (UNTAET). Many of these officers were posted to remote areas and worked under trying circumstances amidst scenes of destruction and with a traumatised population. A number received commendations for their investigative ability in solving murders and the subsequent arrest of suspects. One of our officers is currently leading the inquiry into the death of a New Zealand soldier. I am very proud of their professionalism and dedication which reflects positively on our organisation.

The department also commits staff to supporting common police service agencies. This year police officers were seconded to work in Canberra at the Australian Bureau of Criminal Intelligence and at the National Crime Authority in Sydney and Adelaide. These agencies provide a different work culture and experience that enriches the skills of officers as well as providing a more strategic perspective to Australasian policing issues.

In February this year the Government announced that it would conduct a Commission of Inquiry into the death in 1991 of Joseph Gilewicz. Since this time there has been a significant reform of operational protocols and practices of the Special Operations Group. An external review of all operational aspects of their standing operating procedures was conducted by a senior officer from the Protective Security Co-ordination Centre in Canberra, an organisation that oversees the National Anti-Terrorist Plan. This review concluded that the Tasmanian operational and training regime was leading edge in Australia. The professional and commendable actions during the Port Arthur siege are a testimony to this highly trained unit. These reforms have also resulted in less than lethal force options being implemented. The inquiry has been a distraction, has caused pain and has created adverse publicity. It is a credit to all police that it has not, however, led to any dislocation of our service delivery.

The investigation of allegations in relation to the Launceston Drug Bureau led to the arrest of a drug detective. An incident like this has the potential to reflect adversely on all our efforts to act professionally and with integrity. I am confident that our restructuring of the Launceston Drug Bureau, together with our policy on tenure in relation to specialist positions, has sent a clear message to the community, as well as to all police, that certain types of behaviour will not and should not be tolerated.

ABS community surveys indicated that a significant majority of Tasmanians interviewed were satisfied with their police service, saw their police as being honest and acting with integrity as well as being approachable, fair and courteous in their dealings with their community. Their major reasons for being dissatisfied with police included taking no action, not showing interest and not being kept informed. These are issues that our district based change management teams are working hard to reform.

On a brighter note, one of the exciting developments that is about to commence after careful planning and extensive consultation, is the Tertiary Education Assistance Scheme (TEAS). This scheme is administered by a board of management and aims to assist all personnel who are considering commencing or continuing an approved course of study at tertiary level. The TEAS will be of immense benefit as it provides for:

- interest-free loans for the payment of HECS fees (thereby attracting a 25% discount) for Full Fee Paying Course Fees;
- subsidy of the cost of text books;
- time off work to study; and
- Commissioner's Scholarships and Academic Awards.

Given the increasing demands on our skills and services, so too is there a recognition that staff of a modern police service will need a higher level of education to satisfy these demands.

With this in mind, the department has forged a strong partnership with the University of Tasmania and this has resulted in the development of the Bachelor of Social Science (Police Studies) Degree which I have commended to all staff. The degree is structured to enable students to undertake a wide range of subjects across several faculties. Like all degrees, it promotes the development of critical thinking, as well as research, analytical and written skills. For those who choose to undertake studies at a tertiary level, there is recognition of that challenge in opportunities for promotion and also recognition in the wider community of the increased professionalism of members of the organisation.

One of the major developments that has taken a great deal of planning and consultation during the year involves the implementation of a performance feedback programme. This is an integral part of an overall performance management system that aims to assist us, as an organisation, to do our work more successfully. The aim of the programme - which is not due to commence until early in the 2000-01 financial year - is to identify, improve and evaluate the work performance of all employees in the department so that organisational outcomes can be more effectively achieved. At the same time, employees will benefit in terms of recognition, receiving feedback, having their work needs catered for, and being offered career guidance.

Another far-reaching initiative that will come to fruition shortly is the Access and Equity Programme. Planning for this programme commenced during the period in review and the programme commits the department to the principles of diversity, equal employment opportunities, access to the benefits offered by the workplace, the provision of a flexible workplace and one that is free from harassment and discrimination.



The Access and Equity Policy and Plan is a significant step forward for the department and is considered by other police jurisdictions and Tasmanian State Service agencies as establishing a benchmark. Premier Jim Bacon has also taken a keen interest in this initiative and will launch the project in August 2000.

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 as well as providing very significant support to search and rescue operations. Their professionalism in road accident rescue resulted in a reduction in death and injury. I acknowledge their care, dedication and great skill in this area and in general, the value of their support to police operations.

As my extensive review of the year's activities has portrayed, staff at all levels of the organisation have been very productive and able and committed to tackling change. Without their efforts, many of these reforms could not have been introduced so smoothly. I sincerely thank all staff - police officers, State Servants and State Emergency personnel - for

the excellence of their contribution and for their dedicated support. I look forward in the coming year to establishing equally rewarding and satisfactory relations with staff of Forensic Science Service Tasmania.

*Richard McCreadie*  
*Commissioner of Police*  
*Secretary, Department of Police and Public Safety*

### *Postscript*

The report of Commissioner Mahoney into the death of Joe Gilewicz has reiterated the findings of the Coroner in 1992, that the officer who fired the fatal shot acted appropriately under all the given circumstances. Commissioner Mahoney accepted the fact the shooting occurred in the circumstances found by Coroner Matterson and rejected various scenarios put forward since then.

The Department of Police and Public Safety comprises:

- Tasmania Police; and
- State Emergency Service.

The Secretary is directly responsible for the management of the department. He also holds the position of Commissioner of Police, and in this capacity is responsible for Tasmania Police. He is assisted by a Deputy Commissioner of Police, two Assistant Commissioners of Police and two Directors, one of whom is in charge of the State Emergency Service.

Corporate governance in the department is vested in the following four main management and advisory bodies:

- Corporate Management Group;
- Senior Executive Officers' Group;
- Information Management Board; and
- Command Management structures.

### *Corporate Management Group (CMG)*

The CMG comprises the four Commissioners and Director of Corporate Services. It determines departmental directions, priorities and command benchmarks, and provides advice to the Minister for Police and Public Safety. It also acts as a corporate board meeting regularly to receive quarterly reports from each of the police Superintendents and state service executives.

Since 1997 the CMG has undergone a gradual process of evolution. Changes were made during the year to ensure a clear correlation and interrelationship between the department's annual Business Plan and existing output benchmarks. This process has enhanced the opportunity to determine the performance of any Command against pre-determined measures, as well as reporting against corporate priorities and outputs. This will allow for early identification and intervention in matters of concern as well as providing clear direction to senior officers. Further reforms during the coming months will occur as a result of the incorporation of Forensic Science Service

Tasmania (FSST) into the department. The State Emergency Service and Forensic Science Service Tasmania will be incorporated into this reporting process.

Enhanced accountability will result through closer examination of the interrelationship between outputs performance, budget expenditure and human resource management. Accountability has also been enhanced this year by the introduction of Systems Inspections throughout the state to examine operational practices and identify best practice, and ensure compliance with organisational policies, practices and standards.

### *Senior Executive Officers' Group (SEO)*

The SEO comprises the Commissioners, Director of Corporate Services and police Superintendents from each of the geographical and support areas.

The SEO meets monthly to discuss policing issues and concerns in order to share information and provide advice to the CMG.

### *Information Management Board (IMB)*

The IMB comprises senior officers from executive, operational and technical areas of the department as well as an external representative.

It provides advice to the CMG on the strategic direction for the corporate information needs of the department together with appropriate project governance of major business and technology projects.

### *Command Management Teams*

Each of the police commands and SES has a management structure that is responsible for implementing action plans and reporting to the CMG on financial and resource management issues, corporate priorities and output performance measures. Under forthcoming reforms to the CMG structure they will report quarterly to the CMG in an open forum.





### Tasmania Police

Tasmania Police consists of four geographical districts - Northern, Southern, Eastern and Western. Each district is divided into divisions with Superintendents in each district having the responsibility for the delivery of policing services to their respective communities. As part of the Department's requirement for increased accountability, these senior officers have been assigned greater control over a range of financial management, human resource and administrative areas. State administrative headquarters is located in Hobart.

- In addition to the geographical districts there are four support commands:
- Operations Support;
  - Executive Support;
  - Human Resources; and
  - Internal Investigations.

These are located in Hobart and provide specialist police services and a range of support services to all Districts.

### Corporate Services

Corporate Services comprises a Director and managers who are in charge of a number of discrete services. Staff in these areas manage infrastructures that provide support to and enhance operational police services.

### Western District

Western District Headquarters is located in Burnie. There are three divisions - Burnie, Devonport, and Queenstown - in addition to a District Support and Criminal Investigation Branch.

#### Major Incidents and Events

- August 1999 Stanley Marine Section established.
- August 1999 Strahan Police Station opened.
- October 1999 The administrative responsibility for Ulverstone incorporated into the Devonport Division.
- October 1999 Establishment of a PCYC at Devonport.
- February 2000 Wesley Brook's body was discovered in a wheelie bin in Leven River, Ulverstone.
- March 2000 Street Security Cameras installed in Devonport.
- May 2000 Devonport and Burnie Drug Squads amalgamated for a much more efficient delivery of service to the Western District community, with resources centralised to Burnie.

#### Profile

|                               |            |
|-------------------------------|------------|
| Superintendent Mitch Krushka  |            |
| Area in square kilometers     | 22,584     |
| Population as at June 1999    | 108,390    |
| Number of sworn officers      | 221        |
| Number of unsworn personnel   | 36         |
| Ratio of police to population | 1:490      |
| Number of police stations     | 18         |
| Average unemployment rate     | 12.13%     |
| Total expenditure             | \$14,560 m |

Estimated Residential Population June 1999,  
ABS Pocket Year book Tasmania, 2000

- Burnie
- Smithton
- Stanley
- Currie
- Wynyard
- Waratah
- Somerset
- Queenstown
- Rosebery
- Strahan
- Zeehan
- Devonport
- Ulverstone
- Penguin
- Sheffield
- Railton
- Latrobe
- Port Sorell





Northern District

The Northern District Headquarters is located in Launceston. The district comprises four divisions - Launceston, George Town, St Helens and Deloraine - as well as a District Support and Criminal Investigation Branch.

Major Incidents and Events

- July 1999 Attempted murder of Wesley Hall, Bridport, North East.
- August 1999 Murder of Penelope Fluke, Launceston.
- September 1999 Murder of Tammie Rickard, Launceston.
- February 2000 Attempted murder of Gary Spurway-Smith, Launceston.
- March 2000 Murder of Paul Jarman.
- June 2000 Murder of Nathan Hortle.
- Combined Police - National Crime Authority investigation into organised gang crimes including murder, armed robbery and burglary.

Profile

|                               |            |
|-------------------------------|------------|
| Superintendent John Young     |            |
| Area in square Kilometers     | 19,877     |
| Population as at June 1999    | 133,016    |
| Number of sworn officers      | 236        |
| Number of unsworn personnel   | 36         |
| Ratio of police to population | 1:563      |
| Number of police stations     | 26         |
| Average unemployment rate     | 11.32%     |
| Total expenditure             | \$15,564 m |

Estimated Residential Population June 1999, ABS Pocket Year book Tasmania, 2000

Launceston

Newnham

Lilydale

Ravenswood

St. Leonards

George Town

Beaconsfield

Exeter

Perth

Evandale

Longford

Cressy

Campbell Town

Avoca

Deloraine

Westbury

Scottsdale

Ringarooma

Bridport

Derby

Gladstone

St. Helens

St. Marys

Fingal

Whitemark

Lady Barron

Southern District

Southern District Headquarters is located in Hobart. The district comprises three divisions - Hobart, Glenorchy, and Kingston - as well as a District Support, Prosecution Service, and Criminal Investigation Branch. The Southern District is unique in that it provides regional functions of Prosecution and Drug Bureau to both the Southern and Eastern Districts.

Major Incidents and Events

- September 1999 Arson attack on Irish Murphy's Hotel in Salamanca Place.
- November 1999 Drowning of 5 people in a boating accident at Bruny Island.
- January 2000 Policing of Hobart Year 2000 celebrations.
- January 2000 Home invasion and kidnapping in Glenorchy.
- February 2000 Violent invasion of the home of an 80 year old man in Kingston.
- March 2000 Government Analytic Forensic Laboratory bombed.
- April 2000 Glenorchy Division incorporated into the Southern District.
- June 2000 Visit of the USS John C Stennis to Hobart.

Profile

|                                   |            |
|-----------------------------------|------------|
| Superintendent Michael Brazendale |            |
| Area in square kilometers         | 6,033      |
| Population as at June 1999        | 131,792    |
| Number of sworn officers          | 262        |
| Number of unsworn personnel       | 38         |
| Ratio of police to population     | 1:503      |
| Number of police stations         | 10         |
| Average unemployment rate         | 8.83%      |
| Total expenditure                 | \$17,106 m |

Estimated Residential Population June 1999, ABS Pocket Year book Tasmania, 2000

Hobart

Kingston

Woodbridge

Alonnah

Huonville

Dover

Glenorchy

Claremont

Cygnat

Geeveston



### Eastern District

Eastern District Headquarters is located in Bellerive. The district comprises three divisions - Bellerive, Sorell, and Bridgewater, and has the highest number of one-person stations, with twelve in all. The district also comprises a District Support and Criminal Investigation Branch.

#### Major Incidents and Events

- September 1999 Jason Jarman and Jack Newman escaped from HMP Risdon.
- October 1999 Siege at Nubeena, peacefully resolved.
- January 2000 Terrence Burns and Geoffrey Smith escaped from HMP Risdon.
- January 2000 3 people drowned at Seven Mile Beach.
- May 2000 Terry Woods and Troy Philpot escaped from HMP Risdon.
- May 2000 Siege at New Norfolk.
- Drownings at Arthur's Lake Two incidents where five people drowned in separate boating tragedies.

#### Profile

|                                |            |
|--------------------------------|------------|
| Superintendent Robert Fielding |            |
| Area in square kilometers      | 18,328     |
| Population as at June 1999     | 97,063     |
| Number of sworn officers       | 153        |
| Number of unsworn personnel    | 25         |
| Ratio of police to population  | 1:634      |
| Number of police stations      | 19         |
| Average unemployment rate      | 12.00%     |
| Total expenditure              | \$10,363 m |

Estimated Residential Population June 1999,  
ABS Pocket Year book Tasmania, 2000

Bellerive

Clarence Plains

Richmond

Sorell

Dunalley

Orford

Triabunna

Swansea

Bicheno

Nubeena

Bridgewater

Oatlands

Kempton

Liawenee

Bothwell

Hamilton

New Norfolk

Maydena

Bushy Park

### Operations Support

Operations Support is under the control of Superintendent Tony Mulder and contains a number of specialist policing functions that provide a Statewide support to regional policing services. Among these are:

- Marine and Rescue Services;
- District Support Division (includes Radio Dispatch Services, Firearms Services and Operational Information Services);
- Forensic Services;
- Protective Services;
- Traffic Liaison Services;
- Investigative Support Services; and
- State Intelligence Services.

#### Initiatives

- Enhancement to radio dispatch services with flexible staffing arrangement and separation of call taking and dispatch functions;
- Enhancement to Call Centre crime reporting functions;
- Implementation and acceptance of new processes for relicensing of existing firearms licence holders;
- Implementation of new twin-engined helicopter rescue service;
- Implementation of new Charter for State Intelligence Services and establishment of Strategic Assessments and Crime Secretariat;
- Planning for implementation of Red Light Cameras;
- Introduction of a 24 hour information service for Crime Stoppers desk.
- Provision of a 24 hour service to police for access to information, warrants, photographs and interstate enquiries.

### Executive Support

Executive Support's major role is to provide an advisory, research and secretariat facility to the department, and is under the control of Superintendent Ivan Dean. It comprises:

- Policy Services;
- Crime Policy Services;
- Secretariat and Research Services; and
- Freedom of Information.

#### Initiatives

- Preparation of draft legislation for introduction into Parliament in relation to:
  - Witness Protection;
  - Police Offences;
  - Police Services;
  - Vehicle Interception; and
  - Road Safety (Alcohol and Drugs);
- Preparation of the department's Corporate and Business Plans;
- Assistance with the preparation of CrimTrac cost-benefit analysis and business case.
- Development of various crime prevention and community safety projects;
- Development of benchmarks for the Corporate Management Group; and
- Enhancement of traffic management information reporting processes.

#### Staff

|         |     |
|---------|-----|
| Sworn   | 136 |
| Unsworn | 84  |
| Total   | 249 |

#### Staff

|         |    |
|---------|----|
| Sworn   | 11 |
| Unsworn | 14 |
| Total   | 25 |





Human Resources

Human Resources is under the control of Superintendent Syd McClymont and integrates training and personal development policy, personal performance, and provides a support structure for sworn and unsworn members of the department. It comprises:

- Personnel Services;
- Human Resource Services;
- Academy (Personal Development Services, Crime Management, and Support Services);
- Recruiting; and
- Staff Support Services.

- Initiatives*
- Development of policy/procedures for infectious diseases;
  - Continuation of traineeship programme;
  - Development and implementation of Performance Feedback programme;
  - Planning for access and equity policy and programme;
  - Finalisation of performance management project; and
  - Implementation of partnership agreement with University of Tasmania, and the commencement of the Bachelor Degree in Social Science (Police Studies).

| Staff   |    | Staff   |   |
|---------|----|---------|---|
| Sworn   | 24 | Sworn   | 6 |
| Unsworn | 38 | Unsworn | 2 |
| Total   | 62 | Total   | 8 |

Internal Investigations

Internal Investigations is under the control of Superintendent Peter Wild who 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.

- Initiatives*
- Review of death in police custody and post police shooting procedures;
  - Implementation of new customer service complaint procedures;
  - Preparation and dissemination of new interview formats;
  - Development of an aide memoir for investigative report writing; and
  - Presentation of lectures to civilian students undertaking the Ombudsman Investigative Skills Course.

| Staff   |    | Staff   |    |
|---------|----|---------|----|
| Sworn   | 5  | Unsworn | 18 |
| Unsworn | 85 |         |    |
| Total   | 90 |         |    |

Corporate Services;

Corporate Services is under the control of Director Frank Ogle and supports police services through the development and implementation of best management practices in physical, financial and information management. It incorporates:

- Director’s Office;
- Legal Services;
- Information Management;
- Financial Management and Fleet Services;
- Records Management;
- Procurement, Asset Management and Property Services;
- Workers’ Compensation Claims Management;
- Business Project Services; and
- Communication Services.

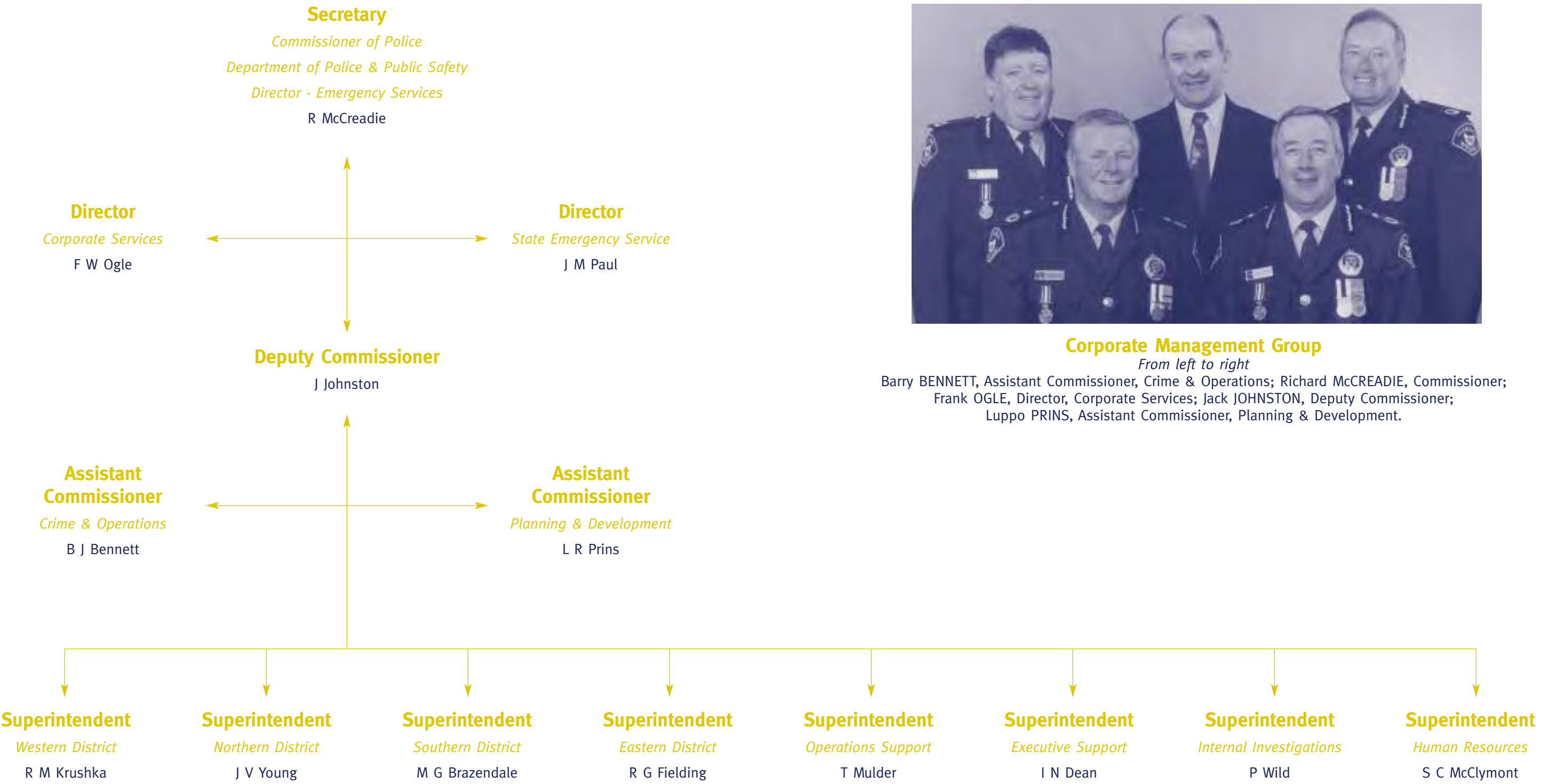
- Initiatives*
- Preparation for the rollout of Lotus Notes;
  - Management of CrimTrac project incorporating DNA and NAFIS enhancements;
  - Preparation of corporate and business plans;
  - Refinement of asset management plans and refurbishment of police stations;
  - Preparation of integrated traffic management information projects; and
  - Successful integration of new payroll systems prior to implementation of Goods and Service Tax (GST) and Pay As You Go (PAYG).

State Emergency Service

The SES operates under the provisions of the Tasmanian Emergency Services Act 1976. The SES has the responsibility for the adequate preparedness of Tasmania in the event of an emergency or act of aggression (civil disorder). It is managed by a Director, Mr Joe Paul, and comprises State Headquarters and three regional centres. It incorporates:

- Rescue and Volunteer Training;
- Training and Education;
- Planning;
- Operations; and
- Administrative Sections.

- Initiatives*
- Awarding of Commonwealth Government grant to conduct a Statewide risk management project;
  - Development of new Occupational Health and Safety Policy and Programme;
  - Development of National Risk Management Guidelines;
  - Finalisation of a set of National Land Use Planning guidelines; and
  - Assistance in developing the Y2K Event Management Plan.



**Corporate Management Group**  
From left to right  
Barry BENNETT, Assistant Commissioner, Crime & Operations; Richard McCREADIE, Commissioner;  
Frank OGLE, Director, Corporate Services; Jack JOHNSTON, Deputy Commissioner;  
Luppo PRINS, Assistant Commissioner, Planning & Development.





The last ten years have witnessed a carefully constructed programme of modernisation of the department involving a management philosophy focused on changing the culture, re-engineering processes and introducing new technologies aimed at enhancing accountability, service delivery and professionalism.

## Organisational Reform

Commenced reform process in 1991 with a significant restructure of the organisation to create four comparable districts and Operations and Executive Support commands.

Devolved financial and operational accountability to district Superintendents.

Established the Corporate Management Group consisting of Commissioners and the Director of Corporate Services to enhance the accountability of senior executive members for performance and service delivery.

Reviewed rank structure and flattened organisation into three tiers: administration, supervision and operational.

Reviewed police manning levels throughout the state and reapportioned resources.

Strengthened command and status of Internal Investigations Unit to ensure integrity of investigations against police.

Undertook a business process re-engineering project (BATON) to identify opportunities to improve processes and to help set the future strategic direction for policing.

Developed an Information Resource Management Strategy, Strategic Human Resource Plan, Strategic Asset Management Plan, and a management of change strategy.

Initiated a number of projects to improve business processes which resulted in a large number of police being re-deployed to operational policing.

Increased civilianisation of positions normally occupied by sworn police.

Introduced a customer service ethos and process for resolving customer service complaints.

Introduced a computerised finance and human resource management systems.

## Management Initiatives

Prepared first three year corporate plan to set strategies for the department focussing on broad based community policing philosophy and introduction of performance indicators.

Created an Information Technology Board of Management to change the focus from technology driving the business to management making the decisions about the best technology. The Board later restructured to set strategic management information directions and oversee major projects.

Created a Management Review Unit to conduct performance audits in order to identify organisational best practice.

Established a Business Projects Unit to ensure that all major projects conducted in the organisation had a business focus and were managed by appropriately trained and skilled people.

