



NSW Police Force



ANNUAL REPORT 2009-10

Serving the State of New South Wales

OUR VISION

A safe and secure New South Wales

OUR PURPOSE

To work with the community to reduce violence, crime and fear
(*Police Act 1990*)

OUR VALUES

EXCELLENCE

Having the highest professional standards and integrity

TRUST

Promoting community faith and confidence in their police

HONOUR

Acting with pride and admiration for the policing profession

IMPARTIALITY

Fair and objective decision making without prejudice

COMMITMENT

Dedication and devotion in the performance of your duties

ACCOUNTABILITY

Acknowledging ownership and being answerable for your actions

LEADERSHIP

Acting as a role model for the community and your colleagues

OUR SERVICES

We serve 7,134,421 people (approximately one third of Australia's total population).

We respond to crime, emergencies and other calls for assistance.

We investigate crime, detect and prosecute offenders.

We patrol identified crime hot spots, provide a police presence at public events and contribute to the security of critical infrastructure.

We provide response services by land, air and sea.

We patrol roads, waterways and public transport corridors, and investigate major traffic crashes.



NSW Police Force

LETTER OF SUBMISSION TO THE MINISTER

31 October 2010

The Hon Michael Daley MP
Minister for Police
Parliament House
SYDNEY NSW 2000

Dear Minister,

I am pleased to submit the NSW Police Force Annual Report for the year ended 30 June 2010 for tabling in Parliament.

The report was prepared in accordance with the provisions of the *Annual Reports (Departments) Act 1985* and the *Annual Reports (Departments) Regulation 2005*. It complies with the standardised reporting formulae for financial statements, approved by the Treasurer.

Following the report's tabling in Parliament, it will be available for public access on the NSW Police Force website www.police.nsw.gov.au.

Yours sincerely,

A P Scipione APM
Commissioner of Police

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Cultural approval for all Aboriginal content and photographs has been provided by the NSW Police Force Aboriginal Strategy & Special Projects Team.

COMMISSIONER'S FOREWORD



2009-10 was a significant year of achievement for the NSW Police Force with crime in all major categories either falling or remaining stable. These results owe much to the efforts of all 19,516 of our staff.

It was a year in which we continued to build our capacity to respond to crime by investing in our people and in technology to meet current and future challenges. We did so responsibly under tight financial constraints, maintaining a high visibility presence on the streets and building on the customer service initiatives introduced over recent years.

The 15,633 police in place at the end of the reporting year was close to a record number, approximately 80% of whom work in police stations in local communities across the state.

While technology brings new ways of investigating crime, it also creates new ways of committing it. The NSW Police Force has responded by training officers in a growing range of technology-based specialisations. Electronic evidence gathering is now very much to the fore, with crimes such as identity theft, child exploitation and cyber bullying among the more unwelcome products of the internet age.

Crime, of course, will continue to evolve and police must evolve with it, anticipating its manifestations and having appropriate defences in place. More than ever this means police must forge partnerships beyond the world of law enforcement. And this is what we are doing. In 2009-10 the NSW Police Force continued to put in place cooperative arrangements with a large number of industry sectors, non-government bodies and public sector agencies to advance crime prevention and law enforcement.

Our future challenges are also squarely in the sights of the Police Leadership Centre, which completed its first full year of operation this reporting year, equipping our senior officers with the skills required to lead a committed and capable workforce.

While looking to the future, we have not lost focus on the present. Criminals continue to commit traditional crimes, and the NSW Police Force has successfully maintained its high visibility, intelligence driven strategy of putting police in the places and at the times when crime is most likely.

Transport corridors, entertainment precincts and public events continue to be a focus of

police deployment as we strive to ensure people feel safe when moving in their communities. In keeping with this approach, we have continued to develop and implement a range of prevention and enforcement initiatives to curb alcohol related violence.

NSW is a safer place than it was and, with the community supporting police in their efforts, we can build upon the work of 2009-10 to make it safer still. I look forward to that result.

A P Scipione APM
Commissioner of Police

SUMMARY YEAR IN REVIEW



We invested considerable resources in reducing alcohol related crime. As well as providing assistance with liquor licensing legislation, security legislation and the management of licensed premises, the **Alcohol & Licensing Enforcement Command (ALEC)** provided regular support to local area commands (LACs) across the state to address alcohol related crime and antisocial behaviour, particularly at major events.

Police from across Australia and New Zealand participated in **Operation Unite**, coordinating their resources to simultaneously target alcohol related crime, violence and antisocial behaviour. In December 2009, more than 1,400 police took part in NSW and arrested more than 640 people on 1,025 charges, including assault, affray and drug possession. They were supported by all available resources, including the Operational Support Group, Public Order & Riot Squad, highway patrol, ALEC, the Commuter Crime Unit, Mounted Police Unit, the Dog Unit, the Aviation Support Branch and the Marine Area Command. In NSW, Operation Unite launched a summer long program of enforcement activity, timed to coincide with anticipated peaks in alcohol related crime.

We consolidated the Customer Service initiative introduced in 2008-09, making it a priority for all members of the NSW Police Force in this reporting year.

To measure our success, we introduced the **Mystery Shopper Program**, which involves a series of random calls and visits to police stations, where anonymous mystery shoppers act as customers requesting assistance or information. These mystery shops are designed to only take a few minutes of an officer's time and are conducted each quarter. The four mystery shopper programs conducted to date have yielded impressive levels of customer satisfaction, with scores for services provided by local police as high as 100% and a state wide average of 87%. These results have been described by an independent assessor as "exceptional".

We promised, through the **Customer Service Program**, to be accessible to those we serve.

In a first for law enforcement agencies in Australia, the **Community Awareness of Policing Program (CAPP)** was introduced to improve understanding among community leaders and opinion-makers, and in turn the public, about what police do and why they do it. Through realistic exercises, community leaders responded to mock activities including public order incidents, investigated crime scenes and directed maritime search and rescue missions.

CAPP provided hands-on experience of what it's like to be a police officer in today's often complex policing environment. Participants who have completed the program so far include former Australian cricket captain Steve Waugh, NRL Chief Executive David Gallop, The Daily Telegraph Editor Garry Linnell, Cardinal George Pell, and Chief Executive of the Australian National Retailers Association Margy Osmond. The program was very successful and will become a regular event, with planning underway for a Youth CAPP in August 2010.

We continued to uphold national and international standards for forensic specialist units undertaking field and laboratory work.

This reporting year all nominated Forensic Services sites achieved the **National Association of Testing Authorities (NATA) Accreditation**, regarded by the national and international forensic community as a

benchmark of technical competence. We now have 34 individual forensic sections accredited with NATA, all subject to ongoing reassessment, providing investigators with proficient and specialised support.

The **NSW Police Force Joint Investigation Response Team (JIRT) Referral Unit** was established following recommendations arising from the 2008 Report of the Special Commission of Inquiry into Child Protection (SCICP) in NSW and the JIRT Review.

Our **JIRT Referral Unit (JRU)** became operational in July 2009 and is a co-located inter-agency team comprising senior representatives from NSW Community Services, NSW Health and the NSW Police Force. The focus of the unit is to improve the JIRT frontline response provided to children and young people identified as being at risk of harm. This is achieved through fostering operational consistency in case acceptance criteria across agencies to determine the level of intervention required.

The **NSW Police Force Child Wellbeing Unit** was also established following the SCICP to better meet the needs of vulnerable children, young people and families.

Our **Child Wellbeing Unit** became operational in January 2010 and shares information with Community Services, Education & Training, Health Services and Human Services through

a secure database called WellNet. Using information provided by police and based on new mandatory reporting procedures, our Child Wellbeing Unit assessment officers apply a risk threshold and notify the Child Protection Helpline of those children requiring urgent statutory intervention, or refer the family to prevention and early intervention services. The purpose of applying a risk threshold is to enable Community Services to focus its attention on higher risk cases.