Introduced an outputs information system to enhance the accountability of senior managers within each command area for performance across all service delivery areas.

Implemented a Change Management strategy in order to enhance successful implementation of major initiatives.

Introduced Annual Business Plans identifying corporate priorities, outputs and key performance measures.

Developed benchmarks across activities for each command.

Created a police manual containing policy requirements, Commissioner's instructions, advice and guidance for the management of incidents.

Established a Crime Prevention and Community Safety Council Secretariat and promoted a range of community-based crime prevention strategies.

Integrated information processes in preparation for introduction of Lotus Notes rollout.

Developed an Aboriginal Strategic Plan in conjunction with the Aboriginal community.

## Human Resource Management

Reformed the selection process from a seniority orientation to merit based against selection criteria.

Created a Staff Support Unit consisting of a psychologist, welfare officer and occupational health and safety officer.

Changed the exam procedure format for promotions and introduced personnel development courses to enhance command and control skills and supervisory practices.

Developed the national model for Critical Incident Stress Management and Critical Incident Stress Debriefing.

Developed a competency based model for all training courses delivered.

Introduced and fostered women's consultative committees to advance issues affecting women in the department.

Introduced and enhanced part-time policing and work from home opportunities particularly for women police officers to retain their skills.

Implemented a professional performance feedback system.

Reviewed the existing arrangements for 'reward and recognition' leading to a streamlined process for commendation and congratulation.

Implemented contemporary EEO policies and management practices as well as a comprehensive Access and Equity Management Programme.

Conducted a partnership with the University of Tasmania to develop a degree in Police Studies.

Supported tertiary education study for staff and provided interest free loans for HECS fees.

## Operational Improvements

Reviewed all aspects of Special Operations Group procedures and training and refined less than lethal force philosophy and options including the provision of OC Spray to operational police to reduce violent confrontations.

Introduced new police award and enterprise agreements.

Introduced a call centre for operational police to telephone in reports of crimes attended to ensure currency and accuracy of information, and to reduce the amount of time police officers spend filling in reports.

Standardised the computer desk top environment across the department to ensure greater access to information holdings and communication of messages.

Introduced an intelligence-led policing model incorporating an integrated crime management strategy (formation of Crime Management and Crime Response Units).

Implemented Project Samaritan whereby victims of burglary were provided with appropriate information to prevent repeat victimisation.

Commenced programme of legislative reform to equip police with appropriate powers to carry out their duties.

Upgraded mobile radio network to digital quality.

Introduced juvenile diversionary conferencing and illicit drug diversion programmes.

Introduced DNA and new fingerprint processes.

Provided state-of-the-art road safety technologies.

Provided Glock pistols and body armour.

Enhanced domestic violence restraint order processes.



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.

### Enhancing Community Safety

The major objective of Tasmania Police is to ensure that Tasmanians can work and go about their daily lives in a safe and secure environment. Feeling safe and secure is critical, and research on the fear of crime in Hobart (Common Ground Project) presently being undertaken by research staff in the department confirms the view that fear of crime, particularly in relation to public places:

- causes significant concern for people across all age groups;
- affects how people of different ages or backgrounds view one another, leading to increased fearfulness, stereotyping and intolerance of others, particularly towards young people;
- causes people to feel negative towards and avoid public spaces; and
- impairs community cohesion.

Policing strategies and activities have been directed at improving personal safety, protecting property, building relationships with vulnerable groups in the community and targeting locations where anti-social

behaviour occurs. The anticipated outcome of these activities is a reduction in personal and property crime, a reduction in the fear of crime and an improvement in people's quality of life.

Government and the department have worked closely to develop an integrated whole-of-government anti-crime strategy utilising the Crime Prevention and Community Safety Council (CPCSC) which comprises government agency and community representatives.

The following key elements have been enunciated in keeping with the Council's principle of addressing issues through the development of partnerships between government agencies, local government and the community:

- to establish links between industry and relevant government agencies for the purpose of sharing information in order to develop strategies to reduce property crime;
- to develop and implement a five year Tasmanian crime prevention strategy based on empowering local communities; and
- to extend the CPCSC to incorporate a broader cross-section of the community, including local government.

Collaborating closely and utilising the expertise of operational police in all regions, the Council has supported a number of initiatives, some of which were commenced in the previous year.

### Business Strategy

Business working parties were established in the north, north-west and south of the State and a number of priorities identified. A series of seminars highlighting aspects of protecting business property, shoplifting and fraud received an outstanding response from the business community.

### Community Safety Officers

Traditionally Tasmanians have relied upon the police and the justice system to prevent and reduce crime. Increasingly local government is accepting responsibility for the safety of people and is providing guidance and leadership. For the first time Community Safety Officers have been appointed in Launceston and Circular Head as part of a State Local Government Partnership Agreement. These positions have been jointly funded by these local governments and the police department. The project officers have commenced the process of:

- establishing local crime prevention and community safety committees;
- working with the CPCSC to incorporate crime prevention and community safety issues into its strategic planning process for future developments;
- identifying local crime prevention and community safety issues, concerns and priorities; and
- developing and implementing strategies to address local crime and community safety problems, such as using Glenorchy City Council's Community Safety Audit Kit.

### Burglary Prevention

Project Samaritan, a project aimed at preventing residential burglaries and repeat victimisation is now in its second year of operation. It is an important component of Tasmania Police's Integrated Crime Management Strategy and when trialed in the northern police district a 30% reduction in repeat burglaries was achieved, with victims reporting high levels of customer service.

During the year Project Samaritan expanded Statewide with police officers attending a residential burglary offering to conduct a security assessment of the burgled premises and providing victims with an Information Kit and Neighbourhood Notification cards to encourage reporting of suspicious activity.

Victims are also offered a referral service to Neighbourhood Watch and a follow-up letter is forwarded to them advising them to address any security shortfalls.

By these measures, it is hoped to be able to make a significant impact on the 24% of Tasmanian residential burglary victims who are burgled two or more times within a 12 month period. Substantial preparation has occurred in readiness to launch the Project Samaritan response to burglaries of non-residential premises (retail, recreational and educational facilities), which are more vulnerable to repeat burglaries. This will commence in the first half of the 2000-01 financial year.

### Truancy and Juvenile Crime

Experience shows that there is a clear link between juvenile crime and non-attendance at school with a high proportion of juvenile crime being committed during school hours. Students who commit truancy are also at higher risk of being drawn into behaviour involving drugs, alcohol and violence. They often drop out of school, become unemployed and live a life of low social status, factors that contribute to a greater risk of later involvement in crime.

The CPCSC and Department of Education have jointly sponsored a twelve month project with Glenorchy Local Government Area being selected as the project target area. A project officer will shortly be appointed to study school attendance rates in the target area and work closely with government agencies, community groups, parents, schools and service providers.

### Fear of Crime

The Fear of Crime "Common Ground Project", jointly funded by the department and National Crime Prevention is drawing to a close after eighteen months. The study focused on reducing fear of crime in selected public spaces including Hobart CBD Mall, Franklin Square and St David's Park, and the Hobart and Glenorchy Bus Transit Malls. Following on from the initial





consultative phase, a number of pilot projects were implemented including:

- safety awareness sessions, particularly with older people;
- discussions between young people and other community members;
- a training programme for police recruits; and
- in what was a Tasmanian first, a series of community service television advertisements promoting attitudes of tolerance, respectful behaviour and the right to safety in public spaces.

A final report, to be completed early in the 2000-01 year, will contain recommendations that will have implications for how public spaces are policed. The safety of people travelling on public transport will also require examination and public consultation, especially in the light of a three year downward trend in ABS surveys indicating that fewer Tasmanians felt safe when travelling on public transport (refer figure 3.3 on page 49).

### Safety for Older Persons

Older people are traditionally reported to have low rates of victimisation but have high levels of fear of crime in relation to property crime and intrusions into their homes.

Police and health agencies have, in partnership with various pensioners, seniors groups and the Clarence City Council, developed and implemented a training and awareness programme. This will assist older persons to improve their personal safety both in public places and in their homes. A project officer, appointed for a six month period has consulted widely with police and with members of 'older persons' organisations in the Clarence and Huon Valley Councils and has subsequently:

- produced a booklet for older persons about personal and household safety;
- assisted police to develop a training programme; and
- trialed a peer educator programme in selected local government areas.

### Safer Streets

Vandalism, drunkenness and a perceived increase in street violence led to police and Launceston City Council collaborating to improve safety in the CBD. Changes to the road system to slow down traffic, increased numbers of high visibility police patrols, and close monitoring of surveillance cameras had a significant impact on the behaviour of people. Discussions are presently taking place concerning the rearrangement of taxi stands and introduction of vandal-proof emergency telephones.

Police in Western District practised a policy of zero tolerance in relation to the public consumption of alcohol. Additional police patrols and targeted operations led to the detention of numbers of people in Devonport and Burnie, and complaints from shoppers and businesses have been substantially reduced. Street security cameras have also been installed in Devonport and these have already had the effect of improving street behaviour in the CBD.

A new high visibility approach to policing - country policing in the city - was trialed in the northern districts of Hobart. Based on information supplied by the Crime Management Unit, combined teams of traffic, CIB and general duties officers, all in uniform, doorknocked suburbs and discussed with people their obligations to take precautions to prevent property crime and report suspicious behaviour in their neighbourhood. Results were both immediate and encouraging - property crime and the number of stolen motor vehicles has fallen, the community is seeing more police on the street and the community response has been very positive.

The beat programme, bicycle patrols and priority given to traditional beat policing in both city and country areas has been very successful in raising the visibility of policing in the State. Feedback from business owners and community members has been very positive and overall, there has been a general improvement in street behaviour with fewer complaints being received.

### Community Relations

Each of the districts has police officers who perform liaison roles with local government, community organisations, Adopt-a-Cop schools, Neighbourhood and Bush Watch groups, and ethnic and aboriginal communities. Statewide, the department worked closely with and supported nearly 250 such groups.

The department is presently examining strategies to provide a more structured approach to community programmes with the incorporation of appropriate performance measures in keeping with the Tasmania *Together* vision.

### Police Citizens Youth Clubs (PCYC)

During the year the Launceston club embarked on a campaign to enhance its profile by raising money to fund a series of live music concerts. The concerts, called PULSE, were aimed at providing entertainment for young people to keep them off the street and away from potential trouble. Young people are taken home to their local area by bus, free of charge, after the concerts have finished.

An information safety handbook for senior primary children was launched in Devonport. The booklet has been distributed to all schools in the Northern and Western police districts and includes tips and information on topics such as bullying, drug awareness, outdoor safety, firearm and backyard safety and being streetsmart.

The Bridgewater Club has been able to implement a number of additional activities after being presented with a new twelve seater bus. Money for the bus was raised by community and business groups. This has been used to transport club members to and from organised activities as well as assisting with the Outside School Care Programme.

Hobart Club received national recognition for its outstanding project, Reclink Streetwork Programme, when it received a \$2,000 Violence

Prevention Award. This programme, involving police, volunteers and agency staff, encourages unemployed young people to participate in Reclink sporting events.

These programmes have assisted young people with their personal growth and has led to a substantial change in the behaviour of many. Conviction rates among the group have consistently remained low, particularly with crimes related to violence.

An anticipated outcome of the Reclink Streetwork programme has been the development of a trust relationship between the participants, police officers and street workers.

This has resulted in:

- participants voluntarily reporting to police to have outstanding arrest warrants dealt with;
- participants reporting to Community Corrections to complete outstanding work orders;
- a high level of participation in weekend sporting activities outside the Reclink Streetwork programme;
- a number of participants leaving the 'streets' for a more stable environment including family environments; and
- an improvement in a significant number of participants' social skills, health and general well-being to a stage where they are able to be employed on a part-time or full-time basis.

The success of the programme has also been recognised by the Australian Football League Foundation which has donated over \$10,000 to the clubs to continue the programme.

The clubs also launched two books, "Voices of the Streets" and "Coach", the profits of which will go to Reclink.



## Search and Rescue

The past year has been a tragic one with a number of people drowned in boating accidents. Fourteen people have died on inland lakes or in coastal waters. Each of these incidents required the services of land and marine search and rescue personnel, the rescue helicopter and police divers. As a result of these tragedies, the government sponsored a water safety campaign, and police increased their water enforcement activities, issuing on the spot fines to boat owners who did not have the requisite safety equipment on board, or who were in breach of marine safety laws.

The rescue helicopter and land search and rescue teams, ably assisted by volunteers, were involved in 105 operations, with 31% of these being in World Heritage areas.

The department is presently finalising negotiations with a mainland company for the services of a twin-engined helicopter which has greater capacity, night time flying capability and will provide a greater margin of safety.

## Police in Schools

The Police in Schools programme expanded during the year to include Launceston College. A police officer now works for twenty hours each week in both Elizabeth and Launceston Colleges liaising with staff and students and becoming involved in committees, activities and classes. This has led to a number of outcomes ranging from the building of positive relationships between students and police to reducing the incidence of crime and antisocial behaviour.

Launceston College has recently been donated a vehicle for driver education instruction and this is rapidly occupying much of the police officer's time.

Police liaison officers have also been active with primary school children in Adopt-a-Cop programmes in a number of schools and colleges throughout the State, and in the case

of at least one officer, volunteering their own time to take groups away camping.

### Service Delivery

During the year the Command and Control System recorded over 144,000 calls for police to attend to incidents or respond to initial calls for assistance. As the graph below indicates, calls for police service have continued to grow at a steady rate over the past 4 years.



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.

## Integrated Crime Management Strategy

Achieving a 5% reduction in the total number of reported offences and improving the clear up rate of property offences was a corporate priority of the department this year.

Under the broad umbrella of a Statewide Integrated Crime Management Strategy, (ICMS) a number of proactive as well as traditional approaches to detecting and investigating crime were utilised. These included:

- the establishment in each district of a Crime Management Unit (CMU) to analyse trends, determine "hot spots" and profile offence patterns as well as offenders;
- the formation of Crime Response Units (CRU) comprising both uniform and CIB personnel to act as initial investigative "one stop shops". Officers in these teams receive basic forensic training in photography and forensic evidence gathering. They also offer security audits and advice to victims of crime;
- improved offence reporting and case management to ensure that more offences, in particular volume property crime, are cleared within three months of the occurrence of the incident;
- utilisation of technical and forensic specialists to target particular offences and suspected criminals;

- analysis and follow up of information on offences and offenders received by Crimestoppers; and
- a policy of strongly and consistently opposing bail for suspects arrested for serious offences.

This integrated intelligence-led approach to policing crime has resulted in a further 5% reduction for the second consecutive year in the number of property offences reported to police, as well as a significant improvement in the crime clear up rates.

## Offence Statistics

### Investigation of Crime

- Total recorded offences in Tasmania decreased by 3.7% in 1999-00. This is in contrast to the 3.7% average annual growth rate of the previous five years.
- The clearance rate for total recorded offences was slightly higher at 22% compared to the previous year of 18%.

### Offences Against the Person

- Offences Against the Person increased by 7.5%, which follows the increase of 7.4% for 1998-99 and an increase of 10.3% for 1997-98.
- The increase this year can be attributed mainly to the increase in assault of 10.6% (2,511 offences) compared to 2,271 for 1998-99.
- Robbery offences decreased by 22 offences (11.3%). Of the 22 offences, armed robbery had an increase of 15 offences and unarmed robberies decreased by 37 offences compared with 1998-99.
- The clearance rate for Offences Against the Person had a significant improvement with 72.2% cleared. This is 17.6 percentage points higher than the previous five year average of 54.6%.





### Offences Against Property.

- Contributing to the overall decrease in recorded crime was a decrease of 4.8% for Offences Against Property.
- Property offences comprised 89.2% of all recorded offences and decreases occurred in the following offences:
  - Burglary - buildings ↓ 11.9%
  - Burglary - motor vehicles/ other conveyances ↓ 13.7%
  - Stealing-motor vehicles ↓ 2.7%
- Stealing (general) indicated the only significant increase of 5.6% (512 offences) compared to 1998-99. This is higher than the annual average growth rate of 1.1% for the previous five years.
- The clearance rate of 15% for Offences Against Property was significantly higher than the previous five year average of 10.1%, and higher (2 percentage points) than the rate recorded in 1998-99.

### Local Crime Reduction Strategies

District Superintendents and their senior officers have a responsibility to identify and implement local crime strategies. Enhancements to District Crime Management Units have also provided information on crime trends and 'hot spots'; and have allowed a high profiling policing response in areas suffering from high crime and/or anti-social behaviour. Local strategies included:

- cross-district property and stolen motor vehicle task forces;
- the installation of street surveillance cameras and close monitoring by police and Neighbourhood Watch volunteers;
- the provision of lists of stolen property and stolen motor vehicles to second hand dealers and security organisations respectively;
- Statewide extension of Project Samaritan, providing support to victims of burglary; and
- the implementation of a 'Divisional Focus' programme, where all available resources were devoted to specific types of offences and targets.

### Drug Diversion Programme

A new illicit drug diversion programme commenced in February 2000. The Statewide initiative aims to ensure that 'low level' drug users are diverted from the Justice system into drug education, treatment and counselling programmes. This programme is an extension of the Cannabis Cautioning Trial, and Tasmania was the first state or territory to undertake this new approach which is now used throughout Australia. The Commonwealth government contribution to the national programme is \$3.8 million.

The drug diversion programme focuses on illicit drug users who if caught with less than 50g of cannabis can choose between court or an educational or rehabilitation programme. With cannabis, this will not apply after the third offence. For harder drugs, there will only be one chance. All drug traffickers and producers are dealt with through the normal court processes.

During the year the Drug Investigation Services (DIS) of Devonport and Burnie amalgamated to form Western District DIS, located at Burnie. The DIS has a district responsibility for drug investigation and centrally coordinates the district Illicit Drug Diversion programme and undertakes Poppy Task Force commitments. An increase in the detection of greater numbers of illicit drug users is an early indication of the effectiveness of this coordinated district approach.

### CrimTrac

Steady progress has been made by Business Project Services staff with the CrimTrac project. A business case for the introduction of DNA profiling and replacement of the National Automated Fingerprint Identification System (NAFIS) has been completed. Close collaboration between police and justice agencies is also ongoing to prepare a DNA legislative framework. With the incorporation of Forensic Science Service Tasmania into the department, police are anticipating continued support and collaboration with forensic scientists in what will be a challenging and revolutionary approach to the detection and resolution of crime.

### Forensic Services

For the period of 1999-00, the most significant highlights for Forensic Services were the following;

- Thirty-three thousand fingerprint forms were checked and prepared to be sent to the USA for conversion onto the new CrimTrac National Automated Fingerprint Identification (NAFIS) system;
- A two week Forensic Procedures Course for forensic practitioners was conducted;
- Forensic personnel were tasked with searching an area of bushland in the Central Highlands as part of Operation Northcote, which was investigating the murder of Tony George Tanner apart from other things. A ten year old grave which was four metres deep was located, and a body later identified as Mr Tanner exhumed.
- Sergeant Gerard Dutton of the Ballistics Section was awarded the Henry Delaforce Award by the National Institute of Forensic Science (NIFS). He also received an award for the most significant contribution to the Association of Firearm and Toolmark Examiners Journal. Only one international selection is made annually by the AFTE Committee.

### Proceeds of Crime Unit

For the financial year 1999-00 the total value of Confiscation Orders made by the Supreme Court pursuant to the Crime (Confiscation of Profits) Act 1993 was \$595,721.60. This figure was made up of:

Pecuniary Penalty Orders \$448,069; and  
Forfeiture Orders \$147,652.

### Major Investigations

This year there were an abnormally high number of homicides committed in Tasmania, the investigations of which required intensive levels of resources as well as investigative skill. These occurred in all regions of the state, with the majority being in the Northern District. The great majority of these homicides were successfully investigated with suspects charged, prosecuted and convicted.

The most complex investigation involved a joint police, National Crime Authority operation into organised criminal activity involving the suspected murders in 1990 and 1996 of two people, as well as armed robbery, drug trafficking, stealing and burglaries of safes. Excellent investigative skills, together with special NCA powers, resulted in the discovery, in a remote location, of a body and subsequent charges of murder being brought against three of the principal gang members. Their case has yet to be heard in the Supreme Court.

### Prison Absconders

In 1999-00 a high number of prisoners and juveniles escaped from the State's custodial facilities. Whilst all the escapees were eventually captured, some posed a serious threat to the community. Police and volunteer resources were stretched on a number of occasions and these operations had a significant impact on district budgets and on service delivery.

The year also, unfortunately, witnessed the deaths while in prison custody of a number of young men. Additional police investigative resources were required to assist the Coroner with his enquiries into the causes of their deaths.



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

## Changing Road Users' Behaviour

Tasmania has the safest roads in the nation, and enforcement and road safety activities are aimed at providing strategies consistent with national best practice.

The vast majority of road accidents were caused by motorists speeding, driver inattentiveness or alcohol consumption.

Surveys of Tasmanians undertaken by the Australian Bureau of Statistics revealed that a significant number of people identified that speeding cars or dangerous and noisy driving was a major community problem. The same survey indicated that the major reason for police making contact with people was to ask them to undertake a breath test or question them over a traffic violation.

Key strategies adopted by police have therefore been aimed at changing road user behaviour in order to minimise road fatalities and injuries. These include:

- high profile enforcement at identified risk areas;
- media publicity of locations and motorists detected speeding;
- improved reporting and accountability against benchmarks;
- involvement of generalist and specialist police to support traffic personnel in taskforce activities; and
- collaborating closely with other government agencies in information sharing and road safety educational campaigns.

## Statewide Trends and Performance Indicators

### Fatalities

There were 47 persons killed on Tasmanian roads in 1999-00. This was a reduction of 6 persons (8%) compared to the previous year.

### Accident Injuries

Although there was a decline in the number of fatalities, more people were injured in road crashes last year. The number rose from 497 to 557, an increase of 12.1% when compared to the previous year.

### Speed Enforcement

Protocols have been developed in relation to speed camera placement and operating procedures based on statistics, and information from local government and concerned community groups.

Speed cameras monitored the speed of 10 million vehicles during 1999-00, with 0.65% of these found speeding. This continues a three year downward trend and may indicate that the combined education and enforcement strategies are having some impact on driver behaviour.

During 1999-00 44,324 speed camera infringement notices were issued, which represents a slight decrease on the previous year.

### Random Breath Testing (RBT)

The main objective of RBT is to improve road safety by deterring motorists from drink driving, and RBT's are most effective when highly visible and well publicised. Due to the geography of Tasmania, police also focus on many rural areas and back roads to enforce the RBT strategies.

It is an important part of the RBT programme to breath test large numbers of drivers. During 1999-00 330,631 persons were tested with a total of 2,777 drivers (0.8%) being charged with exceed .05%.

## MAIB Partnership

The partnership between police and the Motor Accident Insurance Board has continued. As well as funding Road Safety Task Force activities, MAIB funds have also been utilised to employ a Traffic Intelligence Analyst. This position is responsible for generating traffic accident and traffic infringement information to allow for a more intelligence based approach to allocating resources and directing activities. The department is also finalising a comprehensive business case to implement an integrated traffic management information system. The benefits that this new system will bring include the ability to report accurately on a range of traffic activities as well as linking these activities with incidents.

It is anticipated that one of the outcomes of this will be closer cooperation in information and resource sharing between the department, MAIB and the Department of Infrastructure, Energy and Resources (DIER).

In collaboration with the Federal Office of Road Safety, MAIB is also funding a two year pilot research project identifying the level of illicit and pharmaceutical drugs used by Tasmanian road users. This project is being undertaken by scientists at the Forensic Science Service Tasmania laboratories and a final report is scheduled for late 2000. This will provide information on drug use and will have implications for future drug testing of drivers. Victorian police research has indicated that a significant number of drivers killed in motor accidents had been using illicit or pharmaceutical drugs.

## Road Safety Task Force

As mentioned above, the MAIB is continuing its funding for the operation of the Road Safety Task Force (RSTF).

The RSTF vision is, "to minimise the risk of fatalities and injury for all road users in Tasmania". Sixteen members provided Statewide enforcement with a strategic focus on improving the implementation and performance of particular road safety enforcement and education strategies and programmes.

A total of 12,198 traffic infringement notices were issued by the Traffic task forces during 1999-00. Uniform Police and Traffic Services issued a further 43,458 infringement notices over the same period.

## Legislative Reform

Amendments to the Road Safety (Alcohol and Drugs) Act 1970 have provided police with an improved method of taking blood samples by vacuette from drivers suspected of driving under the influence of alcohol.

Vehicle Interception legislation allowing for the utilisation of tyre deflation devices will also soon

become law. This department has a policy of engaging in high speed pursuits only where they are undertaken in such a manner as not to endanger anyone, be it police officers, members of the public or alleged offenders. The Commissioner was recently quoted as saying "petty burglaries and car theft are not crimes for which I would want any member to place their lives in danger, nor indeed, the lives of innocent bystanders of the public who may become unwittingly involved".

It is anticipated that these tyre deflation devices will provide police with the capacity to stop a vehicle whilst offering greater safety to other road users. Police pursuits are carefully monitored, evaluated and reported to executive management.

## Traffic Liaison Services

Traffic Liaison Services manages the traffic infringement and speed camera adjudications. During the year it was also responsible for the implementation of a five year plan to replace and upgrade breath analysis machines Statewide.

In addition, Traffic Liaison Services, in partnership with DIER was responsible for the introduction of the Australian Road Rules into the state on 1 December 1999. This involved the introduction of special Tasmania specific legislation, developing new traffic infringement notices, and coordinating training.

Traffic personnel also represented the department on a wide range of national and state road safety task forces and liaison groups, including Targa and the Planning Committee for the 2000 Olympic Torch Relay.





This Output Group comprises policing services relating to the protection and security of the State's poppy crop, as well as protection of Commonwealth (C/W) 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 crops are increasingly being grown in all parts of the State and their protection requires a significant amount of police resources during the growing and harvesting season.

Fisheries security in waters around the State as well as offshore in C/W waters, requires a commitment in specialist resources, in addition to seagoing vessels and staff qualified to operate them.

### Poppy Security

Tasmania is the only Australian state licensed under United Nations conventions to grow opium poppies. Under the terms of this license, very strict security is required at every stage of production from the growing stage of the poppies through harvesting to ultimate alkaloid production.

Responsibility for this security at a state level is vested cooperatively with the Poppy Advisory and Control Board (PACB) and Tasmania Police.

During the 1999-00 growing season, a land area in excess of 20,000 hectares was devoted to poppies; 1,450 separate growers passed security clearance and received permits to grow.

The continuing growth in this industry makes it an extremely valuable resource to Tasmania and to the two alkaloid producers, Tasmanian Alkaloids Limited and Glaxo Wellcome Limited.

Worldwide demand for strong analgesics along with guaranteed high quality products and Tasmania's reputation for tight security measures have contributed to growth in the industry in this state. The total number of interferences to poppy crops for this growing season was 31, a reduction from 47 the previous year.

Again this year, Tasmania Police assigned a state-wide Task Force to work closely with PACB officers, individual growers and the alkaloid producing companies to ensure the highest levels of poppy security and protection.

### Fisheries Security

Tasmania is the only state or territory in Australia where responsibility for the protection of the living marine resources of the Commonwealth and State is vested with police. Tasmania has approached fisheries enforcement with a view to avoiding duplication of assets, so search and rescue vessels are also used for fisheries compliance.

It also means that police responsible for the enforcement of fisheries legislation have access to resources and legislated powers not normally available to fisheries officers. Marine and Rescue Services is the primary fisheries enforcement branch and it is supported by trained surveillance personnel, police trained in intelligence analysis and specialist forensic support services which are made available in any area of the State where a problem occurs.

Specialist police officers situated around the State are specifically assigned to fisheries enforcement. In addition to this, every police officer in the State is authorised to carry out fisheries related duties if called upon or a situation requires.

During the 1999-00 year, police carried out inspections of commercial vessels at sea as well as inspections and surveillance at various points of unloading. Recreational fishers are also subject to the same scrutiny in an effort to ensure that the fish resources of the State are protected for long term sustainability.

The lucrative rock lobster, scallop and abalone industries are particularly vulnerable to local and interstate poachers and, therefore, require constant attention.

During this period, one recidivist offender, renowned for travelling into Tasmania's waters from Victoria to take abalone, was banned from entering Tasmanian waters by the Supreme Court. Despite having been sentenced to imprisonment in Tasmania previously on two occasions for fisheries offences, the man returned and was apprehended in Tasmanian waters in possession of abalone contrary to Tasmanian fisheries legislation. He pleaded guilty and has been again sentenced to a term of imprisonment.

During this year, Tasmania police conducted 1,582 inspections of recreational vessels and 1,073 inspections of commercial fishing vessels.





The State Emergency Service (SES) provides planning, training, operational and public education services to government, industry and the community to minimise the risk of emergencies and enhance public safety. The Service also manages, in cooperation with Local Government, a significant volunteer work force that provides a very high level of professional emergency response to the community.

In the management of risk and emergencies the SES has a range of responsibilities including:

- developing and implementing Statewide policies in emergency risk management;
- developing a wide variety of government, industry and community emergency preparedness plans and programmes;
- increasing community awareness of emergency management issues;
- providing high level volunteer management, training and support; and
- responding to emergencies and assisting with emergency recovery.

### Emergency Risk Management

The SES is responsible for the development and implementation of emergency risk management in accordance with the 'Risk Management Standard' AS/NZS 4360. During the reporting year the Service developed and obtained approval for the Tasmanian Emergency Management Policy No.3 'Emergency Risk Management and the Tasmanian Emergency Risk Management Programme'.

The SES was successful in an application for a grant under the Commonwealth Natural Disaster Risk Management Studies Programme (NDRMSP) to assist in the conduct of a state wide risk management project. This study project is to be commenced in July 2000 and will be completed by June 2002.

This project is a first in Australia and will involve the widest possible consultation with the community, industry and all levels of government.

### Emergency Management Planning

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, as a rule of thumb, a full review once every two years is considered appropriate.



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;
- Tasmanian 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.

### Emergency Management Training and Public Education

SES personnel have conducted the following activities this year:

- Training of Police officers in recruit and officer qualifying courses;
- Introduction to Emergency Management courses;
- Local Government Emergency Management workshop;
- Public sector continuity management workshop;
- Year 2000 Risk Workshops; and
- Exercise Management Courses.

The SES coordinated the nomination of 70 Tasmanians to Australian Emergency Management Institute courses and workshops. It also 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 curriculum.

### Volunteer Management, Training and Support

The SES has been accredited as a Registered Training Organisation (RTO), which has resulted in significant advances in the training and accreditation of volunteer workplace trainers and assessors. A comprehensive first aid training strategy has been developed to qualify Road Accident Rescue personnel to Level II. The Service also commenced development of a volunteer data base which will be finalised in early 2001.

New volunteer uniform and equipment items have been trialed and accepted. The SES looks to continue to facilitate improvements to personal protective clothing and equipment. A new occupational health and safety policy and programme has been developed and promulgated, and this will be subject to regular review.

Although there have been some difficulties in volunteer recruitment and retention in rural areas, the Service has developed, in partnership with other services, a number of cooperative strategies. These will ensure the continued delivery of first class emergency response capabilities to the community.

The SES continued to support volunteer units through:

- the development of workplace trainers and assessors;
- professional development activities for unit managers;
- the acquisition and distribution of equipment and uniforms;
- training, assessment and re-accreditation in road accident rescue, vertical and general search and rescue, and emergency operations centre management;





This Output relates to the support that the department provides to the Criminal Justice System by ensuring a range of services that include:

- the acquisition and distribution of funds from the Motor Accident Insurance Board to road accident rescue units;
- the development of an industry specific first aid training programme; and
- the development of Occupational Health and Safety policies and standards.

Volunteers were involved in over 38,470 hours of training activity.

### Response and Recovery Coordination for Significant Emergencies

Tasmania has had a comparatively uneventful year in relation to emergencies. Work has concentrated on consolidating the preparedness of the State, and volunteers were active in many incidents and emergencies. A summary of callouts of volunteers and hours contributed by the volunteers is outlined in the Key Performance Measures chapter.

In addition, volunteers worked over 9,000 hours of non-emergency community assistance including security, lighting, crowd and traffic control, and communications for special events. Volunteer units also competed in National and International road accident rescue and National search and rescue skill competitions, representing the State commendably.

### Achievements and Recognition

The State Emergency Service worked closely with other emergency services, major utilities and state and local government in the development of a whole-of-government Y2K Event Management Plan.

The Service also made a significant contribution to a number of National and State initiatives including:

- the development of National Risk Management Guidelines and briefing of other States in their application;
- having carriage of projects on behalf of, and in consultation with HEC and private

- industry in relation to hazard signage, evacuation planning and plant safety;
- the continued development of National Emergency Management Competencies and the consequent writing of curricula;
- the investigation of a National Emergency Monitoring and Reporting system; and
- the completion of a project to develop a set of National Land Use Planning Guidelines.

The Service, staff and volunteers were recognised nationally for their contribution to community safety and emergency management.

Emergency Services Medals were awarded to:

- Mr Joe Paul, Director;
- Miss Kate Bradley, SES Unit Manager, Glamorgan/Spring Bay; and
- Mr Rod McGee.

### National Commitments

A majority of the full time staff of the State Emergency Service are members of various national emergency management committees. There is a significant time commitment by staff members to these committees. This commitment 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 Advisory Body Inc., the Australian Council of State Emergency Services, 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.

- The documentation and presentation of evidence in court;
- Investigative and clerical services on behalf of the coroner;
- Enhanced formal cautioning and diversionary conferencing; and
- The provision of process serving.

### Prosecution, Cautioning and Diversionary Conferencing

The department continues to provide high quality prosecuting services. Offices are located at Hobart, Launceston and Ulverstone and service all Courts of Petty Sessions and Coroners Courts across the State.

Prosecution Services fulfil a number of functions including: the generation of complaints, file adjudication, file disclosure (in accordance with Departmental policy), and conducting cases through the court process. Convictions were obtained in over 90% of prosecutions, with 52,222 charges laid against offenders, compared with 55,241 in 1998-99.

Prosecution Services place great emphasis on customer service and the rights of victims. Prosecutors are available to provide advice, assistance, and, if necessary, referral for persons who are in need of support as they progress through the court system. To this end, Prosecution Services have established firm links with Victims of Crime, the Domestic Violence Crisis Service and other support agencies. Additionally, prosecutors are often made available to victims, prior to the court date, to explain the court process and show victims or witnesses through the court building. Victims of offences are always advised of court outcomes and compensation options.

The department is fully supportive of the Contest Mention Court System. It is of great benefit to all involved and results in significant efficiencies in court, counsel, prosecutor, and witness time.

Prosecution Services have continued to provide prosecutors after-hours and on weekends. As a result, prosecuting services to the public, the courts and operational police are of a consistently high standard.

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.

The department's policy in relation to the discontinuation of prosecutions has been steadfastly adhered to. It is a transparent process that is subject to regular review — a system that is recognized as being of crucial importance in ensuring confidence in the decision making process.

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

### Juvenile Conferencing/Cautioning

The cautioning and diversionary conferencing programme for young people continued through the year. The process was formalised with the introduction of the Youth Justice Act 1997 in February 2000. The department continues to strongly support the principles and rationale of diverting young people from the court process where possible and appropriate.

On 1 March 2000 a revised cannabis cautioning and drug diversion programme was introduced. The Illicit Drug Diversion Initiative programme is representative of a multi-agency cooperative approach to the problem of drugs in society. As previously mentioned, this programme, which has strong State and Commonwealth Government support, aims to provide an opportunity for drug offenders who satisfy certain criteria, to be diverted from the court system. The emphasis is on treating the underlying issue as a health matter. Since inception, this programme has been strongly



supported by police officers across the State and in the first three months of its operation, police referred 259 people, the majority juveniles, to education, counselling and rehabilitation services.

Coronial

The department continues to provide administrative and investigative support for the State's Coroners. Four police officers act as Coroner's Associates - two in Launceston and two in Hobart. During the year, 589 deaths were reported to the coroner and police, from across the State, were involved in investigating 223 of these deaths. The Coroners Associates are involved in a number of committees and conduct presentations to a number of groups. Particularly important is their role in providing support, advice, and referral to support services to the recently bereaved.

Bail, Warrant and Summons Processing

Police officers continued to provide a bail, warrant, complaint and summons processing service. During the year 9,203 new warrants were issued. An essential area is that of bail. Persons charged with offences and admitted to bail with conditions (such as curfew, surety, and reporting conditions) receive documentation formalising their bail position. Information management systems are in place across the State to ensure that police are able to access this information in a timely manner should the need arise. Prosecution Services also produce complaints and summons and witness summons to support the judicial process. Once generated, the documents are lodged with the Court and then service arranged (including personal service or certified mail) on the persons concerned.

Achieving Professional Recognition

A number of years ago the department identified that the provision of education and training opportunities that complement organisational needs is a key to promoting professionalism, as well as adding value to the organisation and encouraging self-improvement.

Following an extensive period of consultation, a partnership has been established between the department and the University of Tasmania to offer a bachelor degree in Social Science (Police Studies). This degree comprises units from the Faculties of Arts, Science and Engineering, Commerce and Law.

The degree concentrates on specific areas and has been tailored to assist in the development of policing as a profession. It promotes the attainment of critical thinking, research, analytical and written skills generic to all degree courses. The University is in the process of evaluating police courses and has accepted the cadet training syllabus as being eligible for inclusion into the degree. Other professional development (Inspector's Qualifying) and in service Courses (Criminal Investigation) are presently being evaluated. Staff have the flexibility to enrol in other degree courses.

In order to encourage staff to study, as well as providing a tangible financial benefit, the department has implemented a Tertiary Education Assistance Scheme. Suffice to say, every effort is being made, through a generous scheme, to assist in making this course available to all members of the department.

Improving Accountability

Police officers are provided with a broad range of special powers with which to enforce the law and protect life and property. The possession of those powers imposes a considerable responsibility on police officers for their appropriate use, and for the highest standards of professionalism and ethical behaviour.

Police are frequently placed in situations where those standards are put to the test and they are

required to make rapid and informed decisions in often difficult and complex circumstances. Never before has the department been more accountable to Government or the people of Tasmania for the maintenance of those standards and there is, therefore, a demonstrated need for clear guidelines for behaviour and systems for identifying and responding to incidents of misconduct or more serious offences by police officers.

The Personal Values expressed in the department's Corporate Plan require police officers to demonstrate such values as honesty, integrity and commitment to uphold the law, the responsible exercise of authority and ethical behaviour.

The department's Business Plan imposes a high level of accountability on front-line police officers in their delivery of service. The department has implemented a Customer Service Charter which defines the standards which customers may expect, and provides staff with clear instruction and direction on how they are expected to respond.

Professionalism should be evident in the behaviour of individual police employees and in all aspects of the functioning of a police organisation. Individual police employees and police organisations must be, and be seen to be, open and accountable in all aspects of their operations. Both professionalism and accountability impact on community confidence in policing and they should be integral to the selection, recruitment, training, development, reward and promotion of both sworn and unsworn employees.

Through the Customer Service Complaint and Complaints Against Police guidelines and procedures, systems inspection process, and further development of recruit selection procedures and methodology, the department has endeavoured to enhance individual and organisational integrity and the proper exercise of authority and discretion.

| Performance/Activity Indicator                | 1998-99 | 1999-00 |
|---|---------|---------|
| Number of juveniles cautioned and conferenced | 1,786   | 1,929   |
| Number of juveniles to court                  | 1,739   | 1,930   |





The Corporate Management Group continues to hold senior managers accountable for overall good management within their work areas.

## Ethical Standards

‘Ethical Standards’ is a critical component of the cadet curriculum and is integrated across all learning modules. It is also included in all in-service and professional development courses and the programme incorporates sessions from university personnel who provide a community perspective. Training is also provided by staff from Internal Investigations and involves mock police interviews and accompanying critique and preparation of an internal investigation report.

The department’s training approach to professionalism and ethics is presently being reviewed by the Head of Philosophy, University of Tasmania.

The department has also developed and made available to staff a number of measures to assist operational personnel with their decision making. The SELF test is one such instrument, requiring an employee to consider first whether a decision can withstand Scrutiny, is Ethical, is Lawful, and is Fair to all affected by it.

The Tasmania Police Manual has recently been published and released, providing Standing Orders and instructions to all members. It contains provisions regarding the policy, methods, duties and organisation of the Service to assist members to efficiently and satisfactorily discharge their duties to the Government and people of Tasmania. It is also designed to provide a framework of accountability to ensure members discharge those duties in a responsible and professional manner. Professional and ethical considerations will continue to be taken into account when further developing the operational policies and procedures contained within the Manual.

## Investigating Unacceptable Conduct

The Customer Service Complaint process continues to satisfactorily deal with complaints of low-level misconduct such as rudeness or lack of appropriate action by employees. A total of 158 Customer Service Complaints were received during the year, the vast majority of which were conciliated.

Complaints of more serious misconduct are dealt with within the Complaints Against Police framework. On completion of an internal investigation, the Deputy Commissioner makes a determination that is open to review by the Office of the Ombudsman. Cases involving serious breaches of the law are referred to the Office of the Director of Public Prosecutions for assessment as to prosecution.

A total of 182 complaints against police were received during the year. Of those complaints, 10% were substantiated, 47% were unsubstantiated, and 23% are still under investigation or waiting for assessment, 5% were conciliated and 15% were withdrawn by the complainant. The most prevalent complaints related to the use of excessive force arising from arrest situations. Internal Investigation and senior district officers have instigated an education programme to instruct officers in proper procedures and to spend time advising a complainant about the powers and authority that police have. It is hoped that these twin strategies may lead to a reduction in complaints against police.

As a result of a police sergeant’s involvement in drug offences in Launceston, an inquiry was conducted into practices and procedures relating to drug law enforcement, in particular those involving the handling, storage and destruction of drugs and drug exhibits, and also in regard to selection and training protocols. A number of improvements and changes have been made to relevant policies and procedures with a view to improving accountability and ethical behaviour.

Members attached to Internal Investigations and Management Review are constantly seeking information indicating factors that influence adverse behaviour on the part of police employees, and those which encourage positive behaviour.

When trends in misconduct are identified, preventative strategies are developed in order to address the problem. When strategies or work practices are identified at an individual or group workplace that are worthy of consideration for implementing on a Statewide level, they are evaluated for such implementation. Credit is given to the individual or work group responsible.

## Management Review

Improving management accountability is given a high priority within the department. Management Review personnel are charged with the responsibility of conducting a series of independent system and performance examinations which provide advice on the effectiveness and efficiency of all the different systems in administration and operational areas.

A Systems Inspection Manual has been developed to facilitate such examinations by

Management Review staff and line managers within the organisation. As well as ensuring compliance with departmental policies, practices and standards, it facilitates the identification of best practice. A recent case in point was the identification of the Launceston police firearms issue storage area as being best practice in terms of occupational health and safety as well as efficiency.

## Supporting Internal Witnesses

The department has recently finalised a policy to assist and support any employee who exposes information alleging criminality, corruption, or serious misconduct by any other person in the department.

The purpose of this policy and accompanying protocols is to develop an organisational culture where employees feel confident to report criminality, corruption and serious misconduct, including harassment and racism, without fear of retribution. It also aims to provide practical and tangible support to any person making a report as well as ensuring that appropriate remedial action is taken.





The department has worked assiduously to promote and implement initiatives designed to recognise its staff as well as providing them with opportunities to develop professionally and personally.

During the year in review, a number of key human resource initiatives were implemented, including:

- the consolidation of a partnership between the department and the University of Tasmania and resultant introduction of a Bachelor Degree in Social Science (Police Studies);
- the introduction of the Tertiary Education Assistance Scheme;
- the awarding of Commissioner's Medal and Award for excellence and integrity;
- the planning and trialing of a performance feedback programme; and
- the development of an Access and Equity Policy and Management Plan.

### Recruiting Quality Staff

Admission to the police service involves a rigorous selection process involving examinations, physical and psychological testing, public speaking and interviewing. From an initial 226 applicants who sat the entrance examinations, 60 police cadets were successful in their efforts to join the police service. 38 men and 22 women commenced their 32 week academy training during the year as members of three cadet courses. They brought to the service a wealth of talent as well as a diversity of age, experience and education. In keeping with government policy, the majority were well educated Tasmanians under the age of 25.

The department has experienced some difficulty in staffing one person country stations, particularly in the northern regions of the State. In order to overcome this situation, Academy staff initiated an advertising and recruitment campaign in these parts of the State which proved very successful in terms of enquiries and new applicants. A number of other strategies have also been implemented, including:

- training district community policing officers as recruiting officers;
- attending career expos in all parts of the State as well as at tertiary institutions;
- lecturing to TAFE police preparation course students;

- surveying persons who enquire about recruiting but do not apply; and
- reviewing and updating internet and intranet career information sites.

Business activities were also focused on improving the integration of unsworn and sworn personnel. Initiatives included:

- placing the Gazette on the intranet each fortnight;
- training of 36 unsworn staff as part of a Traineeship Programme;
- interviewing and selecting two groups of officers to serve with the United Nations in East Timor;
- the management of the Tertiary Education Assistance Scheme; and
- preparation for the implementation of the Access and Equity Management Programme.

### Providing the Right Training

A significant review of the cadet course curriculum was commenced and when completed in 2001 will incorporate:

- a computerised course curriculum;
- changes to the physical education and self-defence curricula aimed at making them more relevant and at the same time reducing the number of minor injuries resulting in workers' compensation claims;
- changes to the training camp to include practical developmental scenarios to provide training in complaint resolution, problem solving and decision making; and
- instruction on new legislation and procedures, particularly those involving vehicle interception, illicit drug diversions, caution procedures and diversionary conferencing.

As well as the requirement to study and succeed in various legal subjects, cadets were also provided with opportunities to participate in various operational policing activities including:

- station attachments;
- beat patrols;
- training camps and exercises; and
- operational searches for prison escapees and attendance at crime scenes.

### Human Resource Information Services

Major changes were made to the computerised Human Resource system to incorporate the new Pay As You Go scheme, finalise complex changes associated with the GST and improve the leave reporting structure. Despite these changes, a high level of customer service was maintained.

### Promoting Professional and Personal Development

In keeping with the corporate priority of improving human resource practices, significant resources were devoted to the following four key areas:

- implementing an operational skills programme, enabling district based training in OC spray, station audit practices, firearms validation, expandable batons and the use of ballistic vests;
- conducting promotion examinations for Sergeant and Inspector levels and subsequent management development courses for successful candidates.
- planning and trialing the new performance feedback programme; and
- introducing a crime and drug management programme to provide training for officers aspiring to transfer into criminal investigation.

### Enhancing Occupational Health and Safety

Occupational Health and Safety staff have continued to focus on preventative measures and early intervention strategies. Advice and information on a wide range of personal health services was made available to all staff together with a proactive programme of lectures and workshops. As a result, senior officers are now demonstrating a greater degree of confidence and ownership in managing early intervention and return-to-work plans. A commitment by the department to safe practices within the workplace, together with the collaborative efforts of operational managers, staff support personnel and workers' compensation officers has seen a significant

reduction in workers compensation claims from 382 in 1998 to 202 this financial year.

In recognition of the excellent work being undertaken in infection control, the department was awarded a \$2,500 grant from the Department of Health and Human Services to develop and implement an education programme for police officers and their partners about the Hepatitis C virus. The West Australian and New South Wales Police Services have subsequently requested information regarding this education curriculum and its associated protocols.

### Access and Equity

The department reviewed its access and equity principles to ensure that it complied with the government's Anti-Discrimination Act 1998. This ensured that its obligations to employees were met with regard to the provision of a flexible and responsive work environment which is free from discrimination and harassment.

Five main objectives of the policy and management plan are:

- promotion of the department as an equal employment opportunity employer and education of employees in the principles of merit, equity and fairness;
- establishment of employment practices to achieve access and equity for all employees, incorporating the enhancement of career opportunities of target group members;
- provision of a working environment free from acts of discrimination, harassment and victimisation, with the necessary avenues for resolution of any complaints;
- establishment and maintenance of systems and procedures that collect, record and evaluate access and equity information; and
- promotion and fostering of a culture of workplace access and equity through committed leadership and management.

This programme is due for implementation early in the coming financial year and is a first for a Tasmanian government agency as well as leading the way for policing in Australia.





## Corporate Services' Vision Statement is:

"To achieve excellence in the management and delivery of business and support functions".

This is supplemented by the Mission Statement which is:

"To identify, manage and implement ongoing business support and change to improve the delivery of services by the department".

Corporate Services implements this Vision and Mission through the following range of functions:-

- Business Project Services;
- Procurement and Asset Services;
- Financial Management Services;
- Communication and Information Technology Services (CITS);
- Media and Marketing Services;
- Workers' Compensation Services;
- Records Management Services;
- Industrial Relations Services; and
- Legal Service.

The above functions impact upon every output in terms of service delivery and are fundamental to the success of the department in achieving best practice across all management areas.

The promotion and application of best practice in project management continued with dedicated resources allocated to Business Project Services. This approach has seen significant successes in major projects involving change from the commencement of Project BATON, and continued in 1999-00 with projects covering:

- Planning and infrastructure alignment for the Lotus Notes roll out;
- CrimTrac, including a replacement fingerprint system and DNA;
- Planning for integration of police data base information;
- Police Call Centre;
- Integrated Crime Management;
- Access and Equity;
- Domestic Violence Information; and
- Traffic Management Information.

Secretarial Support continued for the Inter Agency Steering Committee, which was responsible for coordinating and overseeing across Agency projects.

Communication and Change Management models were developed to be incorporated into business cases for change projects. The Corporate and Business Plans were designed in a consistent format and the Police Gazette was modified to enhance internal communication and promote the activities of the various areas of Corporate Services.

The Strategic Asset Management Plan continued to be implemented with major projects involving:-

- Refurbishment of Sorell and Bellerive Police Stations and Eastern District Headquarters;
- Launceston Police HQ Stage One refurbishment;
- Replacement of uninterrupted power supply to key stations; and
- Stage Three of the purchase of ballistic vests and replacement firearms.

Enhancements were made to the department's Financial System (Finance 1) including modifications to accommodate GST requirements and FBT changes. An integrated budgetary and planning cycle was introduced to align with government Budget Committee requirements.

The year 1999-00 was a period of consolidation, continuous improvement and planning for CITS. Maintenance and service levels to police computer users were significantly improved to equal State Government best practice levels.