Strike Force CEIU 2009 was established by the Child Exploitation Internet Unit to proactively identify offenders using the internet to groom and procure children for sexual abuse and sexual exploitation. Between July and August 2009 online communications took place between a person in a position of trust within the community and investigators, who were using the assumed online identity of a 13 year old girl. During a number of their communications, the offender was highly sexually explicit towards the 'girl' with a view to grooming/procuring 'her' for sexual activity. During some of the communications the accused performed sexual acts on a web camera toward the 'girl'. On 13 August 2009 the accused was arrested after attending a pre-arranged meeting with the 'girl'. He was charged with procuring a child under 16 for sexual activity and subsequently pleaded guilty.

We engaged in **high visibility policing (HVP)** to send an unequivocal message to the community that police are focussed on reducing crime and improving safety. The very visible police operations at times and places when alcohol related crime, antisocial behaviour, street level drug activity and traffic offences are greatest, continue to be well received by the general public and business

CHILD WELLBEING UNIT (COMMENCED 24 JANUARY 2010)

INBOUND CONTACTS			OUTBOUND CONTACTS	
Enquiry phone calls answered	Events disseminated to NSW Police Force	Community services reports de-escalated	Referrals to non-government organisations	Escalations to community services
4,465	13,978	828	815	1,123



operators, promoting public confidence and reducing fear of crime.

Operation Vikings coordinates funding used to support HVP operations across the state, and supports specific operations such as **Operation Taipan** (targeting street racing). This reporting year the Vikings Unit approved in excess of \$4.7 million in funding to support a number of HVP operations and major events such as the **Bathurst races** where 440,000 patrons attended.

Supported by RailCorp transit officers, **Operation Vision** is our biggest HVP campaign, focusing on Sydney's metropolitan rail network. The operation is run concurrently across all regions. Supported by all available resources, the annual, intelligence-based operation is aimed at driving down crime and antisocial behaviour on trains, on and around railway stations and commuter car parks, rail/bus interchanges and pedestrian malls. Over six weeks at the beginning of summer, police patrolled 11,399 trains, checked the bona fides of 645 taxi drivers and patrolled 427 buses. They conducted 1,167 person searches and 525 drug searches. They issued 2,482 rail cautions, 57 cannabis cautions, located 15 knives and made 365 arrests including 33 for breach of bail and 19 for outstanding warrants.

Another statewide HVP operation, **Operation Avert** targeted outstanding warrants and bail compliance as well as drink driving and licence enforcement. **Operation Avert 4** was conducted in November 2009; police conducted 28,500 random breath tests and arrested 867 people across the state on 1,204 charges. **Operation Avert 5** was conducted in April 2010; police conducted 42,281 random breath tests and arrested 903 people on 1,386 charges.

We expanded our capacity to detect unregistered and stolen vehicles and number plates.

Automated number plate recognition devices (ANPR) were introduced in 2005 to target unregistered and stolen vehicles or number plates. Police used static roadside cameras to scan the plates of moving vehicles to detect those that are unregistered or stolen. At the close of this reporting year, NSW highway patrol vehicles were being fitted with **mobile ANPR** devices, making them among the most advanced police vehicles in the world. These devices optically recognise up to six number plates per second and compare them against the stolen vehicles database and the NSW Roads & Traffic Authority registration database. The devices were initially fitted to eight vehicles for field trials in December 2009. By 30 June this year, 2,419 unregistered vehicles had been detected and 1,973 traffic infringement notices issued, including 232 to unlicensed drivers. In total there were 673 traffic offences and 45 criminal offences. This initiative improves our ability to remove unauthorised vehicles and drivers from our roads.

We targeted, investigated and dismantled gang related crime, including that undertaken by outlaw motorcycle gangs (OMCGs) such as drug manufacture and supply, extortion, homicide and robbery, as well as money laundering, identity fraud and tax evasion.

Strike Force Raptor was established to crack down on OMCGs following a fatal brawl at Sydney airport in May last year and growing rivalry between gangs. By the end of this reporting year, police had executed 99 search warrants, arrested 927 suspects, laid more than 1,960 charges, and seized 196 firearms, 116 other weapons, and cash exceeding \$1 million.

Between January and June 2009, **Strike Force Castlemaine** investigated a number of armed robberies on security officers and armoured security vans that resulted in offenders making

off with large sums of money and firearms. These crimes were characterised by an escalating level of violence. The subsequent investigation of these crimes was lengthy and used the full range of covert evidence gathering methods. By the close of this reporting year police had executed more than 20 search warrants, made 24 arrests, laid 201 charges and recovered more than \$500,000 in cash and property from the proceeds of crime.

Strike Force Piccadilly 2 was established to investigate gas attacks on automatic teller machines (ATMs), where offenders gained access to cash by injecting explosive gas into the ATMs and igniting them. Police investigated 63 ATM gas attacks. By the close of this reporting year, 23 offenders had been charged with more than 200 offences and five organised criminal groups had been dismantled or significantly disrupted.

The NSW Police Force is responsible for coordinating support to designated combat agencies such as the NSW Rural Fire Service, NSW State Emergency Service and the NSW Fire Brigades. Where there is no combat agency, the NSW Police Force is responsible for the overall control of any response such as that to aviation emergencies and earthquakes.

This reporting year the **Emergency Alert** warning system was developed and tested in response to an agreement by the Council of Australian Government (COAG) to enhance Australia's natural disaster arrangements. It operates across all telecommunication carriers and has the capacity to deliver up to 300 text messages per second to mobile phones and 1,000 voice messages per minute to fixed land lines. Police played an instrumental role in the development of standing procedures and guidelines for the use of Emergency Alert to directly alert communities in imminent danger and instruct them on what they should do.



We have also introduced portable equipment for **emergency operation centres (EOCs)**. Emergencies such as floods or search and rescue operations in remote areas can pose communication and other logistic problems. Police responding to these emergencies are now supported by EOC kits, which include laptop computers with wireless network access, portable printers, and stationary. Emergency operations centres can be used to help manage a range of situations from transport accidents, through to floods, fires, agricultural emergencies and health pandemics.

Electronic control devices (TASER)

provided another tactical option available to police in dangerous situations. They were introduced to improve officer safety as well as to protect the public from harm. Training in the use of TASER is now part of the mandatory training police receive each year.

TASERs were rolled out from December 2009 at a cost of just under \$10 million. By the close of this reporting year, 970 devices had been allocated to LACs and specialist commands, and 10,985 police officers had been trained to use the devices. Internal data suggest this new form of defence is a powerful deterrent. TASERs have been drawn 1,107 times since they were introduced for general duties police.



SECTION ONE: WHO WE ARE



The NSW Police Force is one of the largest police organisations in the English speaking world.

Our Charter

Known as the Night Watch, it began as the first civilian police force in Australia, formed by Governor Arthur Phillip in 1789 to guard Sydney Town.

In 1862 all Watch Teams were combined under the *Police Regulation Act 1862* to form the NSW Police Force. That Act was later replaced by the *Police Regulation Act 1899*.

In June 1987, the NSW Police Force (which had carriage of operations) and the NSW Police Department (which had carriage of policy and administration) were amalgamated.

Today the NSW Police Force has 19,516 employees: 15,633 police officers and 3,883 civilian staff. We operate under the *Police Act 1990* and the *Police Regulations 2008*.

The Volunteers in Policing Program

The NSW Police Force and, more broadly, the community benefits from our Volunteers in Policing (VIP) Program. This year the program celebrated its 15th anniversary.

Our VIPs have contributed more than 1.68 million hours in supporting police and the community since the inception of the program in 1995. There are 460 active VIPs assisting their local police at 77 locations across the state, in line with the commitment of the NSW State Plan to build stronger communities. As representatives of the local community, the knowledge and contacts they bring is a particularly important policing and customer service resource, and we thank our volunteers for their support.

In this section

- 8 Our Charter
- 8 The Volunteers in Policing Program
- 9 Our police regions

** Changes in published figures reflect changes to police region boundaries.
Population figures are preliminary estimated resident population by local government area as at 31 December 2009 [source: ABS, Regional Population Growth, Australia (cat. no 3218.0)].*

OUR POLICE REGIONS

1 CENTRAL METROPOLITAN REGION

Area in square kilometres	542.1 sq km
Usual residents*	1,079,872
Number of police officers	2,620
Number of administrative staff	190

4 SOUTHERN REGION

Area in square kilometres	199,700 sq km
Usual residents*	925,465
Number of police officers	1,621
Number of administrative staff	152

2 SOUTH WEST METROPOLITAN REGION

Area in square kilometres	3,445 sq km
Usual residents*	1,300,148
Number of police officers	2,201
Number of administrative staff	177

5 NORTHERN REGION

Area in square kilometres	70,050 sq km
Usual residents*	1,511,465
Number of police officers	2,259
Number of administrative staff	182

3 NORTH WEST METROPOLITAN REGION

Area in square kilometres	6,269 sq km
Usual residents*	1,808,441
Number of police officers	2,291
Number of administrative staff	196

6 WESTERN REGION

Area in square kilometres	520,600 sq km
Usual residents*	509,030
Number of police officers	1,183
Number of administrative staff	147

These figures do not include staff (both police and administrative) who are centrally managed but deployed throughout the regions in specialist and corporate roles. These staff assist police and the community by providing operational information to support investigations; radio communications; call centres; forensic services; complaint and employee management; air and sea policing; specialist surveillance; canine and mounted support; media and public relations; counter terrorism and major crime investigation; police prosecutions; technology support; occupational health and safety; injury management; education and training including leadership development; human resource support and asset management.

SECTION TWO: MANAGING OUR ORGANISATION

The NSW Police Force operates under the *Police Act 1990* and the *Police Regulations 2008*.

Eighty local area commands (LACs) operate from more than 435 police stations delivering policing services to communities across NSW. Specialist commands complement local operational capability, covering land, sea and air operations.

We serve 7,134,421 people (approximately one third of Australia's total population) according to the Australian Bureau of Statistics as at 31 December 2009.

During 2009-10 the NSW Government funded the NSW Police Force at a net cost of \$2.6 billion (\$2.5 billion in 2008-09).

Our governance structure

The Commissioner has primary responsibility for the day to day governance of the organisation and is responsible to the Minister for Police for the overall direction and performance of the NSW Police Force. The Commissioner's Executive Team (CET) is the peak decision making body and is responsible for the overall direction of the NSW Police Force on behalf of the NSW Government. The role of CET involves:

- developing and implementing the overall strategic direction of the NSW Police Force
- planning for the future
- achieving State Plan targets
- monitoring and measuring corporate performance against Corporate Plan targets and expectations
- ensuring compliance with external and internal controls and processes
- setting budgets and monitoring financial performance
- reporting to government
- managing organisational reform.

In this section

- 10 Our governance structure
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- 14 Workplace safety is an organisational priority

COMMISSIONER OF POLICE

ANDREW SCIPIONE APM

OFFICE OF THE COMMISSIONER



FIELD OPERATIONS

DEPUTY COMMISSIONER
DAVE OWENS APM



- Central Metropolitan Region
- North West Metropolitan Region
- South West Metropolitan Region
- Northern Region
- Southern Region
- Western Region
- Major Events & Incidents Group
- Traffic Services
- Operational Programs

SPECIALIST OPERATIONS

DEPUTY COMMISSIONER
NICK KALDAS APM



- Counter Terrorism & Special Tactics Command
- Special Services Group
- Police Prosecutions Command
- Professional Standards Command
- State Crime Command
- Forensic Services Group
- Operational Communication & Information Command
- Business & Technology Services

CORPORATE SERVICES

DEPUTY COMMISSIONER
CATHERINE BURN APM



- Public Affairs Branch
- Education & Training
- Financial Services
- Corporate Human Resources
- Investment & Commercial Services
- Office of the General Counsel
- Safety Command
- Performance Improvement & Planning

Members of the Commissioner's Executive Team

Chair: Commissioner

Members:

Deputy Commissioner Field Operations,
Deputy Commissioner Specialist Operations,
Deputy Commissioner Corporate Services

Associate members:

Representatives from Field Operations,
Specialist Operations and Corporate Services
on rotation for six months

Ex-officio member:

Director, Public Affairs Branch

Improved planning enhanced corporate performance

Our *Corporate Plan 2008-12* connects the guiding principles of the *Directions in Australia New Zealand Policing 2008-11* and the priorities of the *NSW State Plan 2006-16* to our command business plans and senior officer performance agreements.

The *Corporate Plan 2008-12* establishes six

key performance areas for all of the Force's performance plans and reports (crime, public safety, community and partners, people, systems and leadership).

We measure performance through the Command Performance Accountability System (COMPASS)

COMPASS is an accountability forum that contributes to the assessment and improvement of corporate performance, including crime reduction. The primary focus of COMPASS is to assess the performance of command and business units in a series of performance and accountability categories related to crime management, corporate management and organisational support. The forum contributes to evidence based decision making, exploring how best to achieve corporate objectives from alternative strategies, and helps to identify emerging trends that might impact on corporate objectives.

For information about our internal audit and risk management performance,

refer to Appendix 10, Internal Audit & Risk Management on page 90 of this report.

We're developing policies and delivering programs and services under the Multicultural Policies & Services Program

This reporting year, achievements and ongoing commitments under the Multicultural Policies & Services Program (MP&SP), which replaced the Ethnic Affairs Priorities Statement (EAPS) Program, have included:

- the implementation of the revised Commissioner's Advisory Council on Culturally Responsive Policing, including the appointment of 10 new members
- an independent review of the Multicultural Community Liaison Officer (MCLO) Program, which replaced the Ethnic Community Liaison Officer Program in late 2009
- consultations to identify areas of good practice and improvement in police use of professional interpreters and other sources of language assistance. A Languages Services Policy and standard operating procedures will be launched in

late 2010 based on the findings of these consultations

- the delivery of a range of diversity training to enhance the capability of police to work with diversity.

Next reporting year we will develop a comprehensive plan that adapts the MP&SP planning framework to the needs of police and the communities with whom they work. This will be based on comprehensive consultation to determine priorities and develop performance indicators. *Police Priorities for Working in a Culturally, Linguistically & Religiously Diverse Society 2006-09* was extended to take effect until December 2010 and reflects our organisation's commitments under the MP&SP.

Our ethnic affairs agreement

The NSW Police Force is signatory to an agreement with the Community Relations Commission that allows police to arrange interpreters for victims of domestic and family violence and for all offenders on behalf of local courts for first appearances and mentions.

We now have 124 employees accredited to assist customers in 26 languages through the Community Languages Allowances Scheme. This is in addition to other language services provided by the NSW Police Force such as access to interpreters, translators and provision of other multilingual information to culturally and linguistically diverse (CALD) communities.

Our commitment to people with disabilities

The NSW Police Force has prepared a 12 month Disability Action Plan that reflects the commitment to whole of government

responsiveness to people with a disability. It will be monitored and reviewed by the NSW Police Force's Disability Advisory Council. The Disability Action Plan will be published on our web site (www.police.nsw.gov.au).

PoliceLink customer satisfaction survey

This reporting year we engaged ACA Research to gauge customer satisfaction. The results of the survey were very pleasing, with 94% of customers being highly or extremely satisfied with their interaction with the NSW Police Force through the Police Assistance Line business stream.