Following a comprehensive test and preparation programme, departmental systems remained unaffected by the advent of the year 2000. Contingency plans were tested and proven during a major power failure and have now become the basis for disaster recovery for Information Technology and communication systems in the department.

A number of enhancements were made to the Offence Reporting System to support the needs of Crime Management Units and other police clients. The Outputs Monitoring Information System was also refined to more accurately measure organisational performance.

A new departmental standard computer desktop based on Lotus Notes was designed and developed.

Preliminary planning was commenced to improve the integration between Police Information Systems and a new intelligence system.

Implementation, modifications and contract negotiations in relation to the Police Mobile Radio Network continued. In partnership with the Hydro and Ericsson, coverage was improved in identified "dead spots".

Significant efficiencies were achieved in fleet services to minimise the impact of leasing costs through streamlined vehicle fit-up and disposal processes.

Workers' Compensation processes were enhanced on an ongoing basis throughout the year with significant focus placed on dissemination of information through gazette notices, presentations at various forums and pamphlets. This complied with legislative requirements and ensured all employees were kept up to date with processes and their entitlements.

The establishment of the Workers' Compensation Steering Group resulted in the assessment of all cases from a legal, operational, insurance and

business perspective. These enhanced processes and information and multi-dimensional assessments, together with the efforts of line managers and Staff Support Services and their contact officers, resulted in a reduction in Workers' Compensation premiums from \$3.6M to \$2.2M per annum.

Records Management focused on the development of a revised archival and disposal schedule, which now requires endorsement from the Archives Office. In addition, the Manager, Records was seconded to another Agency in preparation for the introduction of an electronic records system in 2000-01.

Negotiations occurred with the relevant employee unions (CPSU and Police Association) on a range of issues involving:-

- Police Call Centre rosters and conditions;
- Radio Dispatch Operators conditions;
- Academy Staff conditions;
- Conversion of Temporary Employees;
- Property Officers (Northern and Western); and
- District Executive Officer classifications.

Legal Services continued to oversee representation in relation to cost matters resulting from unsuccessful prosecutions with the result that costs awarded against the department were reduced significantly during this financial year. The planning, consultation and development of a replacement for the Police Regulation Act 1898 continued. It is planned that this Police Service Act will be introduced in 2001/2002.



The performance of the department can be measured in a variety of ways including:

- community surveys to measure perceptions of community safety and attitudes towards police;
- workload or activity measures that provide for some judgement about productivity;
- confidence by the public to report an incident or seek assistance from the police; and
- strategies adopted by police that contribute to government or community outcomes.

Key Performance Measure 1

Community Satisfaction with the Police Service

Community surveys are independently conducted by the Australian Bureau of Statistics on a quarterly basis and involve face to face interviews with approximately 1,150 Tasmanians each year.

Perceptions of community satisfaction with policing services are measured through the level of satisfaction with:

- services provided by police (Fig. 1.1)
- police service in most recent contact with public (Fig. 1.2)
- police support in dealing with public order problems (Fig. 1.3); and
- police support for community programmes (Fig. 1.4).

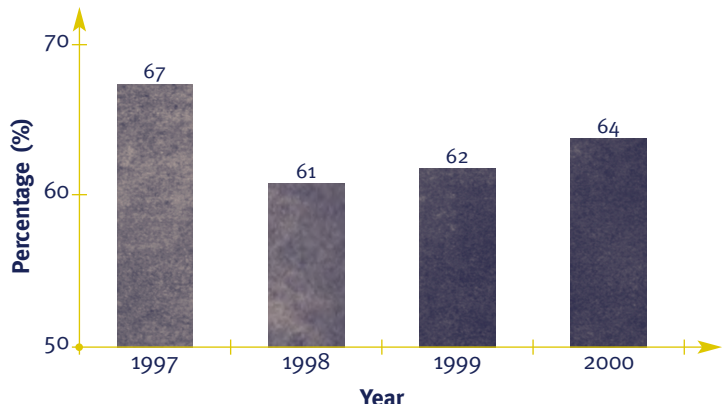


Fig. 1.1 Proportion of the population satisfied with services provided by police.

64% of the Tasmanians interviewed indicated their satisfaction with police. This is a steady increase since 1998 when 61% registered their approval but down from the 1997 figure of 67%.

This was a somewhat disappointing result, and one that was at odds with the tremendous support and feedback received by the department during its centenary year.

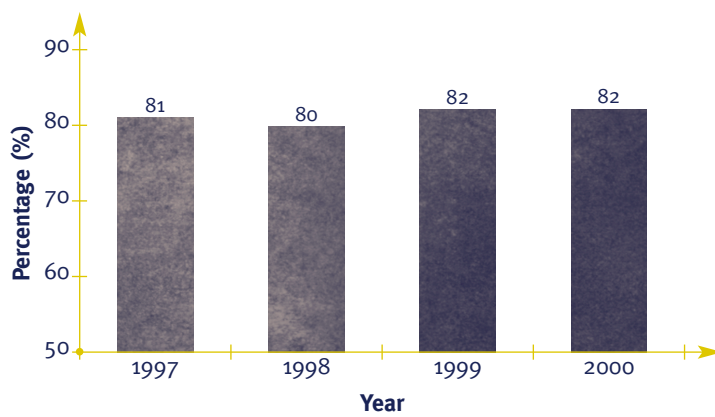


Fig. 1.2 Proportion of the population satisfied with police in most recent contact.

Since the inception of the ABS survey in 1997, the proportion of the population satisfied with police in their most recent contact has remained steady at 80 - 82%. This is a pleasing result because most people have contact with police in relation to road safety, for example, random breath testing, and police have been very active in this area.

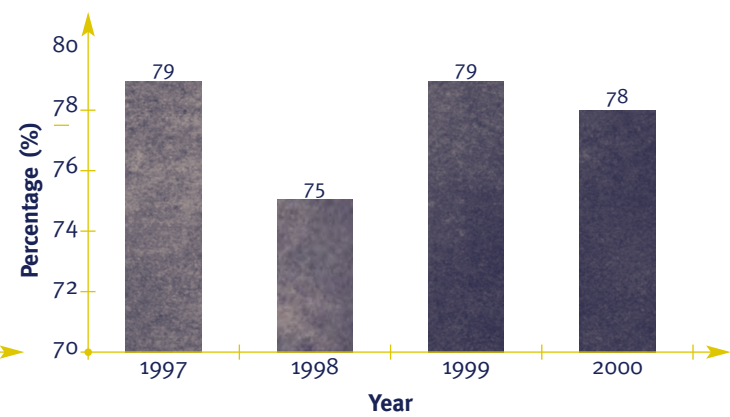


Fig. 1.4 Proportion of the public satisfied with police support for community programmes.

The level of support for community programmes has varied from 75% in 1998 to 79% in 1999.

The level of 78% achieved this year was a slightly disappointing result and did not reflect the energy and resources that were invested in building successful partnerships with a number of local communities.

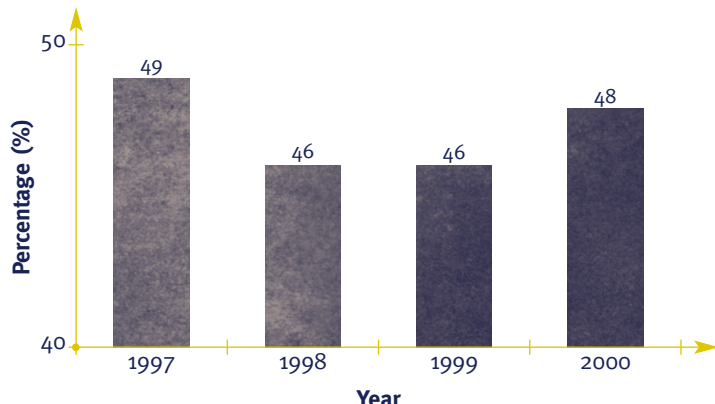


Fig. 1.3 Proportion of the public satisfied with police in dealing with public order problems.

The level of support for police dealing with public order problems increased to 48%, a 2% increase over the proceeding two years.

This figure is in line with the national average.







Key Performance Measure 2

Confidence in Police Professionalism and Complaint Resolution

Two very different indicators together provide this measure of the level of trust and confidence the community has in its police. The first indicator (Figure 2.1) is a survey of community perception and the second (Figure 2.2) is the number of people who complain about police behaviour. Figure 2.3 illustrates the breakdown of complaint resolution.

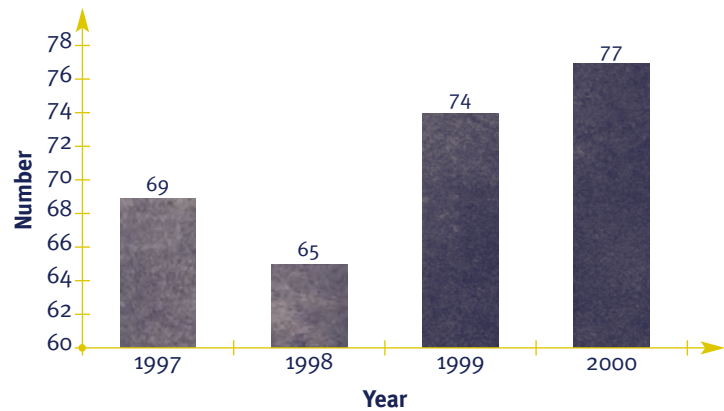


Fig. 2.1 Proportion of population who have confidence in police and have the opinion our police act professionally and treat people fairly and equally.

The level of confidence that the community has in its police to act professionally and treat people fairly and equally has continued to improve significantly since 1998 when 65% registered their approval.

This year the level rose to 77%. Separate studies reveal that Tasmanians have a high regard for their police and a belief that they perform their duties professionally and with integrity.

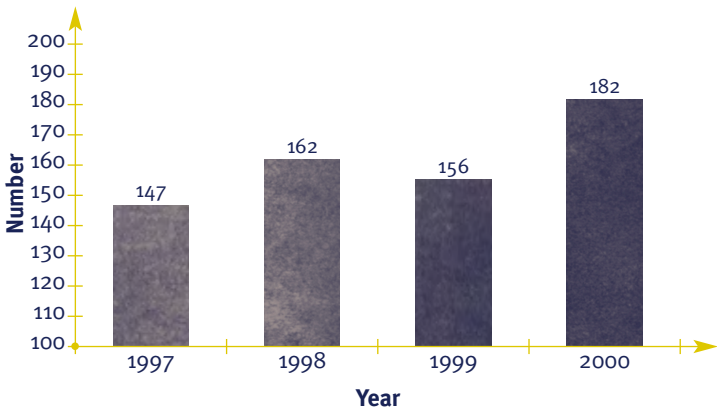


Fig. 2.2 Number of complaints against police.

After a slight decrease in 1999 the number of complaints against police rose from 156 to 182. Of these, 18 were substantiated with 85 unsubstantiated (refer to figure 2.3).

Only a small percentage of the complaints related to serious incidents, for example assault by police. The reason for the increase in complaints this year may be linked to a protracted and thorough review of the procedures of detectives in the Launceston Drug Bureau.

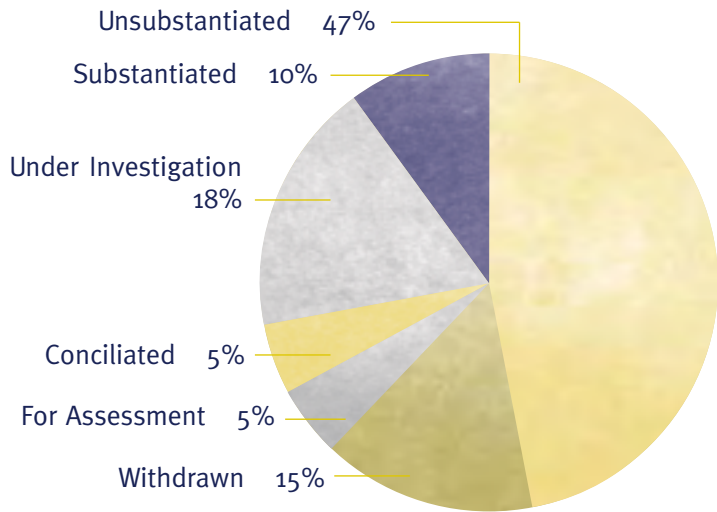


Fig. 2.3 The result of internal investigations registered during the 1999-00 period.

Key Performance Measure 3

Community Perception and Safety

Many diverse factors influence a person's perception of safety including media publicity, age, cultural background, personal experiences, police actions and police presence in the local community.

The Fear of Crime Project (Common Ground) highlighted the sensitivity that the aged have for their personal safety and the security of their property. Police, government and communities can work together to reduce the fear of crime, therefore perceptions of safety can be considered an appropriate indicator of police strategies to make their communities safer.

Figure 3.1 illustrates the proportion of Tasmanians who feel safe at home during the day and night; figure 3.2 reports on the proportion who feel safe walking or jogging during the day or night; and figure 3.3 represents the percentage of Tasmanians who feel safe travelling on public transport during the day and night.

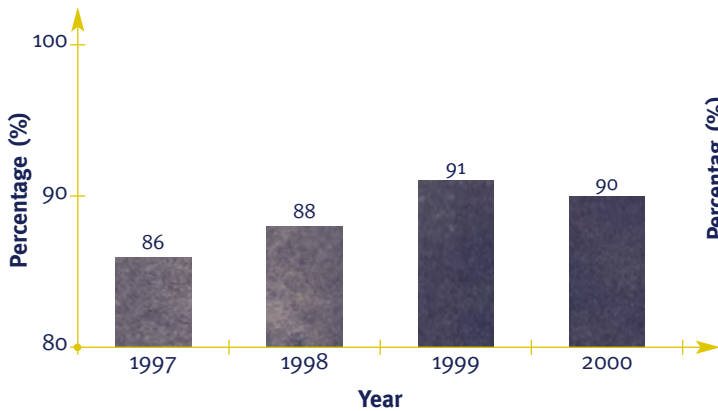


Fig. 3.1 Proportion of population who feel safe or very safe at home alone during the day & night.

Most Tasmanians feel safe in their home environment. This is reflected in the results from the past two years' survey which indicated 91% and 90% respectively felt safe. People felt slightly safer at home during the day (96% as against 83% during the evening).

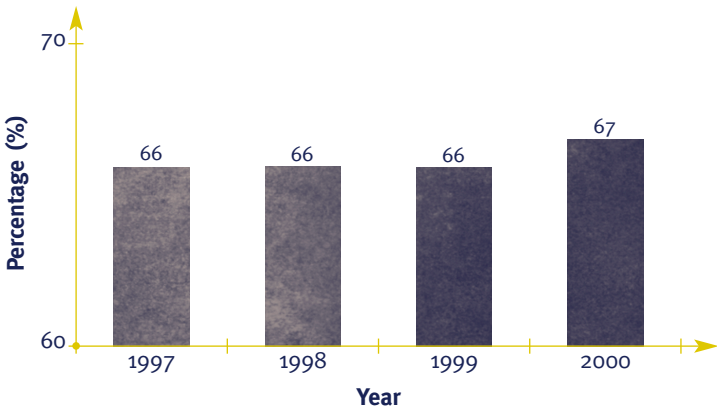


Fig. 3.2 Proportion of population who feel safe or very safe walking or jogging during the day or night.

People generally felt very safe when walking or jogging during the day (91%). Fewer (44%) felt safe when undertaking the same activities during the night.

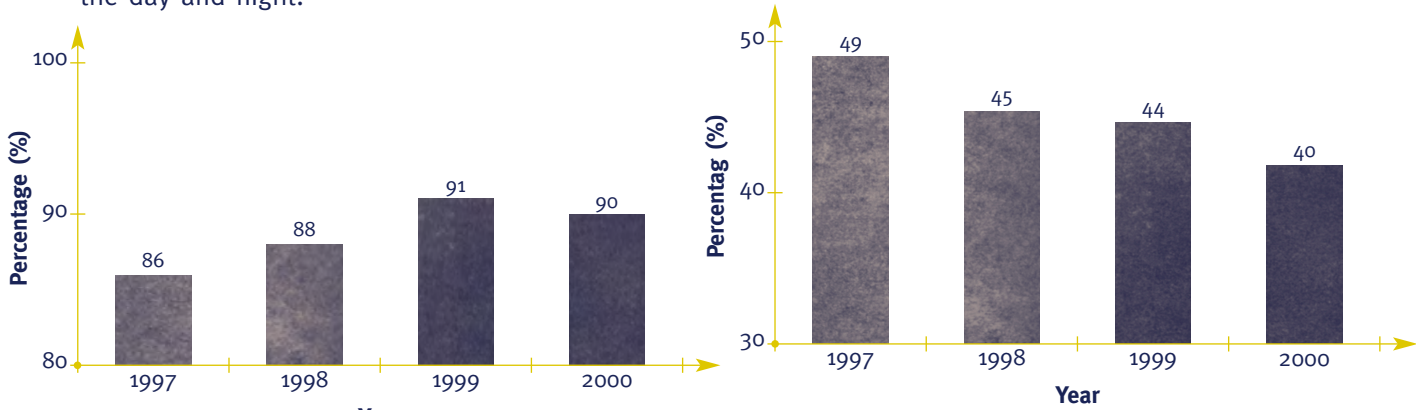


Fig. 3.3 Proportion of population who feel safe travelling on public transport during the day and night.

Only 40% of people feel safe when travelling on public transport. During the evening fewer than 24% of Tasmanians felt safe when travelling on public transport. This figure has steadily declined since 1997 when 49% stated they felt safe.



Key Performance Measure 4

Offences Reported or Cleared

A critical indicator of the effectiveness of a police service and of the confidence that the community has in its police service is its willingness to report offences. The vast percentage of a police service's resources are devoted to improving safety and reducing crime. Police visibility, crime prevention programmes and solving crimes are major factors in reducing the level of reported offences. The implementation of intelligence-

led policing strategies and improved forensic and investigative techniques have resulted in an improved clear up rate of offences. CrimTrac and DNA profiling are expected to further assist in this process in the coming years.

Figure 4.1 illustrates the number of reported offences against the person. Figure 4.2 reports the number of offences against the person cleared by police. Figure 4.3 indicates the number of reported offences against property; and Figure 4.4 reports the number of offences against property cleared by police.

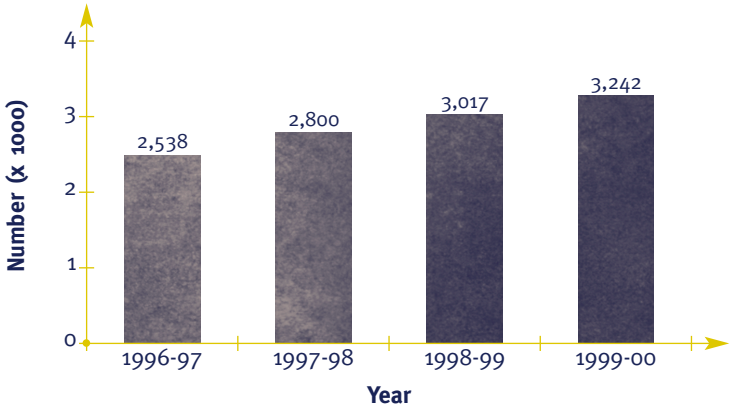


Fig. 4.1 Total Reported Offences against the person.

Offences against the person increased by 7.5% and can be mainly attributed to the increase of assault.

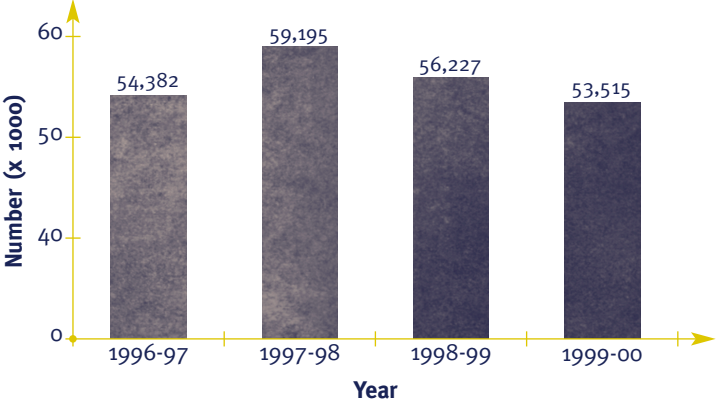


Fig. 4.3 Total Reported Offences against property.

Offences against property showed an overall decrease of 4.8%. Reductions occurred in all offence classifications except stealing (general).

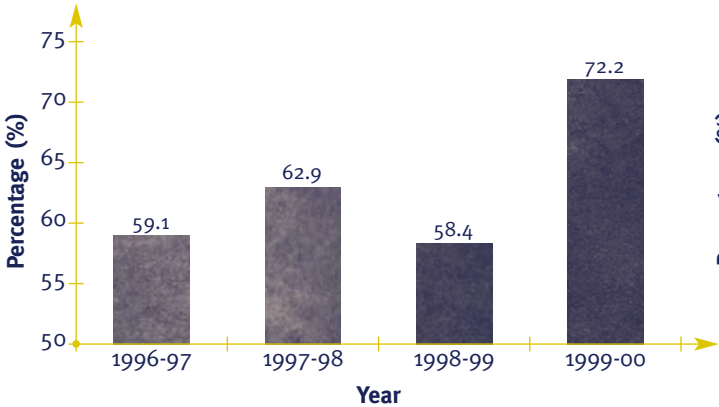


Fig. 4.2 Percentage (%) of reported offences against the person cleared.

Even though there was a significant increase in the number of offences, the clearance rate for offences against the person improved significantly to 72.2%, 17.6% higher than the previous year, when 56.4% of the offences were cleared.

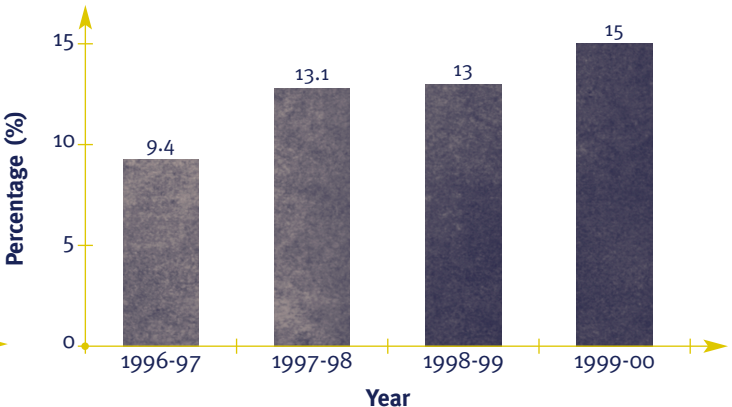


Fig. 4.4 Percentage (%) of reported offences against property cleared.

The clearance rate of 15% for offences against property was an improvement over the previous year (13%).



### Key Performance Measure 5

#### Traffic Management and Road Safety

The activities of police contribute to making Tasmanian roads safer. Other factors - weather, road design and construction and public education - also contribute to the outcome of safer roads.

The resources of the Police have again been increased through an additional contribution by the Motor Accident Insurance Board. Police activities include speed camera adjudication, random breath tests, traffic accident attendance and investigation, and enforcement activities aimed at using seat belts, speeding motorists and driver inattentiveness. Each of these activities has been benchmarked and is reported at a command level. Measures in this category focus on the outcomes of the percentage of motorists detected speeding (Figure 5.1), and the number of serious injuries caused through motor vehicle accidents (Figure 5.2).

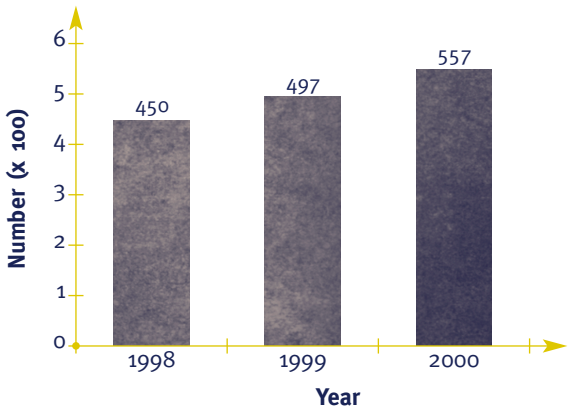


Figure 5.1. Number of serious injuries.\*

Although the number of fatalities decreased slightly, the number of people injured in car crashes increased for the third consecutive year with 557 people being injured.

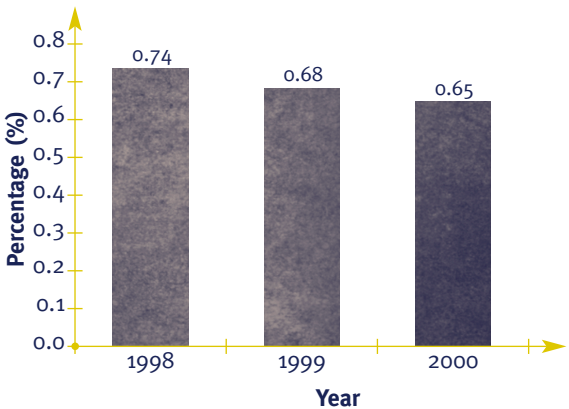


Figure 5.2 Percentage (%) of motorists detected speeding by speed camera

The percentage of motorists detected speeding by speed cameras declined for the third consecutive year to 0.65%.