We're modernising our radio system

Over the next seven years, the Radio Communications Maintenance Program will continue to modernise the NSW Police Force radio system, improving operational capability and service for the community. In 2008-09 we began replacing obsolete equipment, reducing blackspots, conducting site surveys and performing rectification work. In the first year of the program, \$16.649 million was expended. Following resubmission of the business case for second year funding, NSW Treasury allocated \$13.118 million for this financial year to continue replacing obsolete equipment and reducing blackspots.

We're keeping up with the digital age

The **VIEW Programme**, which cost \$8.8 million over two years (2008-09 and 2009-10), aims to revolutionise the way our police collect, manage and use multimedia imagery such as photos and videos.

Introduced at the end of this reporting year, the centrepiece is the VIEW Imagery

Management System, an enterprise-level solution that facilitates the uploading, storage, management, sharing and use of digital video and still imagery to support police investigations. This easy to use tool enables frontline police to do more with digital imagery and lessen their reliance on specialist support.

We're communicating with the public online

The NSW Police Force web site (www.police.nsw.gov.au) is a vital source of information on police news, projects and initiatives, and is more popular than ever. This year we hosted more than 1.6 million unique visitors to the website – a 34% increase over last year.

We also began using social media to connect and engage with various online communities. We set up a YouTube Channel and a fan page on Facebook. This is in addition to our Twitter profile, which began in May 2009.

Social media has been used to disseminate information on police recruitment, appeals for information, publicising the work of police and crime prevention. At the end of June, we had almost 4,500 fans on Facebook, 5,700 followers on Twitter and our videos has been viewed almost 200,000 times on YouTube.

We continue to provide electronic services

The Firearms and Security Industry Registers enable people to view the status of their firearms, commercial agent or private inquiry agent (CAPI) and security licence applications online.

The NSW Police Force sends stolen/recovered vehicle and vessel details to the Register of Encumbered Vehicles (REVS), which allows



the public to enquire on vehicle/vessel status.

We also send data and provide support to other agencies such as the Australian Crime Commission, Police Integrity Commission, Attorney General's Department, CrimTrac, Australian Crime Commission, NSW Roads & Traffic Authority, NSW Maritime Services and NSW Fair Trading.

We process criminal records and fingerprint inquiries

In 2009-10 we facilitated 476,000 national criminal history record checks, processed 236,742 court outcomes, released 90,000 criminal records for sentencing purposes at court, processed 79,926 charge fingerprints, processed 55,240 operational police requests and 62,000 state based name checks.

We're collaborating with the community and our partners

The NSW Police Force in conjunction with the NSW Fire Brigade and Ambulance Service has developed a computer game aimed at raising the awareness of children about when and how to call Triple Zero (000). Launched at Fort Street Primary School, Observatory Hill in May 2010, the game can be accessed at www.triplezero.com.au.

We're reducing our impact on the environment

This financial year the NSW Police Force Headquarters in Parramatta captured more than 59 tonnes of paper and cardboard waste for recycling, which equates to around 191 cubic metres of landfill.

Initiatives are in place at Police Headquarters to introduce more energy efficient lighting, to

reduce the operating hours of air-conditioning equipment and to reduce underground car park lighting levels. Movement sensors have been introduced in certain areas and a "Power Saver" program has also been implemented at the Sydney Police Centre.

We have a recycling scheme in place and purchase environmentally accredited office products. This year we purchased more than 500 recycled toner cartridges and thousands of reams of recycled paper. Certain uniform garments are also refurbished and redistributed, avoiding what would otherwise have equated to approximately 70 cubic metres of landfill.

We have also implemented a vehicle environmental performance plan

The Cleaner, Greener Fleet Plan aims to reduce emissions in greenhouse gases. This has resulted in a significant increase in the number of four cylinder vehicles in the police fleet, now around 38%. Significant recent increases have also been achieved in the use of E10 fuel, which has seen an increase in volume purchases by more than 45%.

Almost 2.2 million rounds of training ammunition are recycled each year

This ammunition consists of brass casings that can be reused between 15 and 20 times. Around five tonnes of expired brass primers and casings are sorted and recycled each year. In addition, more than 26 tonnes of lead in spent projectiles is recycled each year.

With the delivery of the Virtual Firearms Training Simulator, it is anticipated that the requirement for live ammunition will be reduced by over 250,000 rounds per annum.

We continue to insist that tenderers demonstrate their environmental commitment and performance

With over 10,000 vehicle maintenance activities undertaken each year, vendors engaged to provide these services are required to ensure that the disposal of engine waste is done in an environmentally friendly manner.

The same disposal requirement is in place for our multifunction printing devices, over 100 of which are replaced per annum.

We improved pay and conditions for our staff

A new *Crown Employees (Police Officers – 2009) Award* provided all police with salary increases of 4% from 1 July 2009.

A new *Crown Employees (NSW Police Administrative Officers & Temporary Employees) Award 2009* provided an increase of 4% to the majority of administrative officers from 1 July 2009. This is consistent with the Memorandum of Understanding between the NSW Government and the Public Service Association of NSW.

Other groups such as medical officers and special constables (security) were provided with similar increases in pay following variations to their industrial awards.

We support flexible working arrangements

We have implemented a revised Full-time Leave Without Pay Policy that incorporates career breaks for employees; a new Breastfeeding Policy that supports nursing mothers in the workplace; a new Sick Leave Management (Non-Work Related) Policy and



procedures that improve the management of non-work related sick leave; and a new Secondary Employment Policy that reforms the processes for the approval, review and management of secondary employment.

Some of our workplace equity achievements

We introduced mandatory online training on harassment, sexual harassment, discrimination and bullying. This training is complemented by a rigorous program of face to face training and consolidated by the inclusion of questions on discrimination, harassment and equal opportunity in the police promotions process.

The mandatory Supportive Leadership Workshop was rolled out to 3,100 sergeants. It requires participants to reflect on their personal style of leadership and how it affects their workplace.

Our new Aboriginal Employment Strategy was launched in 2009

By the close of this reporting year, we had 331 Aboriginal people in our workforce (which represents 2.3% of our staff). Our aim is 4% and we're working to achieve this through the following key strategies:

Pre-recruitment: We have two partnerships with the Department of Education & Training: school based traineeships (Murra Project) and flexible learning (IPROWD-NSWTAFE) for Aboriginal people choosing policing as a career. The past year has seen 10 IPROWD (Indigenous Policing Recruitment Out West Delivery) project participants enrol as student police. Four have attested as probationary constables and our first two Murra Program participants were successful in enrolling at the Police College.

Recruitment: We have targeted 24 positions across NSW to be filled by Aboriginal applicants and have recruited 10. We have also attended various career markets across NSW to promote Aboriginal employment in the NSW Police Force to the Aboriginal community.

Retention: Aboriginal Employee Network meetings have been held in all our regions in the past year. Fifteen Aboriginal employees were trained as peer support officers and the inaugural Career Development Workshop was held and attended by 16 Aboriginal staff. An Aboriginal sergeant position has been created at the Police College to support student police, as well as to deliver cultural awareness training.

Workplace safety is an organisational priority

The rollout of new load bearing vests (LBVs) has significantly improved the health and safety of police in the field.

The custom made LBV was developed in response to the increasing weight of the police appointments belt and the incidence of belt attributed injuries. The LBV is designed to redistribute up to 60% of the weight of the appointments onto the upper torso, thus shifting most of the weight away from the hips/waist area, while maintaining the appointments' accessibility. The LBV is optional and officers may choose to retain the traditional duty belt if they wish. After extensive field trials were completed, injured officers and frontline police were the first to be offered the new vests.

We closely monitor our officers' fitness for duty. An important component of this monitoring is our Drug & Alcohol Testing Program. In this reporting year we had 10 positive tests for alcohol and one for drugs. For information about our drug and alcohol testing, refer to Appendix 4 Staff drug and alcohol testing, page 85.





NSW POLICE FORCE CORPORATE PLAN 2008-12



STRATEGIES WE'RE IMPLEMENTING

CRIME	<p>REDUCED RATES OF CRIME, PARTICULARLY VIOLENT CRIME</p> <ul style="list-style-type: none"> • Coordinate resources dedicated to crime prevention • Target repeat offenders and crime hotspots • Target alcohol and drug related crime • Strengthen our response to domestic and family violence • Combat organised and serious crime • Continue to bring offenders to justice
PUBLIC SAFETY	<p>REDUCED PERCEPTION AND FEAR OF CRIME</p> <ul style="list-style-type: none"> • Increase community engagement with a focus on vulnerable groups • Enable local solutions to local problems <p>REDUCED LEVELS OF ANTISOCIAL BEHAVIOUR</p> <ul style="list-style-type: none"> • Increase and improve coordination of visible authority • Target antisocial behaviour <p>SAFER PUBLIC TRANSPORT AND ROADS</p> <ul style="list-style-type: none"> • Targeted traffic enforcement • Encourage responsible driving and behaviour on public transport
COMMUNITY & PARTNERS	<p>INCREASED COMMUNITY CONFIDENCE IN POLICE</p> <ul style="list-style-type: none"> • Respond to calls within a reasonable time • Provide professional customer service • Collaborate with community and partners • Embed prevention and early intervention • Cooperate and coordinate with other law enforcement jurisdictions • Rigorously administer legislation and regulations
PEOPLE	<p>ENHANCED CAPABILITIES</p> <ul style="list-style-type: none"> • Align flexible rostering to reduce and prevent crime • Deliver professional development of our staff • Foster workforce diversity to reflect our community <p>A SAFE AND SUPPORTIVE WORK ENVIRONMENT</p> <ul style="list-style-type: none"> • Progress a culture of workplace safety • Support our people • Reinforce individual accountability and ethics at all levels
SYSTEMS	<p>IMPROVED ORGANISATIONAL CAPABILITY TO DELIVER OUR SERVICES</p> <ul style="list-style-type: none"> • Streamline procedures and legislation (cutting red tape) • Improve usefulness, reliability, accessibility, integrity and value of our information, communication and technologies • Enhance internal controls • Promote good practice
LEADERSHIP	<p>CLEAR DIRECTION AND SUPPORT</p> <ul style="list-style-type: none"> • Encourage talented, dedicated and innovative staff • Influence people to achieve community, government and corporate priorities • Communicate effectively • Ensure succession planning • Support delegated authority to make day to day decisions

INDICATORS OF SUCCESS

TARGET FOR 2012

<ul style="list-style-type: none"> Fewer personal victims of assault, sexual assault and robbery¹ Fewer household victims of break and enter, and motor vehicle theft¹ Increase local government areas with decreasing/stable crime rates (%)² Reduce alcohol related assaults² Increase legal actions (charges) for serious crime 	<ul style="list-style-type: none"> ≤ 5.1% victimisation ≤ 6.2% victimisation ≥ 94% decrease increase
<ul style="list-style-type: none"> Increase the % of the community who feel safe walking/jogging alone after dark in their neighbourhood (%)³ Reduce the % of the community who perceive louts/gangs to be a problem in their neighbourhood (%)³ Reduce the % of the community who perceive graffiti or other vandalism to be a problem in their neighbourhood (%)³ Reduce the % of the community who perceive speeding cars, dangerous or noisy driving to be a problem in their neighbourhood (%)³ Increase the % of the community who feel safe using public transport alone after dark (%)³ Reduce road trauma⁴ 	<ul style="list-style-type: none"> ≥ national average ≤ national average ≤ national average ≤ national average ≥ national average road fatalities < 0.74 per 100 million vehicle kms travelled
<ul style="list-style-type: none"> Improve time taken to attend urgent calls² Increase the % of the community who were satisfied with the most recent contact with police (%)³ Reduce customer service related complaints Increase the % of the community who state they 'agree' they "have confidence in police" (%)³ Increase legal actions for domestic violence related assaults (%)² 	<ul style="list-style-type: none"> ≤ 10 minutes (80% of calls) ≥ national average decrease ≥ national average ≥ 60%
<ul style="list-style-type: none"> Maintain adequate police officers at LACs (%) Maintain mandatory police training requirements Civilian staff receiving three or more learning/development days per year (%) Reduce police turnover (%) Reduce time taken to fill vacant positions Increase staff satisfaction (staff opinion survey: % agreeing) Reduce number police officers with over 456 accrued annual leave hours (%) Reduce hours lost (sick leave – work and non-work related) 	<ul style="list-style-type: none"> ≥ 80% ≥ 95% ≥ 90% ≤ national average decrease increase < 8% ≤ national average
<ul style="list-style-type: none"> Increase police deployment to crime fighting and prevention across LACs (%) Reduce the number of hours police are rostered for court Less time unavailable due to unscheduled computer system and communications outages (CAD & COPS) Increase in staff who consider core systems are easy to use, reliable (timely and accurate), responsive and can readily access data (staff opinion survey: % agreeing) 	<ul style="list-style-type: none"> ≥ 82% decrease decrease increase
<ul style="list-style-type: none"> Increase in staff who consider they have opportunities to use their skills/knowledge (staff opinion survey: % agreeing) Increase in staff who consider they are achieving priorities (staff opinion survey: % agreeing) Increase the % of the community who are satisfied with services provided by the police (%)³ Commands with a business plan (detailing initiatives and targets) Reduce vacant commander and senior officer positions within commands Financial result is in line with budget 	<ul style="list-style-type: none"> increase increase ≥ national average ≈100% decrease on budget

Notes:

¹Source – ABS Crime & Safety survey and State Plan

²Source – Results & Services Plan

³Source – National Satisfaction with Policing Survey

⁴Source – NSW State Plan – Improve road safety priority

SECTION THREE:

HOW WE PERFORMED

The mission of the NSW Police Force is to work with the community to reduce violence, crime and fear.

The NSW Police Force Corporate Plan is published on pages 16-17 of this report.

The indicators published here are relevant to our Corporate Plan, which outlines the specific actions to be undertaken in the short term in pursuit of longer term results.

In this section

- 19 Crime
- 20 Public Safety
- 23 Community and Partners
- 25 People
- 26 Systems
- 27 Leadership

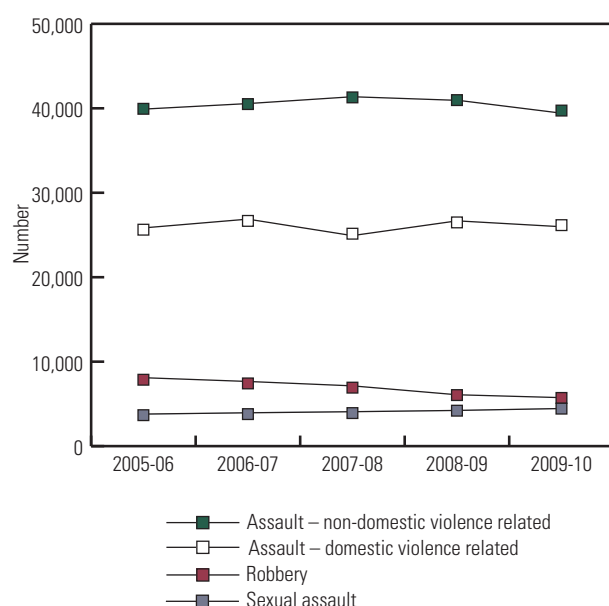
CRIME

We're focussed on reducing rates of crime, particularly violent crime

Frontline policing and targeting of crime hotspots and repeat offenders has seen crime levels across key indicators fall or remain stable.