\*Source: Department of Infrastructure Energy and Resources

### Key Performance Measure 6

#### Planning and Managing Emergencies

State Emergency Services personnel work closely with police and local government to identify potential emergencies and plan for their elimination or management in the event of an incident occurring. The expertise and dedication that these members possess results in the saving of lives and property each year, particularly in road accident rescue situations.

Tables 6.1 and 6.2 report on SES volunteer call-outs and contacts, while figure 6.3 illustrates the currency of local government emergency management plans.

|                      | 1998 | 1999 | 2000 |
|----------------------|------|------|------|
| Road Accident Rescue | 103  | 116  | 187  |
| Search and Rescue    | 31   | 40   | 39   |
| Storms and Floods    | 18   | 47   | 98   |
| Miscellaneous        | 39   | 35   | 80   |
| Total                | 191  | 238  | 404  |

Table 6.1 State Emergency Service Volunteer Call-outs.

|                      | 1998  | 1999  | 2000  |
|----------------------|-------|-------|-------|
| Road Accident Rescue | 827   | 899   | 1,232 |
| Search & Rescue      | 2,559 | 1,957 | 1,483 |
| Storms and Floods    | 213   | 1,308 | 774   |
| Miscellaneous        | 3,139 | 1,566 | 2,036 |
| Total                | 6,738 | 5,730 | 5,525 |

Table 6.2 State Emergency Service Volunteer Contact Hours.

The utilisation of volunteers is essentially a demand-driven one and is dependent on emergencies that affect communities. Floods in the northern part of the state and the need for the road accident rescue units to assist at more accidents account for the major increase in volunteer services.

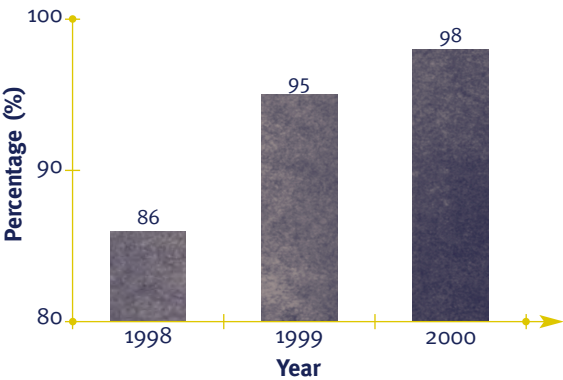


Figure 6.3 Percentage (%) of municipal emergency management plans current.

98% of all local government plans are now current, an increase of 3% over the previous year.



Key Performance Measure 7

Support to Judicial Services

Investigative and enforcement activities by police often culminate in the presentation of evidence in court by police prosecutors and witnesses. Other services delivered by police include assistance to the coroner at coronial investigations, the maintenance of a bail and warrant processing service and coordination of and participation in diversionary conferences for juvenile offenders.

Figure 7.1 depicts the percentage of juveniles cautioned or conferenced.

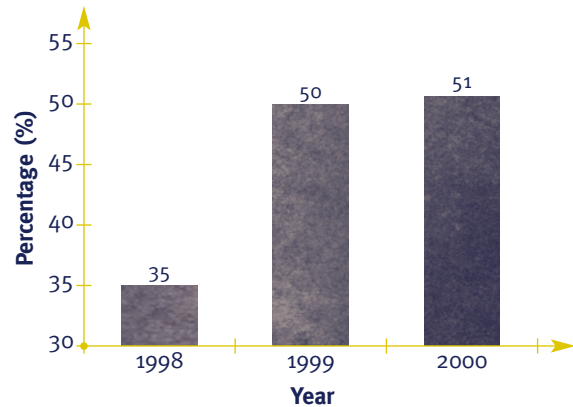


Figure 7.1 Percentage (%) of juveniles cautioned or conferenced.

Although the percentage of juveniles cautioned or conferenced remains similar to last year (50%), there was an increase in actual numbers both in terms of people referred to court as well as cautioned/conferenced. These figures exclude young people cautioned for cannabis or other illicit drug usage.

Constable Timothy David  
Champion, No. 1672.

Constable Donald Arthur  
Bonner, No. 1703.

Troy Graham Morrisby

Shane Peter Young and  
Matthew Craig Drumm

Australian Bravery Decorations

Star of Courage

“For exceptional courage and devotion to duty:-

On the evening of 30 December 1998, Constable Champion pursued and confronted an armed man at Bicheno. Despite suffering life-threatening wounds, he disarmed and apprehended him”.

Commendation for Brave Conduct

“For courage and devotion to duty:-

On the evening of 30 December 1998, Constable Bonner assisted in the apprehension of an armed offender at Bicheno and administered effective first-aid which resulted in the saving of a life”.

The Royal Humane Society of Australasia Inc.  
Bronze Medal

“In going to the rescue of a drowning woman who jumped from the New Norfolk Bridge into the Derwent River at New Norfolk, Tasmania on 27 November 1997”.

Certificate of Merit

“In going to the rescue of a man trying to commit suicide by attempting to jump off the Tasman Bridge, Hobart on 26 May 1997”.





### Commissioner of Police's Certificate of High Commendation

*Constable Timothy D Champion, No. 1672*

"Exceptional courage, devotion to duty and decisive action whilst sustaining life-threatening injuries by disarming a man found to have committed a homicide at Lilla Villa Bicheno, on the 30th of December 1998".

*Constable Donald A Bonner, No. 1703*

"Exceptional courage, devotion to duty and decisive action whilst confronting an armed man, and administering effective first-aid which resulted in the saving of a life at Lilla Villa Bicheno, on the 30th of December 1998".

*Constable Troy R Hodge, No. 1807*

"Exceptional courage beyond the call of duty and decisive action whilst risking his own life in entering a dwelling engulfed in flames, in an endeavour to rescue another person at Chigwell on the 29th of September 1998".

### Commissioner of Police's Certificate of Commendation

*Constable Brett F Adlard, No. 1693*

"Courage, professionalism and dedication to duty, demonstrated whilst taking into custody a violent and dangerous armed offender at Bridgewater on 8th January 1997".

*Constable Matthew S Watton, No. 1904*

"Courage, professionalism and dedication to duty, demonstrated whilst taking into custody a violent and dangerous armed offender at Bridgewater on 8th January 1997".

*Constable Rebecca F McConnell, No. 1985*

"Professionalism and dedication to duty in assisting in the successful rescue of a severely disturbed man attempting suicide by jumping off the Tasman Bridge on 26th May 1997".

*Constable Nicolette Munro, No. 1936*

"Professionalism and dedication to duty in assisting in the successful rescue of a severely disturbed man attempting suicide by jumping off the Tasman Bridge on 26th May 1997".

*Constable David J Gill, No. 1696*

"Dedication and decisive action displayed whilst off duty in saving the life of an injured intoxicated man from hypothermia at the Port Huon wharf on the 21st of September 1997 in very trying circumstances".

### Certificates of Appreciation.

*Constable Wayne Browning, No. 464*

"Professionalism and efficient teamwork in assisting with the rescue of a young man from the water at Pittwater Bay on 9 May 1997".

*Constable Peter Houston, No. 1628*

"Professionalism and efficient teamwork in assisting with the rescue of a young man from the water at Pittwater Bay on 9 May 1997".

*Constable Scott Hartill, No. 2029*

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

*Constable Karen T Westell, No. 2062*

"Initiative and professionalism whilst attending a house-fire fatality at Chigwell on the 29th of September 1998".

### Police Medal Awards

Three members of the department were awarded the Australian Police Medal in the 1999 Australia Day and Queen's Birthday Honours List. These were:-

*Superintendent Ivan Dean*

Superintendent Dean was born in Hobart, Tasmania, on 21 April 1945. He was appointed as a constable with Tasmania Police on 12 February 1968.

Superintendent Dean has served in many locations throughout Tasmania. He has performed a variety of roles, including uniformed duties, prosecuting, criminal investigation, education and training, and administration. He was highly commended in 1985 for "leadership and perseverance which led to the arrest of two men" following an incident at the Elimatta Hotel.

Superintendent Dean has always been keen to add to his skills and has participated in professional development courses at the Australian Institute of Police Management, Sydney, and at Airlie College, Victoria. He has lectured at the Academy and represented Tasmania Police on the National Core Competency Standards Committee. He has served in the past as Acting Superintendent of the Tasmania Police Academy and Western District.



## Police Medal Awards

### *Senior Constable Kenneth Geeves*

Senior Constable Geeves was born in Hobart, Tasmania, on 19 October 1950. He was appointed as a Constable with Tasmania Police on 2 October 1969.

Senior Constable Geeves has served in many areas of Tasmania and has performed numerous roles during his career with Tasmania Police. Letters from outside organisations bear testimony to his exemplary service. He has shown great commitment, initiative and expertise, particularly in the sphere of community policing. His efforts have demonstrated his own high-level abilities and have promoted the work of Tasmania Police amongst the Tasmanian community in a positive manner. He has received recognition for his excellent work performance and commitment in this regard from groups such as Rotary, as well as from schools.

Senior Constable Geeves's initiative, energy, diligence and professionalism make him an exemplary role model for his peers within Tasmania Police. His outstanding work in programmes such as Neighbourhood Watch and Adopt-a-Cop is commendable.

Senior Constable Geeves received the Australian National Medal in 1985.

### *Inspector Hilton John Kruse*

Inspector Kruse was born in Dimboola, Victoria, on 5 June 1945. He was appointed as a Constable with Tasmania Police on 4 June 1965.

Inspector Kruse has served in various positions with Tasmania Police and has been posted to many different areas of the State during his career to date. He has a wealth of experience across a number of diverse policing areas.

He was commended in 1967 for his devotion to duty during the bush fires in Southern Tasmania and the emergency period which followed. In 1983, he was commended for diligence and skilful investigation in relation to a murder. Inspector Kruse has undertaken a wide range of professional development courses both in Tasmania and interstate and proved to be a fine ambassador for Tasmania Police whilst successfully completing an Officers' Course at the Airlie Police College in Victoria in 1983.

Inspector Kruse represented Tasmania Police in various government and non-government committees, as well as being the Tasmanian representative on a national working party which set up a computer crime investigative course.

## Emergency Services Medal

### *Joseph Paul*

Joe Paul was born in Cygnet, Tasmania, on the 8 May 1936. He joined the State Emergency Service in July 1975 as a staff officer. In January 1976 he was promoted to the position of senior staff officer, to deputy director in 1990 and director in 1992. Mr Paul was also the executive officer of the Tasmania State Disaster Committee.

In 1995 Mr Paul received a commendation from Emergency Management Australia for his significant contribution and dedication to the development of emergency management education and training.

During his period as Director of the State Emergency Service, he worked tirelessly to improve the level of community safety through higher levels of emergency preparedness in Tasmania. He developed close relationships between the State Emergency Service and other organisations and in particular Local Government, resulting in greater levels of cooperation.

During the past 10 years he oversaw the development of a professional volunteer rescue service in rural areas of Tasmania resulting in a reduction in deaths and injuries, in particular as a result of road accidents.

During his career with the State Emergency Service he served on and chaired numerous national committees and a number of state level committees. He was invited as a guest speaker to a number of overseas conferences.

Mr Paul had a distinguished career in the Australian Army Reserve from 1962 to 1985 when he retired with the rank of Major.

Mr Paul actively participated in community activities. He was a previous member of the Junior Chamber of Commerce, was a past president a member of a Rotary Club and an elected member of local government since 1988. During his period in local government he was the mayor of the Brighton Council for two years and was a councillor with the Southern Midlands Council.

Mr Paul made a valuable contribution to public safety and community based organisations in Tasmania during his career.

### *Postscript*

Mr Paul passed away while this report was being prepared. Refer to [Vale](#), Page 63





*Maree Ellen Reinmuth  
Aged 41 years*

### Maree Ellen Reinmuth

Maree, who spent all of her working life as a secretary/typist in the Launceston Traffic Office, was returning from a weekend away in Hobart to her home at Norwood with her husband Paul and her eldest son, Daniel (11) when their car was involved in a collision with another vehicle on the Midland Highway near Oatlands. Maree and Daniel died at the scene, whilst Paul was taken to the Royal Hobart Hospital and admitted in a serious condition.

Maree was widely revered and respected by everyone who knew her. Apart from being a highly competent clerical officer, she was a considerate, compassionate, kind, thoughtful, good-natured and an extremely friendly person with a playful and highly-developed sense of humour coupled with an infectious laugh.

In addition, she had the enviable and necessary qualities of discretion and tact.

Maree was a tireless worker who thought nothing of giving up her day off to organise a function on special occasions such as a member's farewell or the annual Christmas luncheon. The afternoon teas and lunches put on by the State Servants of the Launceston Traffic Office could almost be described as legendary, and a substantial part of the reason for their success was the effort that Maree made to ensure that someone's special day was something to be remembered forever.

### Joseph Paul

It was with great sadness that we learned of the death on the morning of 27 July 2000, of Mr Joe Paul, the Director of the State Emergency Service.

Joe joined the State Emergency Service in late 1975 as a Senior Training Officer, his talents were quickly recognised and within a matter of weeks he was promoted to the position of Principal Staff Officer Operations. He was appointed Deputy Director of the State Emergency Service in June 1990 and became Director a short time later.

Joe brought to all his appointments within the Service, but especially as its Director, a total commitment to the safety of the community and the environment. He especially valued the dedicated and professional contribution of the Service's Volunteers.

Joe also served as a commissioned officer in the Army Reserve for seventeen years. As a result of his defence service Joe was awarded the Vietnam Logistic and Support Medal, the Active Service Medal, the National Medal and the Reserve Force Decoration.

Joe was passionate about Local Government, his involvement starting when he was elected as a councillor to the Brighton Council in 1988. He was subsequently elected as Mayor. In 1993 Joe sought and achieved election to the Southern Midlands Council.

Joe was a long-term member of the Rotary Club of Sullivans Cove serving on various committees before being elected President for the 1993/94 Rotary Year. During Joe's presidential year a joint project was launched with the Hobart City Council to try and resolve the problem of street kids and homeless youth in Hobart. This project won a National Anti-Violence Award.

Joe will be remembered for his incisiveness, his ability to ensure that all proposals were thoroughly investigated and his lateral and innovative approach. He was able to stimulate others to think ahead and adopt new concepts and ideas.

Joe Paul made a major contribution to emergency management, not only in Tasmania, but throughout Australia. In 1999, in recognition of his outstanding contribution, Joe was awarded the Emergency Services Medal in the Queen's Birthday Honours list.



*Joseph Paul  
Aged 64 years*



## Offences Recorded and Cleared

The statistics referred to in this section have been derived from offences reported to or becoming known to police during the financial year ending 30 June 2000.

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 27 September 2000 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 27 September 2000 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 there is 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).

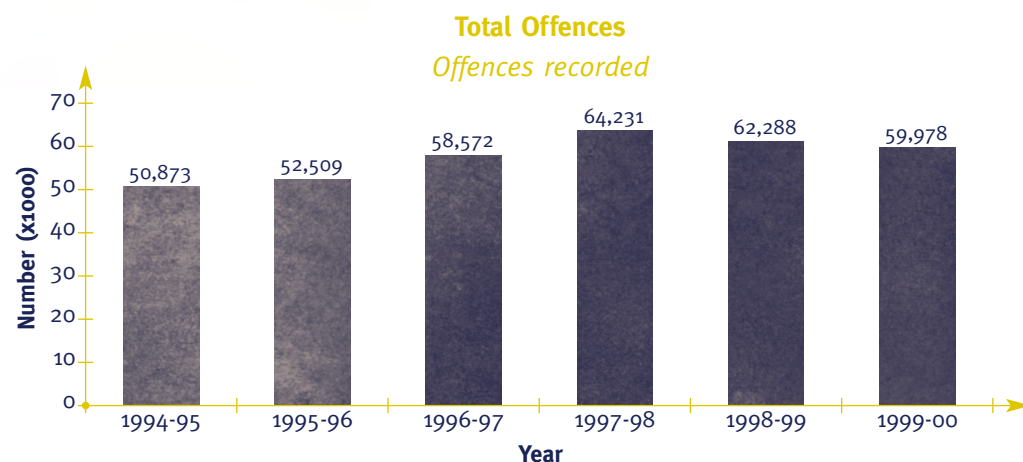
## Summary

### Total Offences

Total offences decreased by 3.7% (2,310 offences) between 1998-99 and 1999-00. This follows a decrease of 3.0% in 1998-99 and an increase of 9.7% in 1997-98. The decrease in 1999-00 is in contrast to the 3.7% average annual growth rate over the previous five years.

Contributing to the decrease in total recorded offences is a decrease of 4.8% for Offences Against Property, in particular, a decrease of 11.9% for burglary of buildings.





The distribution in 1999-00 for total offences is as follows:

- Offences Against Property 89.2%;
- Offences Against the Person 5.4%;
- Fraud and Similar Offences 5.0%; and
- Other Offences 0.4%.

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

|                             | 1998-99* | 1999-00 | % Change |
|-----------------------------|----------|---------|----------|
| Offences Against the Person | 3,017    | 3,242   | 7.5%     |
| Offences Against Property   | 56,227   | 53,515  | -4.8%    |
| Fraud and Similar Offences  | 2,836    | 2,972   | 4.8%     |
| Other Offences              | 208      | 249     | 19.7%    |
| Total                       | 62,288   | 59,978  | -3.7%    |

\* Revised

The overall clearance rate for total offences recorded in 1999-00 was 22%, which is an increase over the previous year (18%).

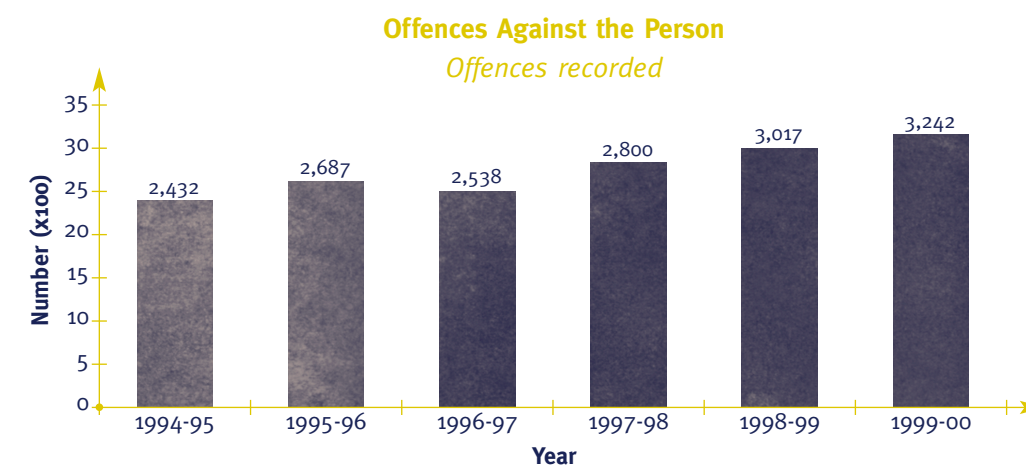
### Offences Recorded and Cleared

| Offence Category   | 1998-99* |         |           | 1999-00  |         |           |
|--------------------|----------|---------|-----------|----------|---------|-----------|
|                    | Recorded | Cleared | % Cleared | Recorded | Cleared | % Cleared |
| Against the Person | 3,017    | 1,763   | 58%       | 3,242    | 2,341   | 72%       |
| Against Property   | 56,227   | 7,171   | 13%       | 53,515   | 8,077   | 15%       |
| Fraud and Similar  | 2,836    | 2,143   | 76%       | 2,972    | 2,418   | 81%       |
| Offences           | 208      | 126     | 61%       | 249      | 115     | 46%       |
| Total              | 62,288   | 11,203  | 18%       | 59,978   | 12,951  | 22%       |

\* Revised

### Offences Against the Person

The number of offences recorded in 1999-00 for Offences Against the Person was 3,242 compared with 3,017 recorded the previous year, an increase of 7.5% (225 offences). This follows an increase of 7.4% for 1998-99 and a increase of 10.3% for 1997-98.



The increase in 1999-00 is higher than the 5.6% average annual growth rate over the previous five years, and is attributed mainly to an increase in assault (10.6%).

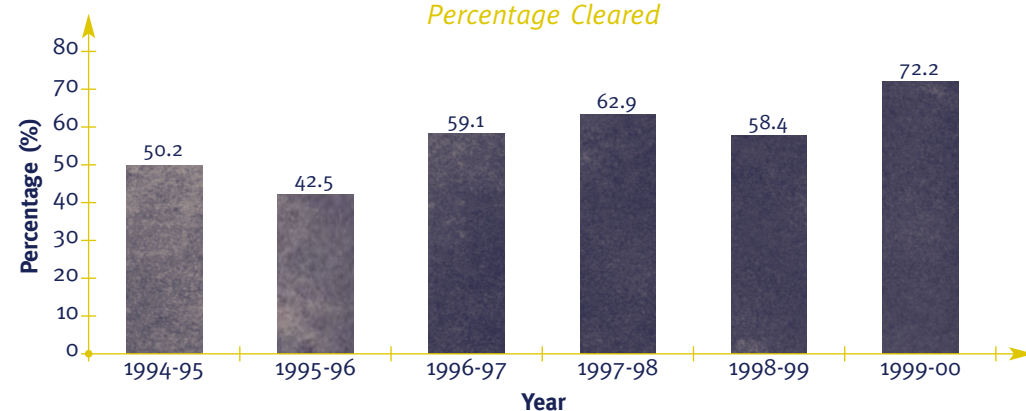


The distribution of offences within the category, Offences Against the Person, is as follows:

### Offences Against the Person

|   |       |        |
|---|-------|--------|
| Assault                                 | 2,511 | 77.5%  |
| Sexual assault                          | 226   | 7.0%   |
| Robbery (armed/unarmed)                 | 172   | 5.3%   |
| Assault/resist/obstruct/threaten police | 216   | 6.7%   |
| Indecent exposure                       | 30    | 0.9%   |
| Make false threats of danger            | 10    | 0.3%   |
| Murder/attempted murder/manslaughter    | 11    | 0.3%   |
| Stalking                                | 7     | 0.2%   |
| Indecency                               | 8     | 0.2%   |
| Abduction                               | 7     | 0.2%   |
| Other                                   | 44    | 1.4%   |
| Total                                   | 3,242 | 100.0% |

Offences Against the Person  
Percentage Cleared

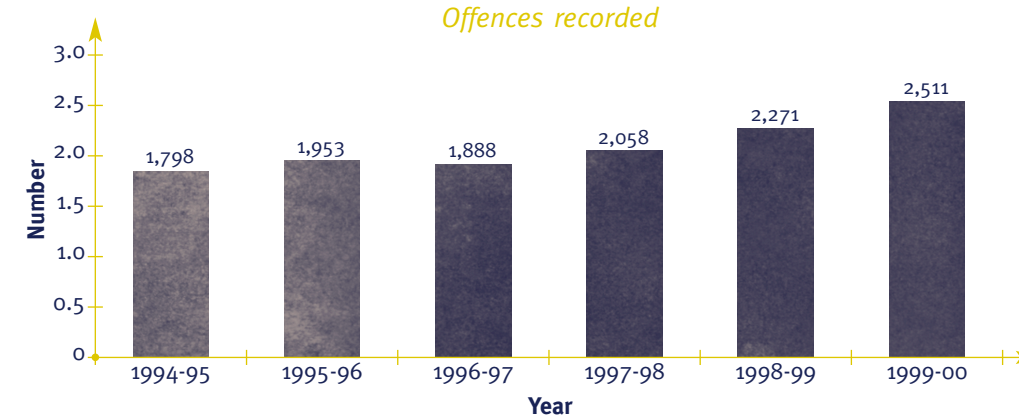


The clearance rate for Offences Against the Person in 1999-00 is 72.2% and is higher than the previous five year average of 54.6%.

### Assault (excluding sexual assault/assault/resist/obstruct/threaten police)

A total of 2,511 offences was recorded in 1999-00 compared with 2,271 the previous year, an increase of 10.6%. This is higher than the average annual growth rate of 6.4% recorded during the previous five financial years.

Assault  
Offences recorded

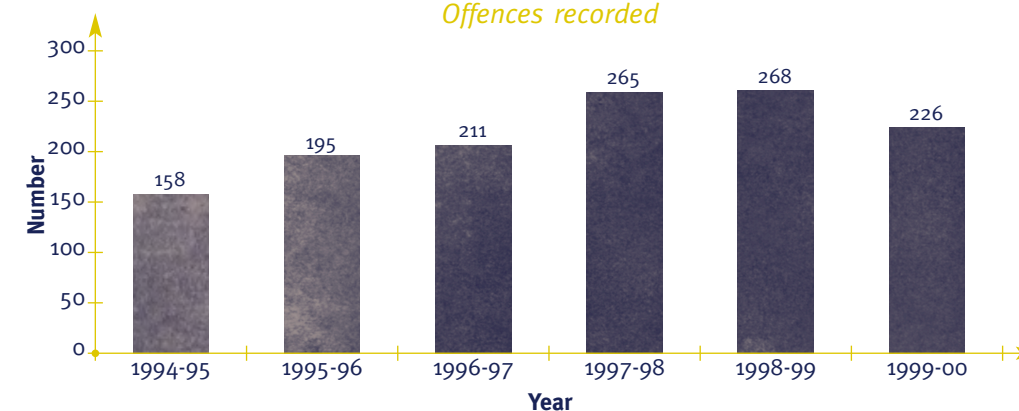


The majority of assaults were committed in the street or on the footpath(s) (35.4%), or in private homes (30.3%). In the majority of assaults no weapon was used; a knife was used in 4.7% of the assaults and other weapons were used in the remaining 12.4%.

### Sexual Assault

The number of sexual assaults recorded has decreased by 15.7% (42 offences) from 268 recorded the previous year to 226 recorded in 1999-00. This follows increases of 25.6% in 1997-98 and 8.2% in 1996/97 and is lower than the annual average rate of increase of 12.1% over the previous five years.

Sexual Assault  
Offences recorded







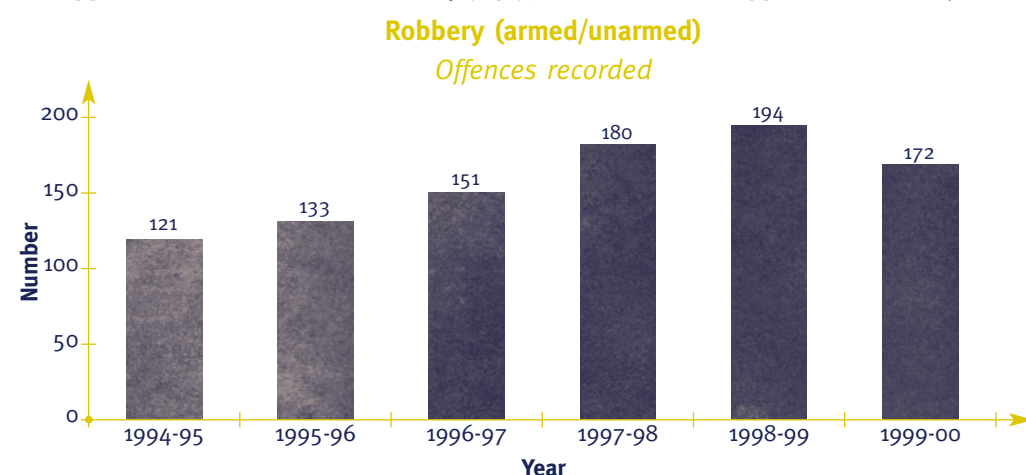
Weapons (no firearms included) were used in eight (3.0%) sexual assaults.

Private dwellings (65.9%) were the most common location for sexual assaults, followed by on the street or footpath (8.8%).

The majority of sexual assaults were perpetrated on females (82.3%), most of whom were aged between 10 and 15 years (36%); 17.2% of the females were aged between 20 and 24 years and 11.3% of the females were aged between 25 and 34.

### Robbery *(armed and unarmed)*

Robbery offences decreased by 22 offences (11.3%) from 194 recorded in 1998-99 to 172 in 1999-00. The average annual increase in robberies over the previous five years was 8.4%. This year's decrease is a welcome reversal of the trend. Robbery offences consist of 78 (45.3%) armed or aggravated armed robberies and 94 (54.7%) unarmed or aggravated robbery offences.



Most unarmed robberies were committed on the street or on the 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 increased by 2.8 percentage points in 1999-00 from 7.7% in 1998-99 to 10.5% in 1999-00.

### Murder

Six murders were recorded during 1999-00 which remained the same as for the previous year. Of the six recorded during 1999-00, four were committed in private dwellings, and two outdoors.

Weapons were used in four out of six murders including knives (three offences) and a mattock handle and shovel (one offence).

### Attempted Murder

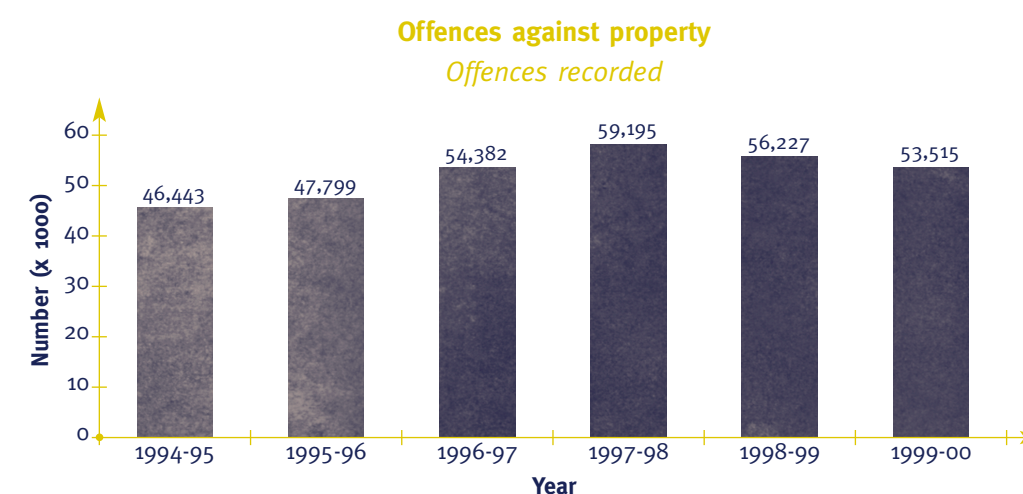
Three attempted murders were recorded in 1999-00 compared with seven in the previous year. Out of the three recorded in 1999-00, one was committed in a private dwelling, one in the street, and one at a retail location.

Three offences involved firearms, and a hammer was used in one offence.

### Offences Against Property

Offences Against Property decreased by 4.8% (2,712 offences) in 1999-00 compared with the previous year. This follows a decrease of 5% in 1998-99 and an increase of 8.9% in 1997-98.

The decrease in 1999-00 continues the reversal of the 3.3% average annual growth rate over the previous five years and is attributed to a decrease in burglary offences.



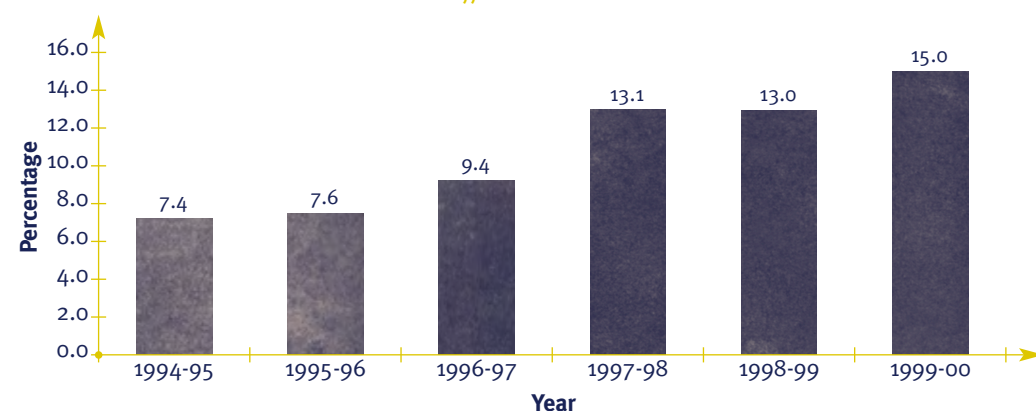
The distribution of offences within this category is as follows with burglary and stealing offences accounting for 82.8% of all property offences:



## Offences Against Property

|   |        |        |
|---|--------|--------|
| Stealing (with burglary)                  | 13,867 | 25.9%  |
| Burglary-buildings                        | 11,688 | 21.8%  |
| Stealing (not connected with burglary)    | 8,150  | 15.2%  |
| Injure/damage property                    | 6,690  | 12.5%  |
| Burglary-motor vehicles/other conveyances | 4,914  | 9.2%   |
| Stealing-motor vehicles                   | 3,066  | 5.7%   |
| Trespass                                  | 2,974  | 5.6%   |
| Shoplifting                               | 1,070  | 2.0%   |
| Receiving/possession of stolen property   | 334    | 0.6%   |
| Unlawfully setting fire to property       | 317    | 0.6%   |
| Arson                                     | 270    | 0.5%   |
| Other                                     | 175    | 0.3%   |
| Total                                     | 53,515 | 100.0% |

Offences against property  
Offences recorded

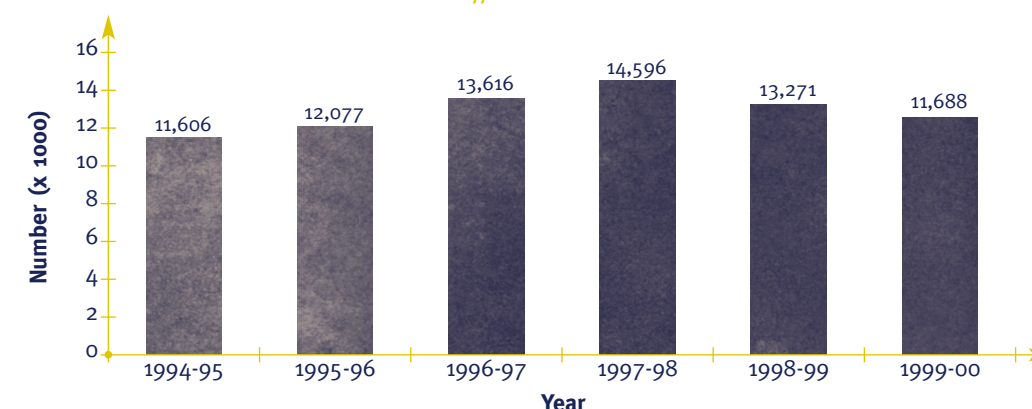


The clearance rate for Offences Against Property in 1999-00 was 15% which is higher than the previous five year average of 10.1% and higher (2 percentage points) than the rate recorded in 1998-99.

## Burglary - Buildings

Burglaries of buildings decreased by 11.9% (1,583 offences) from 13,271 offences recorded in 1998-99 to 11,688 offences recorded in 1999-00. This continues the downward trend from 1997-98. The average annual growth rate for the previous five years was 0.3%.

Burglary - Buildings  
Offences recorded



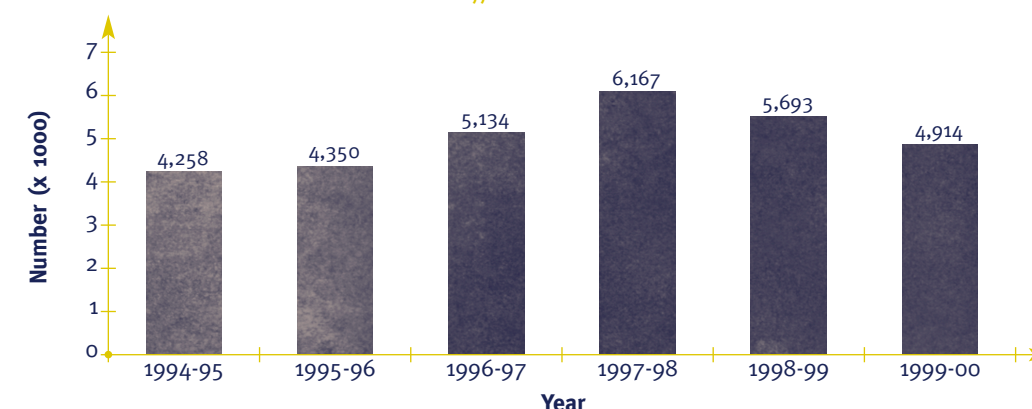
Most burglaries of buildings were committed in private homes (43.5%); 15.3% in outbuildings, and 14.8% at retail premises.

## Burglary - Motor Vehicles / other conveyances

A total of 4,914 offences was recorded in 1999-00 compared with 5,693 the previous year, a decrease of 13.7% (779 offences). This follows a decrease of 7.7% in 1998-99 and an increase of 20.1% in 1997-98 and is a reversal of the average annual growth rate of 7.7% over the previous five years.

The majority of these offences (30.7%) occurred in the driveway of dwellings and in streets (32.0%).

Burglary - Motor Vehicles  
Offences recorded

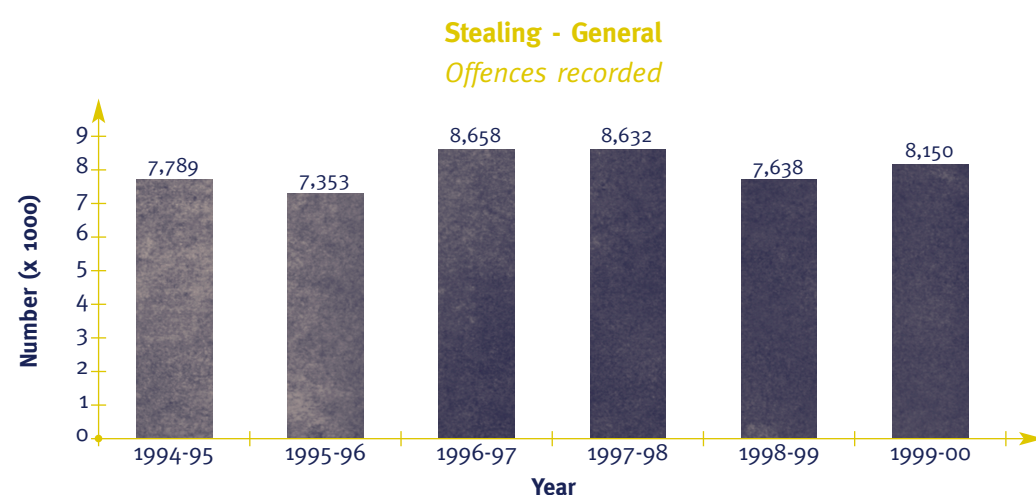






### Stealing - General *(not connected with burglary, excluding shoplifting and motor vehicle stealing)*

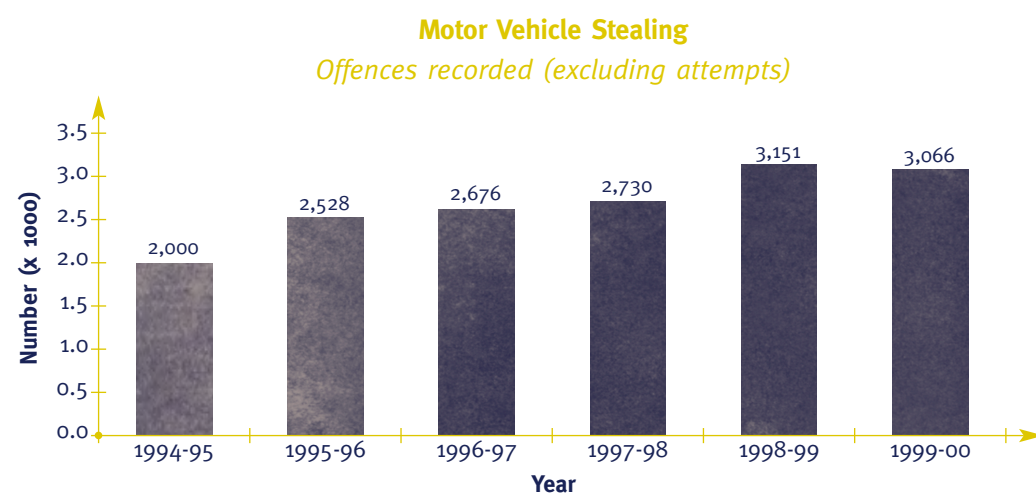
The number of stealing offences recorded in 1999-00 increased by 6.7% (512 offences) compared with the previous year. The average annual growth rate is 1.1% over the previous five years.



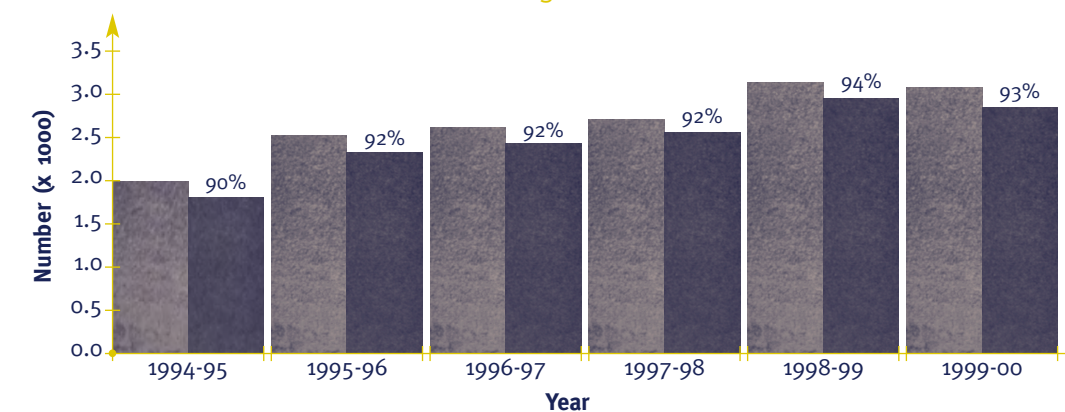
The most common places for general stealing offences were residential locations (39.3%) and retail locations, (19.1%).

### Motor Vehicle Stealing *(excluding attempts)*

The number of motor vehicles stolen during 1999-00 decreased by 2.7% (85 offences) from 3,151 reported stolen in 1998-99 to 3,066 in 1999-00, with an annual growth rate of 14.9% over the previous five years.



### Motor Vehicles **stolen/** recovered *Percentage recovered*

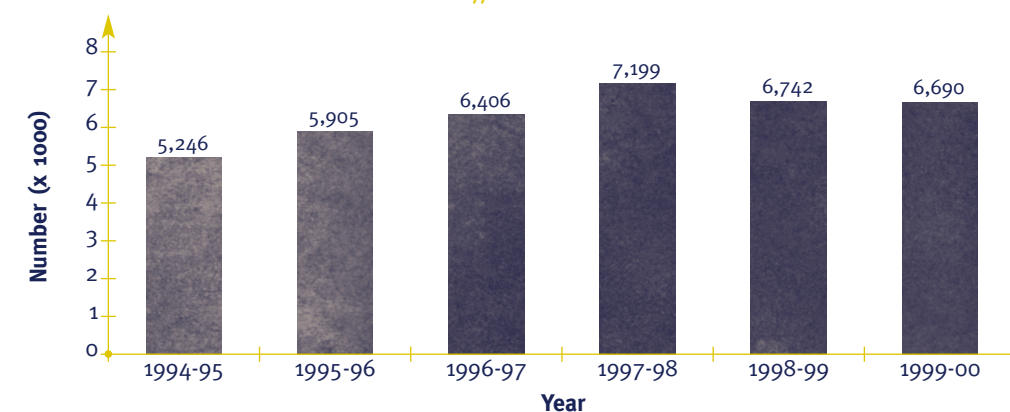


The recovery rate has remained stable at 93% and 94% over the past two years.

### Injure / Damage Property

Injure/damage property offences decreased by 0.8% (52 offences) in 1999-00 compared with the previous year. This is a reversal compared with the average annual growth rate of 7.2% over the previous five years.

### Injure/Damage Property *Offences recorded*

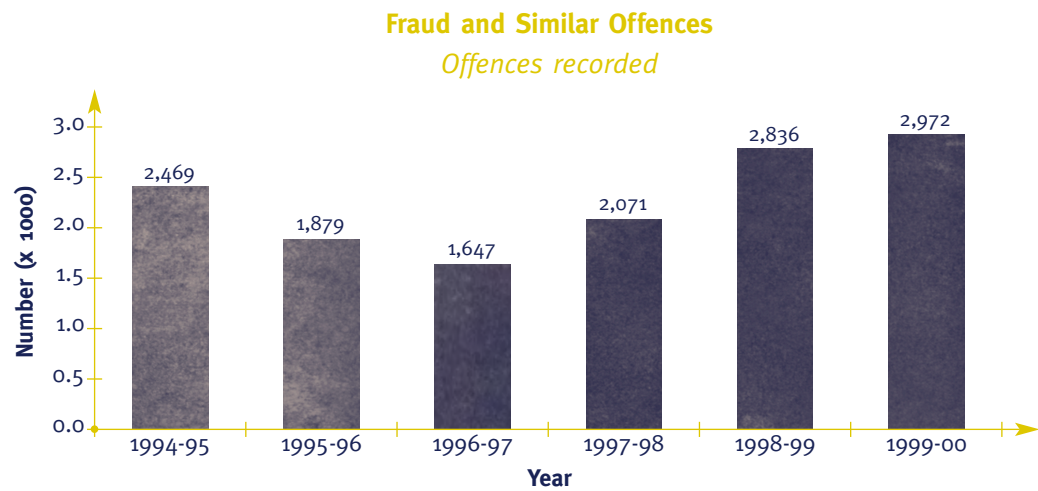


During 1999-00, 40.4% of injure/damage property offences occurred at residential locations followed by 16% at retail locations. 15.4% involved damage to vehicles parked in the street.



Fraud and Similar Offences

A total of 2,972 offences were recorded in 1999-00 compared with 2,836 the previous year, an increase of 4.8%. The recording of fraudulent offences differs from those of 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 1999-00 was 81% compared with 76% the previous year.  
The distribution of offences within this category is as follows:

|   |       |       |
|---|-------|-------|
| False pretences, deception, etc.          | 1,645 | 55.3% |
| Fraud                                     | 199   | 6.7%  |
| Forgery                                   | 559   | 18.8% |
| Imposition, make off without payment etc. | 146   | 4.9%  |
| Uttering                                  | 419   | 14.1% |
| Misappropriation                          | 4     | 0.1%  |
| Total                                     | 2,972 | 100%  |

Other Offences

A total of 249 offences were recorded in 1999-00 compared with 208 recorded the previous year, an increase of 41 offences (19.7%). This result is lower than the average annual growth rate of 34.3% over the previous five years.

The distribution of offences within this category is as follows:

|   |     |        |
|---|-----|--------|
| Conspiracy                                | 1   | 0.4%   |
| Escape                                    | 29  | 11.6%  |
| Other Offences                            | 207 | 83.1%  |
| Perjury                                   | 2   | 0.8%   |
| Personation                               | 2   | 0.8%   |
| Possess Child Abuse & Bestiality Products | 8   | 3.2%   |
| Total                                     | 249 | 100.0% |

The clearance rate of Other Offences in 1999-00 was 46% compared with 60% the previous year.





DEPARTMENT *of* POLICE *and* PUBLIC SAFETY

# Financial Report

July 1999 - June 2000





## 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 2000 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 McCreddie,*

*Secretary, Department of Police and Public Safety*

## 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 2000. 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 2000, and the results of its operations and cash flows for the year then ended.