How we performed in 2009-10

NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PERSONS



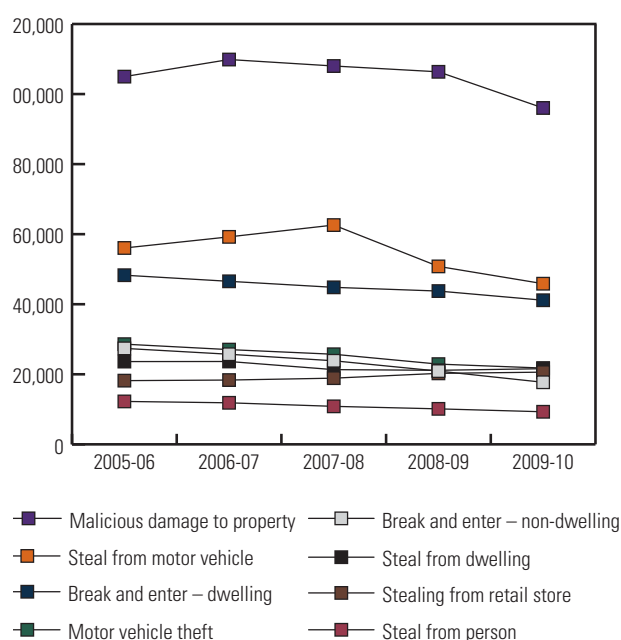
Source: BOCSAR

TABLE 1: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PERSONS

INCIDENT CATEGORY	2005-06	2006-07	2007-08	2008-09	2009-10
Assault – domestic violence related	25,837	26,877	25,367	26,246	25,978
Assault – non-domestic violence related	41,140	41,797	42,607	41,433	40,165
Robbery	8,102	7,656	7,136	6,082	5,741
Sexual assault	3,798	3,944	4,073	4,226	4,452

Source: BOCSAR

NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PROPERTY



Source: BOCSAR

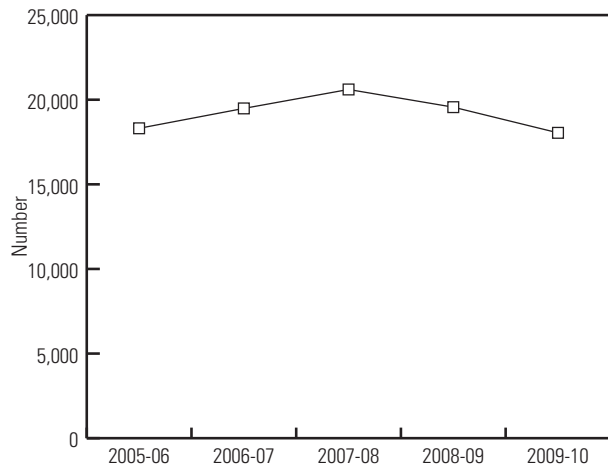
TABLE 2: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PROPERTY

INCIDENT CATEGORY	2005-06	2006-07	2007-08	2008-09	2009-10
Break and enter - dwelling	48,286	46,540	44,821	43,759	41,138
Break and enter - non dwelling	27,393	25,720	23,856	20,913	17,718
Malicious damage to property	104,977	109,855	108,010	106,349	96,019
Steal from motor vehicle	56,053	59,229	62,600	50,797	45,859
Stealing from retail store	18,186	18,353	18,893	20,262	20,610
Steal from dwelling	23,627	23,650	21,329	21,135	21,597
Steal from person	12,250	11,856	10,845	10,130	9,296
Motor vehicle theft	28,604	27,045	25,717	22,905	21,772

Source: BOCSAR

CRIME continued

RECORDED NON-DOMESTIC VIOLENCE ASSAULTS WHERE ALCOHOL WAS A FACTOR, NSW



Source: Preliminary data based on NSW Police Force from the Computerised Operational Policing System (COPS)

TABLE 3: RECORDED NON-DOMESTIC VIOLENCE ASSAULTS WHERE ALCOHOL WAS A FACTOR, NSW

	2005-06	2006-07	2007-08	2008-09	2009-10
Assault (alcohol and non-DV)	18,311	19,486	20,605	19,560	18,043

Source: NSW Police Force COPS/EDW

Note: Recorded crime statistics represent only those matters reported to police. A change in recorded crime may reflect changes in the propensity to report to police as well as the actual incidence.

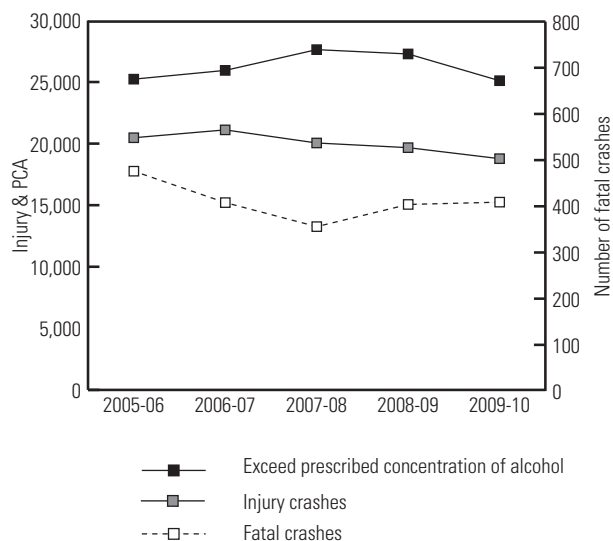
PUBLIC SAFETY

We're focussed on reducing levels of antisocial behaviour and community's perception and fear of crime

The community expects public spaces to be safe to use. We patrol all areas with particular focus on hot spots for poor driving, crime and antisocial behaviour.

Safety on our roads

INJURY AND FATAL CRASHES; CHARGES FOR EXCEEDING PRESCRIBED CONCENTRATION OF ALCOHOL



Source: NSW Police Force, Traffic Services Command

TABLE 8: INJURY AND FATAL CRASHES; CHARGES FOR EXCEEDING PRESCRIBED CONCENTRATION OF ALCOHOL

	2005-06	2006-07	2007-08	2008-09	2009-10
Exceed prescribed concentration of alcohol	25,232	25,943	27,629	27,279	25,108
Injury crashes	20,476	21,114	20,050	19,671	18,777
Fatal crashes - scale on right axis	476	408	356	404	409

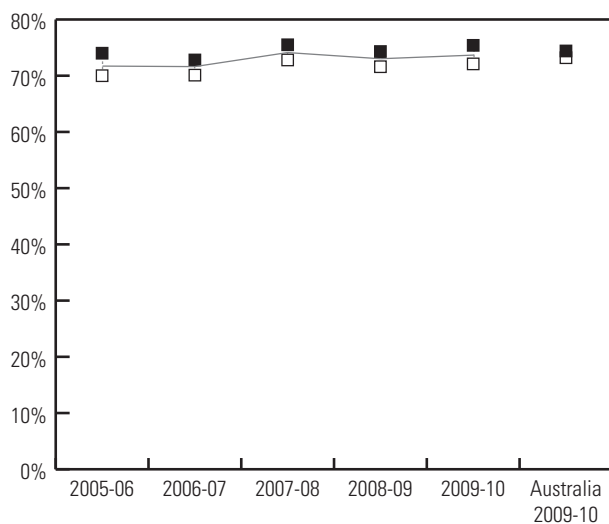
Source: NSW Police Force, Traffic Services Command

PUBLIC SAFETY *continued*

We're continuing to work on reducing the level of crime, antisocial behaviour, and reoffending in our community.

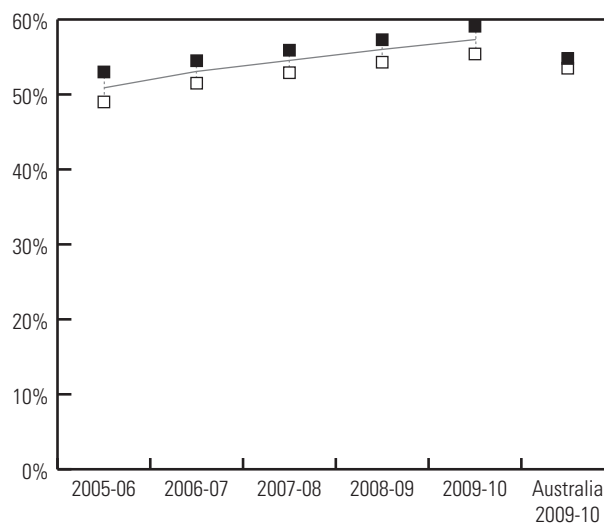
How we performed in 2009-10

CONCERN ABOUT SPEEDING CARS OR DANGEROUS AND NOISY DRIVING IN LOCAL NEIGHBOURHOODS, NSW

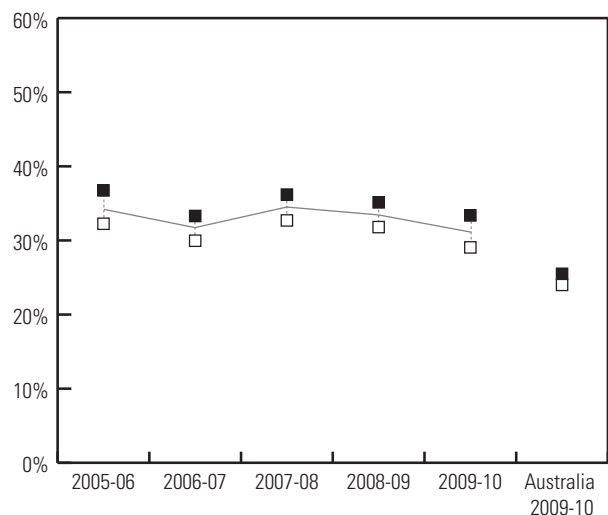


Source: National Community Satisfaction with Policing Survey

CONCERN ABOUT GRAFFITI OR OTHER VANDALISM IN LOCAL NEIGHBOURHOODS, NSW

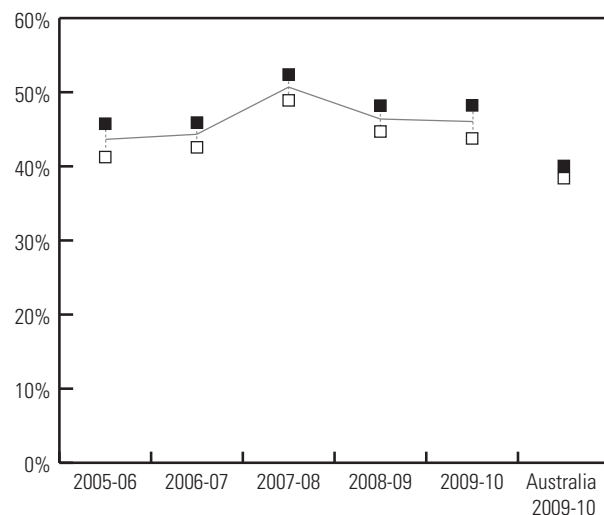


CONCERN ABOUT LOUITS OR GANGS IN LOCAL NEIGHBOURHOODS, NSW



National Community Satisfaction with Policing Survey

CONCERN ABOUT DRUNKEN OR DISORDERLY BEHAVIOUR IN LOCAL NEIGHBOURHOODS, NSW



PUBLIC SAFETY continued

TABLE 9: CONCERN ABOUT CRIME AND ANTISOCIAL BEHAVIOUR IN LOCAL NEIGHBOURHOODS, NSW

	NSW										AUSTRALIA	
	2005-06		2006-07		2007-08		2008-09		2009-10		2009-10	
NCSPS Survey	Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %	
Graffiti or other vandalism	49.0	53.0	51.5	54.5	52.9	55.9	54.3	57.3	55.4	59.1	53.5	54.8
Speeding cars or dangerous driving	70.0	74.0	70.1	72.8	72.8	75.5	71.6	74.3	72.1	75.4	73.2	74.4
Louls or Gangs	39.0	43.0	37.5	40.4	40.0	43.0	39.1	42.0	37.4	41.1	34.3	35.6
Drunken or Disorderly Behaviour	45.0	49.0	45.9	48.8	50.8	53.8	47.7	50.7	47.2	51.0	43.9	45.3

Source: National Community Satisfaction with Policing Survey

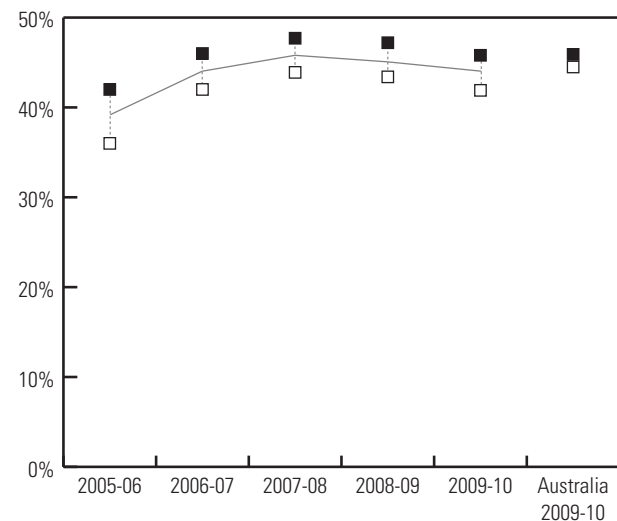
- The percentage shown is the sum of respondents who consider the issue to be a 'major problem' and 'somewhat of a problem'.
- Any survey estimate is subject to sample error – the smaller the sample, the larger the sample error. Rather than report the point estimates, results are presented as a range (the 95% confidence interval). This means that there are 19 chances in 20 that the true value lies within the range.
- Perceptions are influenced by many factors, not necessarily related to the actual level of crime and social disorder (e.g. media reporting and past personal experiences).

We're focussed on achieving safer public transport and public spaces

Targeted police presence on public transport is intended to improve the behaviour of public transport users and lead to safer use of public transport.

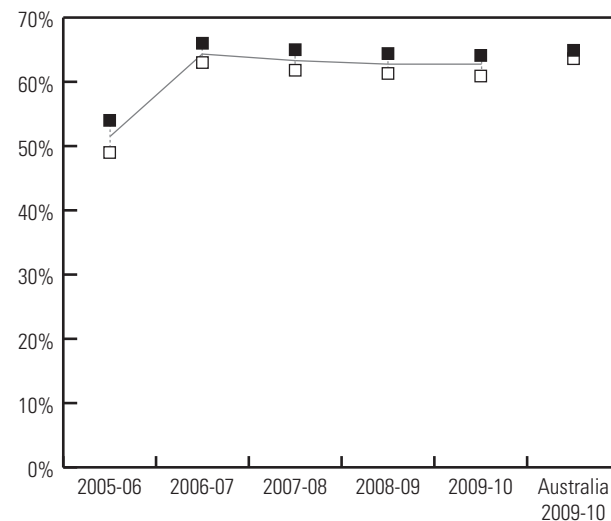
How we performed in 2009-10

FEELING SAFE ON PUBLIC TRANSPORT ALONE AFTER DARK, NSW



Source: National Community Satisfaction with Policing Survey

FEELING SAFE WALKING/JOGGING ALONE AFTER DARK, NSW



PUBLIC SAFETY continued

TABLE 10: FEELINGS OF SAFETY, NSW

	NSW										AUSTRALIA	
	2005-06		2006-07		2007-08		2008-09		2009-10		2009-10	
NCSPS Survey	Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %	
On public transport at night	36.0	42.0	42.0	46.0	43.9	47.7	43.4	47.2	41.9	45.8	44.5	45.9
Jogging/walking at night	49.0	54.0	63.0	66.0	61.8	65.0	61.3	64.4	60.9	64.1	63.6	64.9

Source: National Community Satisfaction with Policing Survey

- The percentage shown is the sum of respondents who reported feeling 'very safe' and 'safe'.
- Any survey estimate is subject to sample error – the smaller the sample, the larger the sample error. Rather than report the point estimates, results are presented as a range (the 95% confidence interval). This means that there are 19 chances in 20 that the true value lies within the range.