*A J McHugh*

*AUDITOR-GENERAL*

*10 November 2000*

*HOBART*





|   |     |
|---|-----|
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### Source of Funds

|   | Note | 1999<br>Actual<br>\$'000 | 2000<br>Estimate<br>\$'000 | 2000<br>Actual<br>\$'000 | Variation<br>\$'000 |
|---|------|--------------------------|----------------------------|--------------------------|---------------------|
| <i>Opening Balance</i>                                |      | 664                      | 2,364                      | 2,480                    | 116                 |
| <i>Receipts</i>                                       |      |                          |                            |                          |                     |
| Consolidated Fund:                                    |      |                          |                            |                          |                     |
| Annual Appropriation                                  | (a)  | 97,207                   | 102,482                    | 104,314                  | 1,832               |
| Total Consolidation Fund                              |      | 97,207                   | 102,482                    | 104,314                  | 1,832               |
| <i>Other Receipts</i>                                 |      |                          |                            |                          |                     |
| Proceeds from sale of assets                          | (b)  | 61                       | 665                        | 39                       | (626)               |
| Commonwealth receipts not paid into Consolidated Fund | (c)  | 3,068                    | 485                        | 704                      | 219                 |
| Non-government contributions                          | (d)  | 1,087                    | 870                        | 1,208                    | 338                 |
| Operating revenue not paid into Consolidated Fund     |      | 3,897                    | 3,273                      | 3,226                    | (47)                |
| Total Receipts  |      | 105,320                  | 107,775                    | 109,491                  | 1,716               |
| Total Source of Funds                                 |      | 105,984                  | 110,139                    | 111,971                  | 1,832               |
| <i>Less:</i>  |      |                          |                            |                          |                     |
| Closing balance-approved provisions                   | (e)  | 2,480                    | 0                          | 1,754                    | 1,754               |
| Total balance carried forward                         |      | 2,480                    | 0                          | 1,754                    | 1,754               |
| <i>Total funding outputs</i>                          |      | 103,504                  | 110,139                    | 110,217                  | 78                  |

### Explanation for significant variations between Budgeted and Actual figures for 1999/00.

|  | \$'000 |
|--|--------|
| <i>(a) Annual Appropriation (major items)</i>  |        |
| Sale of assets   | 1,020  |
| Vehicle operating costs  | 450    |
| Gilewicz Inquiry costs   | 350    |
| <i>(b) Proceeds from sale of assets</i>  |        |
| Sales of major assets are reflected in the Appropriation increase (Note (a) above).            |        |
| <i>(c) Commonwealth receipts not paid into Consolidated Fund</i>                               |        |
| Salary reimbursement for Tasmania Police officers seconded to UNAMET                           |        |
| <i>(d) Non-government contributions</i>  |        |
| Increase in external contributions to jointly funded projects.                                 |        |
| <i>(e) Approved provisions</i>   |        |
| The carry forward balance consists of unspent funds, committed for externally funded projects. |        |
| Commonwealth funds   | 756    |
| Non-government contributions   | 145    |
| Suspense funds   | 123    |
| Operating Revenue  | 369    |
| Consolidated Fund  | 361    |
|  | 1,754  |





### Summary of Expenditure

|  | Note | 1999<br>Actual<br>\$'000 | 2000<br>Estimate<br>\$'000 | 2000<br>Actual<br>\$'000 | Variation<br>\$'000 |
|--|------|--------------------------|----------------------------|--------------------------|---------------------|
| <b>1 Police Support to the Community</b>                               |      |                          |                            |                          |                     |
| 1.1 Support to the Community   | (f)  | 56,121                   | 60,552                     | 60,808                   | (256)               |
| Total  |      | 56,121                   | 60,552                     | 60,808                   | (256)               |
| <b>2 Crime Detection and Investigation</b>                             |      |                          |                            |                          |                     |
| 2.1 Investigation of Crime   |      | 20,137                   | 21,221                     | 21,503                   | (282)               |
| Total  |      | 20,137                   | 21,221                     | 21,503                   | (282)               |
| <b>3 Traffic Law Enforcement and Road Safety</b>                       |      |                          |                            |                          |                     |
| 3.1 Accident Reduction and Road Safety                                 |      | 10,812                   | 11,301                     | 11,552                   | (251)               |
| Total  |      | 10,812                   | 11,301                     | 11,552                   | (251)               |
| <b>4 Protection of Primary Industry and Fisheries Resources</b>        |      |                          |                            |                          |                     |
| 4.1 Poppy Security   |      | 734                      | 779                        | 777                      | 2                   |
| 4.2 Fisheries Security—<br>State and Commonwealth                      |      | 4,107                    | 4,170                      | 4,067                    | 103                 |
| Total  |      | 4,841                    | 4,949                      | 4,844                    | 105                 |
| <b>5 Emergency Management</b>  |      |                          |                            |                          |                     |
| 5.1 State Emergency<br>Management Services                             | (g)  | 1,316                    | 1,346                      | 1,467                    | (121)               |
| Total  |      | 1,316                    | 1,346                      | 1,467                    | (121)               |
| <b>6 Support to Judicial Services</b>                                  |      |                          |                            |                          |                     |
| 6.1 Prosecution, Conferencing, Coronial and<br>Bail/Warrant Processing |      | 5,955                    | 6,262                      | 5,995                    | 267                 |
| Total  |      | 5,955                    | 6,262                      | 5,995                    | 267                 |

### 7 Ministerial Support and Information Services

|   |         |         |         |      |
|---|---------|---------|---------|------|
| 7.1 Ministerial Services, External Information<br>and Policy Advice | 2,037   | 2,156   | 1,970   | 186  |
| 7.2 Administration of Remus Consortium (h)                          | 1,510   | 970     | 657     | 313  |
| Total   | 3,547   | 3,126   | 2,627   | 499  |
| <b>Total outputs</b>  | 102,729 | 108,757 | 108,796 | (39) |

### Administrative payments

|  |         |         |         |       |
|--|---------|---------|---------|-------|
| Interstate, National Police<br>Organisations and Contributions | 100     | 100     | 92      | 8     |
| Structural and Performance<br>Initiative Programme (i)         | 100     | 124     | 249     | (125) |
| Sale of confiscated assets held in trust (j)                   | 199     | 136     | 58      | 78    |
| <b>Total administered payments</b>                             | 399     | 360     | 399     | (39)  |
| <b>Capital investment programme</b>                            | 376     | 1,022   | 1,022   | 0     |
| <b>Grand Total</b>   | 103,504 | 110,139 | 110,217 | (78)  |



## Summary of Expenditure

Explanations for significant variations between Budgeted and Actual figures for 1999-2000.

### (f) Policing Support to the Community

Savings were achieved due to extended negotiations concerning Search and Rescue helicopter replacements.

A balance of \$361,000 was carried forward in respect of the Gilewicz Inquiry and the purchase of imported equipment. (See note (e)).

These savings enabled re-prioritisation of departmental activities and supplementing of other outputs.

### (g) State Emergency Management Services

Additional receipts for externally funded operations enabled an expanded programme.

### (h) Administration of Remus Consortium

Planned capital expenditure was deferred pending further contractual negotiations.

### (i) Structural and Performance Initiative Programme

Additional instalments were paid out during 1999-2000.

### (j) Sale of confiscated assets held in trust

The finalisation of outstanding settlements was less than anticipated.

|   | Note | 1999<br>Actual<br>\$'000 | 2000<br>Estimate<br>\$'000 | 2000<br>Actual<br>\$'000 | Variation<br>\$'000 |
|---|------|--------------------------|----------------------------|--------------------------|---------------------|
| <b>Expenditure from the consolidated fund towards the cost of producing outputs</b> |      |                          |                            |                          |                     |
| <i>Expenditure</i>  |      |                          |                            |                          |                     |
| Recurrent   |      | 96,831                   | 101,460                    | 103,292                  | (1,832)             |
| Capital   |      | 376                      | 1,022                      | 1,022                    | 0                   |
| <i>Total expenditure</i>  |      | 97,207                   | 102,482                    | 104,314                  | (1,832)             |
| <b>Revenue received by the Department and paid into the consolidated fund</b>       |      |                          |                            |                          |                     |
| <i>Recurrent receipts</i>   |      |                          |                            |                          |                     |
| Commonwealth Sources  |      |                          |                            |                          |                     |
| Y040 Natural Disasters Organisation   |      | 185                      | 191                        | 191                      | 0                   |
| State Sources   |      |                          |                            |                          |                     |
| Y205 Rent of Police Quarters (a)  |      | 327                      | 515                        | 293                      | (222)               |
| Y341 Fees and charges collected   |      | 395                      | 268                        | 238                      | (30)                |
| <i>Total recurrent receipts</i>   |      | 907                      | 974                        | 722                      | (252)               |
| <i>Total receipts</i>   |      | 907                      | 974                        | 722                      | (252)               |

### (a) Rent of Police Quarters

The department has pursued a strategy of disposing of rental properties in the metropolitan areas and increased numbers of police are now choosing to reside in private accommodation resulting in a reduction in rental receipts.





## Statement of receipts and expenditure for the year ended 30 June 2000. 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.

|   | 2000       | 1999    |
|---|------------|---------|
|   | Actual     | Actual  |
|   | \$'000     | \$'000  |
| <b>Opening Balance</b>                                | 2,480      | 664     |
| <b>Receipts</b>                                       |            |         |
| Consolidated Fund Annual Appropriation                | 104,314    | 97,207  |
| Revenue paid into Consolidated Fund                   | 722        | 907     |
| Proceeds from sale of assets                          | 39         | 61      |
| Commonwealth receipts not paid into Consolidated Fund | 704        | 3,068   |
| Non-government contributions                          | 1,208      | 1,087   |
| Operating revenue not paid into Consolidated Fund     | 3,226      | 3,897   |
| <b>Total receipts</b>                                 | 110,213    | 106,227 |
| <b>Less Expenditure</b>                               |            |         |
| Employee related expenses                             |            |         |
| Salaries and wages                                    | (a) 65,901 | 63,402  |
| Other employee related expenses                       | (b) 16,770 | 17,129  |
| Administration and accommodation expenses             | (c) 10,863 | 9,625   |
| Other   | (d) 15,262 | 12,573  |
| Capital investment programme                          | (e) 1,022  | 376     |
| Administered expenditure                              | 399        | 399     |
| Revenue paid into Consolidated Fund                   | 722        | 907     |
| <b>Total Expenditure</b>                              | 110,939    | 104,411 |
| <b>Closing Balance</b>                                | 1,754      | 2,480   |

### Closing balance consists of

|                              |         |       |
|------------------------------|---------|-------|
| Commonwealth funds           | (f) 756 | 1,883 |
| Non-government contributions | 145     | 185   |
| Suspense funds               | 123     | 124   |
| Operating Retained Revenue   | (g) 369 | 288   |
| Consolidated Fund            | (h) 361 |       |
|                              | 1,754   | 2,480 |

#### (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 employee related expenses

The reduction is due to a drop in Workers' Compensation Premium costs.

#### (c) Administration and accommodation expenses

The increase is due to expanded Capital Works and Programmed Maintenance activities and increased building rental costs.

#### (d) Other expenditure

\$1.5 million of Firearms compensation funding was returned to the Commonwealth Government. Structural Performance Initiative Programme and Early Retirement Programme liabilities totalling \$0.6 million were repaid.

#### (e) Capital investment programme

Expenditure is in line with the 1999-2000 Capital Expenditure Programme.

#### (f) Commonwealth Funds

The reduction is due to the winding up of the Firearms Compensation Scheme.

#### (g) Operating Retained Revenue

This amount represents the Remus Consortium funds.

#### (h) Consolidated Fund

This new facility enabled deferred project expenditure to be carried forward.



**Operating Statement for the year ended 30 June 2000**

**Operating expense and revenues**

|  |        | 2000    | 1999    |
|--|--------|---------|---------|
|  | Note   | \$'000  | \$'000  |
| <i>Operating expenses</i>                                |        |         |         |
| Employee entitlements                                    | 2(e)   | 83,384  | 84,582  |
| Depreciation   | 5,2(d) | 2,344   | 2,494   |
| Materials and services                                   |        | 22,081  | 20,559  |
| Other  | 6      | 341     | 687     |
| <i>Total costs of services</i>                           |        | 108,150 | 108,322 |
| <i>Operating revenues</i>                                |        |         |         |
| Retained revenue   | 7(a)   | 4,155   | 4,044   |
| <i>Net cost of services</i>                              |        | 103,995 | 104,278 |
| <i>Revenues from Government</i>                          |        |         |         |
| Recurrent appropriation                                  |        | 102,951 | 96,631  |
| Capital appropriations                                   |        | 1,022   | 376     |
| <i>Total revenues from Government</i>                    | 3      | 103,973 | 97,007  |
| <i>Net (expense) from disposal of non-current assets</i> | 7(b)   | (173)   | (184)   |
| <i>Change in net assets</i>                              | 12     | (195)   | (7,455) |

**Administered expenses and revenues**

|   |      | 2000   | 1999   |
|---|------|--------|--------|
|   | Note | \$'000 | \$'000 |
| <i>Expenses</i>   | 8    |        |        |
| User charges and fees paid to consolidated fund         |      | 722    | 907    |
| Employee entitlements                                   |      | 339    | 387    |
| Depreciation  |      | 189    | 173    |
| Materials and services                                  | 7(a) | 455    | 1,001  |
| Contributions to National Police Organisations          |      | 91     | 100    |
| Firearms Compensation payments                          | 7(c) | 1,458  | 306    |
| Other   |      | 68     | 428    |
| <i>Total administered expenses</i>                      |      | 3,322  | 2,395  |
| <i>Revenues</i>   |      |        |        |
| User charges and fees for payments to Consolidated Fund |      | 722    | 907    |
| Commonwealth funding for Firearms buy-back scheme       | 7(c) | 0      | 2,311  |
| Recurrent appropriation                                 |      | 341    | 200    |
| Fees and fines (Seizures)                               |      | 57     | 76     |
| Remus Consortium receipts                               | 7(a) | 783    | 1,483  |
| Other   |      | 204    | 140    |
| <i>Total administered revenues</i>                      |      | 2,107  | 5,117  |





**Statement of Administered Assets as at 30 June 2000**

**Statement of Financial Position  
as at 30 June 2000**

|                                      | Note   | 2000<br>\$'000 | 1999<br>\$'000 |
|--------------------------------------|--------|----------------|----------------|
| <b>Current assets</b>                |        |                |                |
| Cash on hand and deposit account     | 13     | 718            | 221            |
| Receivables                          | 9      | 8              | 34             |
| Other                                | 10     | 1,508          | 613            |
| <i>Total current assets</i>          |        | 2,234          | 868            |
| <b>Non-current assets</b>            | 2(c)11 |                |                |
| Land and buildings                   |        | 53,529         | 54,905         |
| Plant and equipment                  |        | 3,627          | 4,038          |
| Infrastructure                       |        | 193            | 225            |
| Heritage                             |        | 364            | 364            |
| <i>Total Non-current assets</i>      |        | 57,713         | 59,532         |
| <i>Total Assets</i>                  |        | 59,947         | 60,400         |
| <b>Current liabilities</b>           |        |                |                |
| Payables                             |        | 1,918          | 2,697          |
| Employee entitlements                | 19     | 25,422         | 23,974         |
| <i>Total current liabilities</i>     |        | 27,340         | 26,671         |
| <b>Non-current liabilities</b>       |        |                |                |
| Payables                             |        | 0              | 46             |
| Employee entitlements                | 19     | 3,337          | 3,405          |
| <i>Total non-current liabilities</i> |        | 3,337          | 3,451          |
| <i>Total liabilities</i>             |        | 30,677         | 30,122         |
| <b>Equity</b>                        | 12     |                |                |
| Accumulated surplus                  |        | 29,270         | 30,278         |
| <i>Total liabilities and equity</i>  |        | 59,947         | 60,400         |

|   | Note | 2000<br>\$'000 | 1999<br>\$'000 |
|---|------|----------------|----------------|
| <b>Administered current assets</b>                | 8    |                |                |
| Deposit accounts                                  |      | 1,163          | 2,545          |
| <i>Total administered current assets</i>          |      | 1,163          | 2,545          |
| <b>Administered non-current assets</b>            |      |                |                |
| Plant, equipment and vehicles                     |      | 187            | 345            |
| <i>Total administered non-current assets</i>      |      | 187            | 345            |
| <i>Total administered assets</i>                  |      | 1,350          | 2,890          |
| <b>Administered current liabilities</b>           |      |                |                |
| Payables  |      | 4              | 8              |
| Employee entitlements                             |      | 33             | 47             |
| Structural Performance Initiative Programme       |      | 125            | 240            |
| Prepaid contributions (Remus)                     |      | 21             | 66             |
| <i>Total administered current liabilities</i>     |      | 183            | 361            |
| <b>Administered non-current liabilities</b>       |      |                |                |
| Employee entitlements                             |      | 47             | 24             |
| Structural Performance Initiative Programme       |      | 0              | 110            |
| <i>Total administered non-current liabilities</i> |      | 47             | 134            |
| <i>Total administered liabilities</i>             |      | 230            | 495            |



# Statement of Cash Flows for the year ended 30 June 2000

|  | 2000         | 1999       |
|--|--------------|------------|
| Note   | \$'000       | \$'000     |
| Inflows                                      |              | Inflows    |
| (Outflows)                                   |              | (Outflows) |
| <b>Cash flows from operating activities</b>  |              |            |
| Payments                                     |              |            |
| Employee Entitlements                        | (82,004)     | (79,729)   |
| Materials and services                       | (23,804)     | (20,151)   |
| Other  | (341)        | (687)      |
| Receipts                                     |              |            |
| Retained revenue                             | 7(b) 4,181   | 4,014      |
| <i>Net cash used in operating activities</i> | 14 (101,968) | (96,553)   |
| <b>Cash flows from investing activities</b>  |              |            |
| Receipts from sale of non-current assets     | 75           | 60         |
| Payments for purchase of non-current assets  | 15 (1,583)   | (450)      |
| <i>Net cash used in investing activities</i> | (1,508)      | (390)      |

|   | 2000         | 1999   |
|---|--------------|--------|
| Note  | \$'000       | \$'000 |
| <b>Cash flows from Government</b>             |              |        |
| Receipts from appropriation                   |              |        |
| Recurrent                                     | 3(b) 102,951 | 96,631 |
| Capital                                       | 1,022        | 376    |
| <i>Net cash provided by government</i>        | 103,973      | 97,007 |
| <b>Summary</b>                                |              |        |
| Cash at the beginning of the reporting period | 221          | 157    |
| Net Increase (Decrease) in cash held          | 497          | 64     |
| <i>Cash at the end of the year</i>            | 718          | 221    |





**Department's expenses and revenues for the year ended 30 June 2000 \***

| Output group             | 1       |         | 2      |         | 3      |         | 4     |       | 5       |       | 6     |       | 7     |       | General |      |         |      | Total   |
|--------------------------|---------|---------|--------|---------|--------|---------|-------|-------|---------|-------|-------|-------|-------|-------|---------|------|---------|------|---------|
| 2000                     | 2000    | 1999    | 2000   | 1999    | 2000   | 1999    | 2000  | 1999  | 2000    | 1999  | 2000  | 1999  | 2000  | 1999  | 2000    | 1999 | 2000    | 1999 |         |
| <b>Expenses</b>          |         |         |        |         |        |         |       |       |         |       |       |       |       |       |         |      |         |      |         |
| Employee entitlements    | 44,134  | 44,198  | 18,254 | 17,671  | 9,625  | 9,893   | 3,132 | 3,550 | 1,254   | 831   | 5,268 | 6,319 | 1,690 | 2,120 |         |      | 83,384  |      | 84,582  |
| Depreciation             | 1,053   | 1,064   | 479    | 480     | 387    | 522     | 263   | 270   | 38      | 36    | 97    | 96    | 27    | 26    |         |      | 2,344   |      | 2,494   |
| Material and services    | 13,036  | 12,616  | 3,613  | 3,335   | 1,995  | 1,567   | 1,438 | 1,367 | 337     | 361   | 924   | 737   | 323   | 257   | 415     | 319  | 22,081  |      | 20,559  |
| Loss on disposal assets  | 186     | 197     | 5      | (10)    | (20)   | (1)     | (4)   | (1)   |         |       | 5     |       | 1     | (1)   |         |      | 173     |      | 184     |
| Other                    | 183     | 369     | 71     | 109     | 36     | 55      | 14    | 98    |         | 2     | 27    | 39    | 10    | 15    |         |      | 341     |      | 687     |
| Total                    | 58,592  | 58,444  | 22,422 | 21,585  | 12,050 | 12,036  | 4,843 | 5,284 | 1,629   | 1,230 | 6,321 | 7,191 | 2,051 | 2,417 | 415     | 319  | 108,323 |      | 108,506 |
| <b>Revenues</b>          |         |         |        |         |        |         |       |       |         |       |       |       |       |       |         |      |         |      |         |
| Government apporpriation | 55,886  | 53,747  | 21,782 | 19,962  | 10,938 | 9,800   | 4,169 | 3,897 |         | 1,045 | 8,245 | 6,124 | 2,953 | 2,056 |         | 376  | 103,973 |      | 97,007  |
| Other                    | 1,383   | 1,567   | 478    | 394     | 1,183  | 892     | 686   | 729   | 176     | 228   | 190   | 179   | 59    | 55    |         |      | 4,155   |      | 4,044   |
| Total                    | 57,269  | 55,314  | 22,260 | 20,356  | 12,121 | 10,692  | 4,855 | 4,626 | 176     | 1,273 | 8,435 | 6,303 | 3,012 | 2,111 |         | 376  | 108,128 |      | 101,051 |
| Net                      | (1,323) | (3,130) | (162)  | (1,229) | 71     | (1,344) | 12    | (658) | (1,453) | 43    | 2,114 | (888) | 961   | (306) | (415)   | 57   | (195)   |      | (7,455) |

**Administered expenses and revenues for the year ended 30 June 2000 \***

|  |              |              |           |           |           |           |           |            |            |            |           |           |            |              |            |            |  |  |              |              |
|--|--------------|--------------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|-----------|-----------|------------|--------------|------------|------------|--|--|--------------|--------------|
| <b>Expenses</b>                                |              |              |           |           |           |           |           |            |            |            |           |           |            |              |            |            |  |  |              |              |
| Recurrent receipts payments                    | 239          | 283          | 77        | 85        | 75        | 73        | 19        | 154        | 191        | 185        | 28        | 32        | 93         | 95           |            |            |  |  | 722          | 907          |
| Employee entitlements                          |              |              |           |           |           |           |           |            | 15         | 15         |           |           | 324        | 372          |            |            |  |  | 339          | 387          |
| Depreciation                                   |              |              |           |           |           |           |           |            |            |            |           |           | 189        | 173          |            |            |  |  | 189          | 173          |
| Materials and services                         |              |              |           |           |           |           |           |            | 149        | 19         |           |           | 306        | 982          |            |            |  |  | 455          | 1,001        |
| Contributions to national Police organisations |              |              |           |           |           |           |           |            |            |            |           |           |            |              | 91         | 100        |  |  | 91           | 100          |
| Firearms buy-back                              | 1,458        | 306          |           |           |           |           |           |            |            |            |           |           |            |              |            |            |  |  | 1,458        | 306          |
| Other  |              |              |           |           |           |           |           |            |            | 78         |           |           |            |              | 68         | 350        |  |  | 68           | 428          |
| <b>Total</b>                                   | <b>1,697</b> | <b>589</b>   |           |           |           |           |           |            | <b>355</b> | <b>297</b> |           |           | <b>912</b> | <b>1,622</b> | <b>159</b> | <b>450</b> |  |  | <b>3,322</b> | <b>3,302</b> |
| <b>Revenues</b>                                |              |              |           |           |           |           |           |            |            |            |           |           |            |              |            |            |  |  |              |              |
| Recurrent receipts                             | 239          | 283          | 77        | 85        | 75        | 73        | 19        | 154        | 191        | 185        | 28        | 32        | 93         | 95           |            |            |  |  | 722          | 907          |
| Recurrent appropriation                        |              |              |           |           |           |           |           |            |            |            |           |           |            |              | 341        | 200        |  |  | 341          | 200          |
| Firearms buy-back                              |              | 2,311        |           |           |           |           |           |            |            |            |           |           |            |              |            |            |  |  |              | 2,311        |
| Fee and fines (seizures)                       |              |              |           |           |           |           |           |            |            |            |           |           |            |              | 57         | 76         |  |  | 57           | 76           |
| Remus consortium                               |              |              |           |           |           |           |           |            |            |            |           |           | 783        | 1,483        |            |            |  |  | 783          | 1,483        |
| Other  |              |              |           |           |           |           |           |            | 160        | 140        |           |           |            |              | 44         |            |  |  | 204          | 140          |
| <b>Total</b>                                   | <b>239</b>   | <b>2,594</b> | <b>77</b> | <b>85</b> | <b>75</b> | <b>73</b> | <b>19</b> | <b>154</b> | <b>351</b> | <b>325</b> | <b>28</b> | <b>32</b> | <b>876</b> | <b>1,578</b> | <b>442</b> | <b>276</b> |  |  | <b>2,107</b> | <b>5,117</b> |

\* General - not attributed to the established output groups detailed in the notes



## 1. Outcomes and Funding

### (a) 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.

### (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 programme 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 2000.

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 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, certain communication infrastructure has not been included. However, any new communication infrastructure purchases are included at cost.

### (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.





## Notes to and forming part of the financial statements

### (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 appropriation 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 Leases

The department has entered into a number of operating lease agreements for buildings and office equipment where the lessors effectively retain all 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

|                    | 2000          |         |             |               |        | 1999        |
|--------------------|---------------|---------|-------------|---------------|--------|-------------|
|                    | Appropriation |         | Expenditure | Appropriation |        | Expenditure |
|                    | \$'000        | \$'000  | \$'000      | \$'000        | \$'000 | \$'000      |
|                    | Original      | Total   |             | Original      | total  |             |
| Recurrent Services | 101,460       | 103,292 | 103,292     | 95,916        | 96,831 | 96,831      |
| Works and services | 1,022         | 1,022   | 1,022       | 376           | 376    | 376         |
| Total              | 102,482       | 104,314 | 104,314     | 96,292        | 97,207 | 97,207      |



*(b) Reconciliation of appropriations to government revenues*

|   | 2000    | 1999   |
|---|---------|--------|
|   | \$'000  | \$'000 |
| Total Appropriations  | 104,314 | 97,207 |
| Appropriations not recognised in the Operating Statement      |         |        |
| Contributions to National Police Organisations                | (92)    | (100)  |
| Repayment of Structural Performance Initiative programme loan | (249)   | (100)  |
| Net Cash from Government                                      | 103,973 | 97,007 |
| Total Government Revenues                                     | 103,973 | 97,007 |

*(c) Material variances*

For explanations of significant variations, refer to page 4.

## 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 1999-2000 financial year.

*(b) Output summary*

*(i) Output 1: Police Support to the Community*

Objective:

To improve personal safety in the community.

*(ii) Output 2: Crime Detection and Investigation*

Objective:

To detect and investigate crimes against the person and property.

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

Objective:

To provide policing services aimed at safe and responsible road usage.

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

Objective:

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

*(v) Output 5: Emergency Management*

Objective:

To minimise the risk of emergencies and initiate community safety.

*(vi) Output 6: Support to Judicial Services*

Objective:

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

*(vii) Output 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 and the community.





## 5. Depreciation Expense

Depreciation was charged in respect of:

|   | 2000   | 1999   |
|---|--------|--------|
|   | \$'000 | \$'000 |
| Buildings                               | 1,372  | 1,391  |
| Vehicles                                | 81     | 156    |
| Vessels                                 | 226    | 226    |
| Equipment                               | 536    | 596    |
| Infrastructure (Information Technology) | 129    | 125    |
|   | 2,344  | 2,494  |

## 6. Other Expenses

Other expenses for the year include:

|                            | 2000   | 1999   |
|----------------------------|--------|--------|
|                            | \$'000 | \$'000 |
| Operations                 | 174    | 478    |
| Fringe Benefits Tax charge | 158    | 179    |
| Other                      | 9      | 30     |
|                            | 341    | 687    |

## 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.

|  | 2000   | 1999   |
|--|--------|--------|
|  | \$'000 | \$'000 |
| Proceeds from disposal of plant        | 55     | 60     |
| Less: written-down value of plant      | 18     | 50     |
| <b>Net Revenues</b>                    | 37     | 10     |
| Proceeds from disposal of properties   | 830    | 2,248  |
| Less: written-down value of properties | 1,040  | 2,442  |
| <b>Net loss</b>                        | (210)  | (194)  |
| <b>Net loss on disposal</b>            | (173)  | (184)  |

### (c) Firearms Buy-back Scheme

\$1.3 million was returned to the Commonwealth Government and \$0.158 million compensation paid to Firearms 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:

In 1998-99, receipts and related materials and services expenditure was higher due to additional major agencies joining the Consortium.



|                       | 2000 | 1999   |
|-----------------------|------|--------|
|                       |      | \$'000 |
| <b>Assets</b>         |      |        |
| Deposit account       | 369  | 288    |
| Plant and equipment   | 187  | 345    |
|                       | 556  | 633    |
| <b>Liabilities</b>    |      |        |
| Payables              | 4    | 8      |
| Employee entitlements | 80   | 71     |
| Prepaid contributions | 21   | 66     |
|                       | 105  | 145    |

*(b) Administered Deposit Accounts  
(not detailed in Statement of Administered Assets and Liabilities)*

|   | 2000 | 1999   |
|---|------|--------|
|   |      | \$'000 |
| Commonwealth advances firearms buy-back | 617  | 2,075  |
| MAIB SES funds                          | 54   | 58     |
| Cash held as a result of seizures       | 123  | 124    |
|   | 794  | 2,257  |

Miscellaneous property held in trust is not valued or reported.

*(c) Structural and Performance Initiative programme (SPIP)*

The liability under this programme will be fully discharged during the next financial year.

## 9. Receivables

|                                    | 2000   | 1999   |
|------------------------------------|--------|--------|
|                                    | \$'000 | \$'000 |
| User charges, fines and fees       | 8      | 64     |
| Less: Provision for doubtful debts | 0      | 30     |
|                                    | 8      | 34     |

Improved debt collection practices have resulted in a reduction in outstanding debtors and no debts being considered doubtful.

## 10. Other Current Assets

|                                      | 2000   | 1999   |
|--------------------------------------|--------|--------|
|                                      | \$'000 | \$'000 |
| Prepayment of building leases        | 1,023  | 137    |
| Hobart central store stock           | 383    | 476    |
| Goods and Services Input Tax Credits | 102    | 0      |
|                                      | 1,508  | 613    |

Hobart central store stock

Stock is valued at the lower of cost or net realisable value. The value of stock on hand continues to decrease as holdings are rationalised. A complete annual cost take was undertaken. No material write-downs were made.





## 11. Non-Current Assets

### Land and buildings

|   | 2000<br>\$'000 | 1999<br>\$'000 |
|---|----------------|----------------|
| <b>Buildings:</b>   |                |                |
| at independent valuation of current cost at 1 July 1997                       | 53,060         | 53,542         |
| Less: accumulated depreciation at purchase cost                               | 10,069         | 8,734          |
| Less: accumulated depreciation at current market selling price at 28 May 1999 | 1,425          | 220            |
| Less: accumulated depreciation at current market selling price at 28 May 1999 | 5              | 3              |
| Less: accumulated depreciation at current market selling price at 28 May 1999 | 771            | 958            |
| Less: accumulated depreciation at current market selling price at 28 May 1999 | 34             | 28             |
| Strahan Station under construction  | 0              | 166            |
|   | 45,148         | 46,121         |
| <b>Land at independent valuation:</b>   |                |                |
| of current cost at 1 July 1997  | 7,818          | 8,084          |
| at current market selling price at 28 May 1999                                | 544            | 681            |
| at purchase cost  | 19             | 19             |
|   | 8,381          | 8,784          |
| <b>Total land and buildings</b>   | <b>53,529</b>  | <b>54,905</b>  |
| <b>Plant and equipment</b>  |                |                |
| <b>Vehicles:</b>  |                |                |
| at management valuation at 1 July 1997  | 572            | 631            |
| Less: accumulated depreciation  | 493            | 467            |
|   | 79             | 164            |
| <b>Vessels:</b>   |                |                |
| at independent valuation at 1 July 1997                                       | 5,179          | 4,969          |
| Less: accumulated depreciation  | 2,695          | 2,514          |
|   | 2,484          | 2,455          |
| <b>Plant:</b>   |                |                |
| at management valuation at 1 July 1997  | 2,452          | 2,467          |
| Less: accumulated depreciation  | 1,885          | 1,481          |
| at purchase cost  | 696            | 515            |
| Less: accumulated depreciation  | 199            | 82             |
|   | 1,064          | 1,419          |
| <b>Total plant and equipment</b>  | <b>3,627</b>   | <b>4,038</b>   |
| <b>Infrastructure</b>   |                |                |
| Information technology infrastructure:  |                |                |
| at management valuation of current cost at 1 July 1997                        | 830            | 830            |
| Less: accumulated depreciation  | 733            | 605            |
| at purchase cost  | 96             | 0              |
|   | 193            | 225            |
| <b>Heritage</b>   |                |                |
| Heritage assets at valuation at 1 July 1997                                   | 284            | 284            |
| Heritage assets at cost   | 80             | 80             |
|   | 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 of behalf of the community.

|   | 2000<br>\$'000 | 1999<br>\$'000 |
|---|----------------|----------------|
| <b>Accumulated Surplus</b>  |                |                |
| Balances as at the beginning of the period                          | 30,278         | 39,975         |
| Change during period  | (195)          | (7,455)        |
| Assets sales proceeds paid into the Crown Lands Administration Fund | (813)          | (2,242)        |
| <b>Balance as at the end of the period</b>                          | <b>29,270</b>  | <b>30,278</b>  |

No asset revaluations were undertaken during 1999-2000.

## 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:

|   | 2000<br>\$'000 | 1999<br>\$'000 |
|---|----------------|----------------|
| <b>Cash</b>   | <b>10</b>      | <b>11</b>      |
| Departmental Operating Account (T519) (excluding administered components) | 708            | 210            |
|   | 718            | 221            |



#### 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.

|   | 2000    | 1999    |
|---|---------|---------|
|   | \$'000  | \$'000  |
| Net cash used in operating activities       | 101,968 | 96,553  |
| Depreciation                                | 2,344   | 2,494   |
| Increase in employee entitlements           | 1,380   | 4,853   |
| Increase (decrease) in payables             | (828)   | 304     |
| Decrease (decrease) in other current assets | (895)   | 104     |
| Decrease in receivables                     | 26      | (30)    |
| Net cost of services                        | 103,995 | 104,278 |

#### 15. Purchase of Non-Current Assets

|   |       |     |
|---|-------|-----|
| Payments for acquisition of buildings           | 1,038 | 166 |
| Payments for acquisition of plant and equipment | 450   | 284 |
| Payments for acquisition of infrastructure      | 95    |     |
|   | 1,583 | 450 |

#### 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:

|                                      | 2000   | 1999   |
|--------------------------------------|--------|--------|
|                                      | \$'000 | \$'000 |
| Strahan Station                      |        | 235    |
|                                      | 0      | 235    |
| Expenditure due for payment: 2000/01 |        | 235    |
|                                      | 0      | 235    |

#### 18. Operating Lease Commitments

At the reporting date, the department had the following obligations under non-cancellable operating obligations, which are not recognised as liabilities.

##### Computer Leases

Personal computers are sourced via fixed term, fixed rate leases.

##### Building Leases

Many buildings are leased. The two main leases are the Liverpool Street offices and the Bathurst Street Support Services building. Both leases contain extension clauses for regular reviews.

##### Helicopter Lease

A helicopter service is provided for the provision of aero-medical, search and rescue, and surveillance.





*Motor Vehicle Leases*

Vehicles are sourced via short term Tasmanian Government lease arrangements.

|  | 2000   | 1999   |
|--|--------|--------|
|  | \$'000 | \$'000 |
| Not later than 1 year                        | 6,994  | 4,091  |
| Later than 1 year and not later than 2 years | 5,322  | 3,690  |
| Later than 2 years and not late than 5 years | 14,409 | 10,583 |
| Later than 5 years                           | 24,499 | 31,345 |
|  | 51,224 | 49,709 |

**19. Employee Entitlements**

|                    | 2000   | 1999   |
|--------------------|--------|--------|
|                    | \$'000 | \$'000 |
| Current            |        |        |
| Annual Leave       | 11,535 | 11,061 |
| Long Service Leave | 10,998 | 10,675 |
| Accrued Salaries   | 2,889  | 2,238  |
|                    | 25,422 | 23,974 |
| Non Current        |        |        |
| Long Service Leave | 3,337  | 3,405  |

**20. Contingent Obligations**

No significant contingent obligations exist at the time of reporting.

|                                | 1998-1999 | 1999-2000 | 1998-1999     | 1999-2000 |
|--------------------------------|-----------|-----------|---------------|-----------|
|                                | Police    |           | State Service |           |
| Full-Time Equivalent Employees | 1067      | 1073      | 342           | 348       |
| Number of Persons Employed     | 1075      | 1086      | 371           | 374       |

**Classification of employees**

|                        | Police |      | State Service |  |
|------------------------|--------|------|---------------|--|
| Deputy Commissioner    | 1      | 1    |               |  |
| Assistant Commissioner | 2      | 2    |               |  |
| Superintendent         | 8      | 8    |               |  |
| Inspector              | 48     | 52   |               |  |
| Sergeant               | 186    | 188  |               |  |
| Constable              | 810    | 795  |               |  |
| Cadet                  | 20     | 40   |               |  |
| Total                  | 1075   | 1086 |               |  |

|                             | State Service |     | SES |    |
|-----------------------------|---------------|-----|-----|----|
| Head of Agency              | 1             | 1   | 0   | 0  |
| Senior Executive Service    | 2             | 2   | 0   | 0  |
| Administrative and Clerical | 246           | 255 | 18  | 16 |
| General Officers            | 11            | 14  | 0   | 0  |
| Technical/Scientific        | 12            | 12  | 0   | 0  |
| Cleaner                     | 17            | 16  | 0   | 0  |
| Librarian                   | 1             | 1   | 0   | 0  |



|                          | 1998-1999  | 1999-2000  | 1998-1999 | 1999-2000 |
|--------------------------|------------|------------|-----------|-----------|
| Cook/Chef                | 3          | 3          | 0         | 0         |
| Housemaid                | 3          | 4          | 0         | 0         |
| Mechanic                 | 12         | 10         | 0         | 0         |
| Radio Technician         | 2          | 1          | 0         | 0         |
| Solicitor                | 1          | 1          | 0         | 0         |
| Psychologist             | 1          | 1          | 0         | 0         |
| Utility Officer          | 12         | 12         | 1         | 0         |
| Jobs Skills Trainee      | 3          | 0          | 0         | 0         |
| Engineer                 | 0          | 0          | 0         | 0         |
| Communications Operators | 26         | 25         | 0         | 0         |
| <b>Total</b>             | <b>353</b> | <b>358</b> | <b>18</b> | <b>16</b> |

### Age profile

|              | Police      |             | State Service |            |
|--------------|-------------|-------------|---------------|------------|
| 15-19        | 4           | 5           | 4             | 4          |
| 20-24        | 99          | 88          | 16            | 9          |
| 25-29        | 244         | 227         | 35            | 42         |
| 30-34        | 214         | 231         | 41            | 34         |
| 35-39        | 169         | 192         | 46            | 45         |
| 40-44        | 124         | 116         | 70            | 62         |
| 45-49        | 96          | 100         | 64            | 70         |
| 50-54        | 92          | 91          | 58            | 66         |
| 55-59        | 27          | 30          | 30            | 33         |
| 60-64        | 6           | 6           | 7             | 9          |
| <b>Total</b> | <b>1075</b> | <b>1086</b> | <b>371</b>    | <b>374</b> |

### Employment authority

|              | 1998-1999   | 1999-2000   | 1998-1999     | 1999-2000  |
|--------------|-------------|-------------|---------------|------------|
|              | Police      |             | State Service |            |
| Permanent    | 1072        | 1083        | 294           | 312        |
| Temporary    | 0           | 0           | 70            | 59         |
| Contract     | 3           | 3           | 7             | 3          |
| <b>Total</b> | <b>1075</b> | <b>1086</b> | <b>371</b>    | <b>374</b> |

### Gender profile

|              | 1998-1999   | 1999-2000   | 1998-1999     | 1999-2000  |
|--------------|-------------|-------------|---------------|------------|
|              | Police      |             | State Service |            |
| Male         | 901         | 893         | 146           | 146        |
| Female       | 174         | 193         | 225           | 228        |
| <b>Total</b> | <b>1075</b> | <b>1086</b> | <b>371</b>    | <b>374</b> |

### Recruitments and separations

|              | 1998-1999 | 1999-2000  | 1998-1999     | 1999-2000  |
|--------------|-----------|------------|---------------|------------|
|              | Police    |            | State Service |            |
| Recruited    | 26        | 66         | 62            | 91         |
| Separated**  | 47        | 55         | 108           | 98         |
| <b>Total</b> | <b>73</b> | <b>121</b> | <b>170</b>    | <b>189</b> |

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

### Employment separations

|                                       | 1998-1999 | 1999-2000 | 1998-1999     | 1999-2000 |
|---------------------------------------|-----------|-----------|---------------|-----------|
|                                       | Police    |           | State Service |           |
| Resignation                           | 32        | 37        | 46            | 33        |
| Retired - age                         | 1         | 3         | 3             | 1         |
| Retired - ill health                  | 5         | 7         | 1             | 3         |
| Retired - voluntary                   | 7         | 7         | 2             | 5         |
| End of Contract (S29 TSS Act)         | 0         | 0         | 0             | 0         |
| End of Temporary Appointment/Contract | 0         | 0         | 45            | 51        |
| Dismissal                             | 1         | 1         | 0             | 0         |



|   | 1998-1999 | 1999-2000 | 1998-1999     | 1999-2000 |
|---|-----------|-----------|---------------|-----------|
| Employment separations (cont.)                            | Police    |           | State Service |           |
| Deceased  | 1         | 0         | 1             | 1         |
| Redundancy  | 0         | 0         | 0             | 0         |
| Transfer/Promotion  | 0         | 0         | 9             | 2         |
| Completion of Secondment                                  | 0         | 0         | 0             | 0         |
| Redeployment (S49 TSS Act)                                | 0         | 0         | 1             | 0         |
| Terminate Probation                                       | 0         | 0         | 0             | 0         |
| Total   | 47        | 55        | 108           | 97        |
| Secondments (as at 30 June 1999)                          | Police    |           | State Service |           |
| To Other Agencies   | 7         | 7         | 3             | 3         |
| From Other Agencies                                       | 0         | 0         | 3             | 2         |
| Total   | 7         | 7         | 6             | 5         |
| Leave without pay   | Police    |           | State Service |           |
| As at 30 June 1999  | 11        | 8         | 3             | 8         |
| Total   | 11        | 8         | 3             | 8         |
| Sick leave taken  | Police    |           | State Service |           |
| Full Pay - No. of Days                                    | 5264      | 6111      | 2009          | 2071.5    |
| Average sick days per employee                            | 4.90      | 5.63      | 5.42          | 5.54      |
| Excess annual and long service leave - excess of 100 days | Police    |           | State Service |           |
| Annual Leave (pro-rata)                                   | 231       | 229       | 39            | 43        |
| Long Service Leave  | 3         | 1         | 0             | 0         |
| Total   | 234       | 230       | 39            | 43        |

Statement for the year ended 30th June 2000 of firearms received for disposal, disposed of, and held for disposal under the Firearms Act 1996 and other legislation

|  |     |
|--|-----|
| 1999-2000 Number of Firearms           |     |
| Held for Disposal at beginning of year | 96  |
| Firearms Act - Seized                  | 7   |
| Firearms Act - Surrendered             | 277 |
| Other Acts - Miscellaneous Property    | 431 |
| Other Acts - Found Property            | 8   |
| Transferred from Reference Library     | 0   |
| Total Firearms to be accounted for     | 723 |
| Held for Disposal at end of year       | 48  |
| Destroyed                              | 695 |
| Returned to owner                      | 3   |
| Transferred to Reference Library       | 25  |
| Donated to Museums etc. for display    | 0   |
| Total Firearms to be Accounted for     | 723 |

Note: This Statement does not include firearms held in the Reference Library, or for issue to Police Officers in the course of exercising their duties, and those held at Police Stations pending legal proceedings or transfer to the Firearms Officer of the Department.

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



MAJOR CONSULTANCY FEES

| Creditor            | Text   | Internal \$ | External \$ |
|---------------------|--|-------------|-------------|
| CVSI                | Business Project Unit - LOTUS development      |             | 36,510      |
| LOTUS Development   | Project Samson                                 |             | 24,706      |
| Technology One      | Finance & Assets Management Information System |             | 27,973      |
| Turnaround Solution | Information Technology - System Development    |             | 25,400      |
| Tas Audit Office    | Audit Fees - (30/06/2000)                      | 18,947      |             |
|                     |  | 18,947      | 114,589     |

CONTRACTORS

>\$50,000 FOR BUILDING RELATED MATTERS ONLY

| Location               | Project                        | Contractor              | Value     |
|------------------------|--------------------------------|-------------------------|-----------|
| Various Sites          | Uninterruptable Power Supplies | Russell- Smith P/L      | \$114,000 |
| Bellerive Station      | Internal Refurbishment         | Geoff Anderson P/L      | \$189,530 |
| Glenorchy Station      | Internal Refurbishment         | R J Welsh & Sons P/L    | \$261,752 |
| Academy - Pistol Range | Steelworks                     | J C Pratt P/L           | \$97,536  |
| Academy                | Building and Demolition        | TasCon P/L              | \$53,500  |
| Academy                | Mechanical Services            | Masters Contracting P/L | \$58,140  |
|                        |                                |                         | \$774,458 |





### 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<br>(Crime and Operations)     | Mr B J Bennett APM                                | (03) 6230 2421 |
| Assistant Commissioner of Police<br>(Planning and Development) | Mr L R Prins APM BA<br>Assoc. Dip. Social Science | (03) 6230 2430 |
| Director, Corporate Services                                   | Mr F W Ogle<br>Grad. Dip. Human Resources         | (03) 6230 2390 |

### State Service Managers

|  |  |                |
|--|--|----------------|
| Chief Information Officer                                | Mr H Willink BA MBA<br>Grad. Dip. (Computing)<br>Grad. Dip. (Business)<br>MACS | (03) 6230 2467 |
| Senior Solicitor   | Mr M Miller LLB (Melb)   | (03) 6230 2382 |
| Manager, Commissioner's Office                           | Mr W F Pless BA<br>Diploma of Education TTC                                    | (03) 6230 2460 |
| Manager, Finance and Fleet Services                      | Mr I S Latham  | (03) 6230 2360 |
| Manager, Information<br>Management Services              | Mr S Levis B Sc (Hons)<br>B Bus MACS   | (03) 6230 2455 |
| Manager, Secretariat and<br>Research Services            | Mr M B Robinson BA (Hons)<br>Diploma of Education TTC<br>M. Ed Admin           | (03) 6230 2461 |
| Manager, Procurement and<br>Property Services            | vacant   | (03) 6230 2250 |
| Manager, Media and<br>Marketing Services                 | Mr G O Easton BA<br>Diploma of Teaching  | (03) 6230 2424 |
| Manager, Communications Services                         | Mr P Roberts   | (03) 6230 2310 |
| Manager, Workers' Compensation<br>Claims Management Unit | Mr R F Hughes  | (03) 6230 2387 |



District / Support Commands

|            |  |   |
|------------|--|---|
| Hobart     | Southern District<br>29 Liverpool Street, Hobart             | Superintendent M G Brazendale APM<br>(03) 6230 2263<br>Fax (03) 6230 2414           |
| Glenorchy  | Eastern District<br>381 Main Road, Glenorchy                 | Superintendent R G Fielding APM<br>(03) 6230 2686<br>Fax (03) 6230 2760             |
| Launceston | Northern District<br>137-149 Cimitiere Street,<br>Launceston | Superintendent J V Young APM<br>(03) 6332 3101<br>Fax (03) 6330 3821                |
| Burnie     | Western District<br>88 Wilson Street, Burnie                 | Superintendent R M Krushka APM<br>(03) 6434 5220<br>Fax (03) 6430 5250              |
| Hobart     | Operations Support<br>30-32 Bathurst Street, Hobart          | Superintendent Tony Mulder BA<br>Dip.EM APM<br>(03) 6230 2238<br>Fax (03) 6230 2141 |
|            | Executive Support<br>47 Liverpool Street, Hobart             | Superintendent I N Dean APM<br>(03) 6230 2600<br>Fax (03) 6230 2601                 |
|            | Internal Investigations Unit<br>47 Liverpool Street, Hobart  | Superintendent P Wild APM<br>(03) 6230 2142<br>Fax (03) 6230 2452                   |
|            | Human Resources<br>47 Liverpool Street, Hobart               | Superintendent S C McClymont APM<br>(03) 6230 2487<br>Fax (03) 6230 2501            |

STATE EMERGENCY SERVICE

Senior Officers

|  |                  |                |
|--|------------------|----------------|
| Director                                       | Mr J M Paul, ESM | (03) 6230 2702 |
| Manager Operations                             | Mr R Sandy       | (03) 6230 2705 |
| Manager Planning                               | vacant           | (03) 6230 2712 |
| State Rescue and Volunteer<br>Training Officer | Mr B Hevey       | (03) 6230 2708 |
| State Training and Education Officer           | Ms K Daly        | (03) 6230 2709 |

Regional Offices

|            |  |                                      |
|------------|--|--------------------------------------|
| Hobart     | Southern Region Office<br>1st Floor 47 Liverpool Street,<br>Hobart | (03) 6230 2700<br>Fax (03) 6234 9767 |
| Launceston | Northern Region Office<br>339 Hobart Road, Youngtown               | (03) 6336 3790<br>Fax (03) 6331 6119 |
| Burnie     | North Western Region Office<br>88 Wilson Street, Burnie            | (03) 6434 5333<br>Fax (03) 6431 6538 |





- 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
- Tasmania Police Manual

### 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 Programme

The department administers the following legislation:

- Road Safety (Alcohol and Drugs) Act 1970
- 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
- Petroleum Products Emergency Act 1994
- Telecommunications Interception Act 1999
- Witness Protection Act 2000
- Police Powers (Vehicle Interception) Act 2000

### Statutory Boards

#### Police Promotions Appeal Board

*(Part IVA Police Regulation Act 1898)*

|                |                       |
|----------------|-----------------------|
| Chairperson:   | Mr E Free             |
| Deputy Member: | Mr A Eiszele          |
| Member:        | Ms J Trewethey        |
| Deputy Member: | Mr J Stewart          |
| Member:        | Sergeant K Fitzgerald |
| Deputy Member: | Inspector P Wilkinson |

#### Police Appeal 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      |



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 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, GPO 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, GPO 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?





Deaths in Police Custody

No deaths occurred in police custody related police operations during 1999-00

|            | 1998-99 | 1999-00 |
|------------|---------|---------|
| 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.

|        |  |
|--------|--|
| APM    | Australian Police Medal                              |
| CACS   | Command and Control System                           |
| CIB    | Criminal Investigation Branch                        |
| CISD   | Critical Incident Stress Debriefing                  |
| CMG    | Corporate Management Group                           |
| CMU    | Crime Management Unit                                |
| COAG   | Council of Australian Governments                    |
| CPCSC  | Crime Prevention and Community Safety Council        |
| CRU    | Crime Response Unit                                  |
| DIS    | Drug Investigation Services                          |
| ERM    | Emergency Risk Management                            |
| ESM    | Emergency Services Medal                             |
| FAMIS  | Financial Asset Management Information System        |
| FSST   | Forensic Science Service Tasmania                    |
| GST    | Goods and Services Tax                               |
| IASC   | Inter-Agency Steering Committee                      |
| ICMS   | Integrated Crime Management Strategy                 |
| IGCD   | Inter Governmental Committee on Drugs                |
| IMB    | Information Management Board                         |
| MAIB   | Motor Accident Insurance Board                       |
| MV     | Motor Vehicle  |
| NAFIS  | National Automated Fingerprint Identification System |
| NCA    | National Crime Authority                             |
| NIDS   | National Illicit Drug Strategy                       |
| NERMS  | National Emergency Monitoring and Reporting System   |
| NISPP  | National Inquiry Surveillance and Prevention Project |
| NSIC   | National Strategic Intelligence Course               |
| OH&S   | Occupational Health and Safety                       |
| OMIS   | Outputs Management Information System                |
| PACB   | Poppy Advisory Control Board                         |
| PAYG   | Pay As You Go  |
| PCYC   | Police and Citizens Youth Club                       |
| RBT    | Random Breath Testing                                |
| RSTF   | Road Safety Task Force                               |
| RTO    | Registered Training Organisation                     |
| SEO    | Senior Executive Officers                            |
| TEAS   | Tertiary Education Assistance Scheme                 |
| UNTAET | United Nations Transitional Authority East Timor     |



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.

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|   | Glossary of abbreviations and acronyms.   | 131  |
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| 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.  | 24   |
| TI701(1)(b)   | Details of major changes affecting programmes, objectives or organisational structure.  | N/A  |
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\* N/A - Not Applicable

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- Production** Executive Support  
Tasmania Police, Hobart  
Enquiries Ph 03 6230 2586
- Design** Direction By Design
- Printing** Printing Authority of Tasmania
- Photograph** Tasmanian Alkaloids  
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