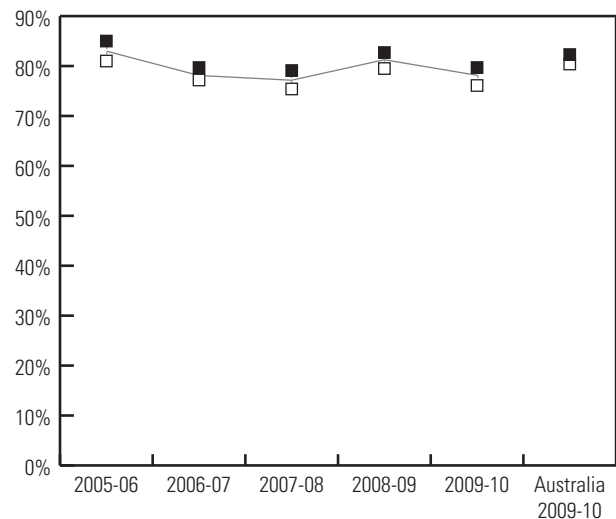
COMMUNITY AND PARTNERS

We're focussed on increasing community confidence in police

Customer service initiatives and prompt, professional responses to crime and safety issues are catering to community expectations.

How we performed in 2009-10

SATISFACTION WITH MOST RECENT CONTACT WITH POLICE, NSW



Source: National Community Satisfaction with Policing Survey

CONFIDENCE IN POLICE, NSW

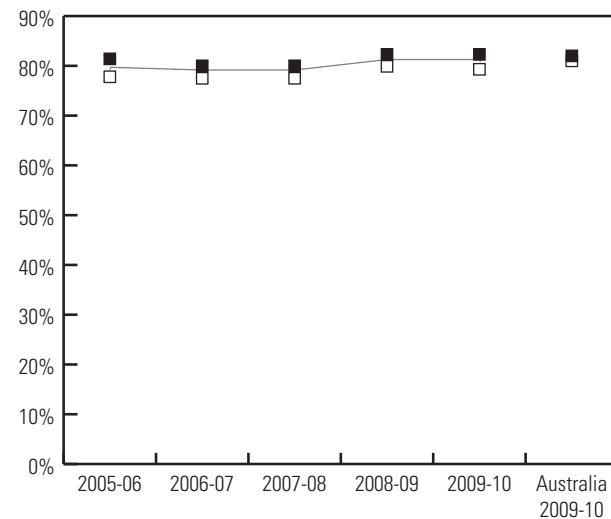


TABLE 11: COMMUNITY CONFIDENCE IN POLICE

	NSW										AUSTRALIA	
	2005-06		2006-07		2007-08		2008-09		2009-10		2009-10	
NCSPS Survey	Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %	
Satisfaction with most recent contact with police	81.0	85.0	77.2	79.7	75.4	79.1	79.5	82.7	76.1	79.7	80.4	82.3
Have confidence in police	77.8	81.4	77.5	80.0	77.5	80.0	79.9	82.3	79.3	82.3	81.0	82.0

Source: National Community Satisfaction with Policing Survey

- The percentage shown is the sum of very satisfied/strongly agree and satisfied/agree.

COMMUNITY AND PARTNERS continued

Response times

The community expects police to be available and capable of responding to calls for assistance within a reasonable time.

How we performed in 2009-10

TABLE 12: URGENT RESPONSE CALLS*

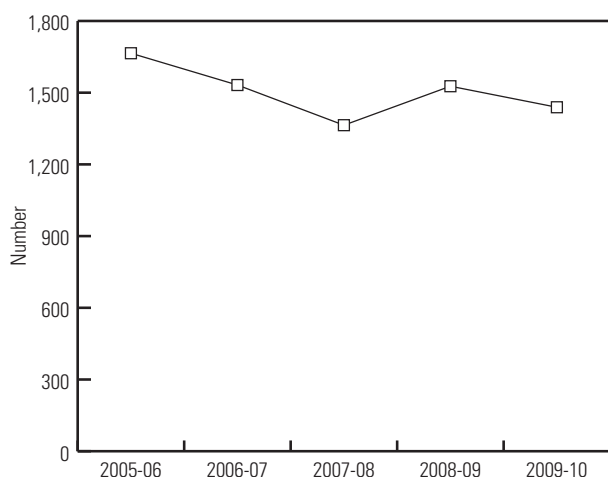
	UNIT OF MEASURE	2005-06	2006-07	2007-08	2008-09	2009-10
Urgent response calls	Number	85,736	109,267	110,318	125,372	111,085
Volume attended to within 10 minutes	%	77.1	73.0	74.1	72.8	74.0

Source: NSW Police Force EDW/CAD

* Calls where there is an imminent threat to life or property. These can include calls to Triple Zero (000), calls to police stations or radio calls from police in the field.

Complaint trends

CUSTOMER SERVICE COMPLAINTS



Source: NSW Police Force, Professional Standards Command

TABLE 13: NSW POLICE FORCE CUSTOMER SERVICE COMPLAINTS

	2005-06	2006-07	2007-08	2008-09	2009-10
Customer service complaints	1,665	1,532	1,364	1,527	1,439

Source: NSW Police Force, Professional Standards Command

Note: These statistics include complaints from members of the community relating to customer service issue only. For more information on complaints, refer to Appendix 6 on page 86.

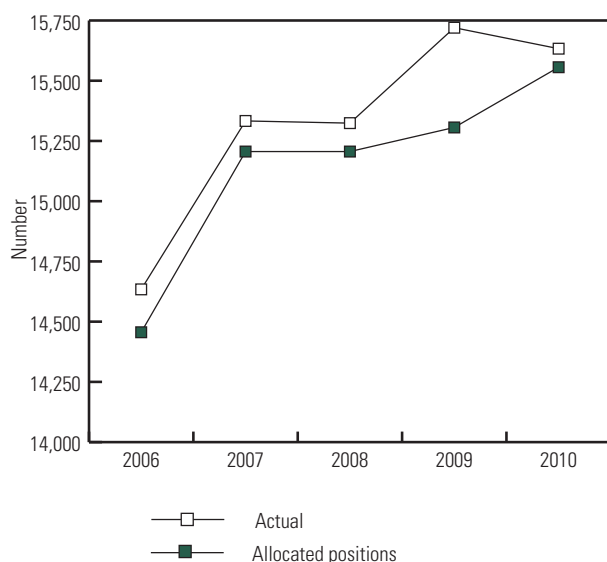
PEOPLE

We're focussed on enhancing capabilities and providing a safe and supportive work environment

Police: number and distribution

How we performed in 2009-10

POLICE NUMBERS AS AT 30 JUNE



Source: NSW Police Force, Human Resources Unit

TABLE 14: POLICE NUMBERS, NSW

NUMBER AS AT 30 JUNE	2006	2007	2008	2009	2010
Actual	14,634	15,333	15,324	15,720	15,633
Allocated positions	14,456	15,206	15,206	15,306	15,556

Source: NSW Police Force, Human Resources Unit

Note: The number of allocated positions is the approved total number of police officer positions. The actual number of police officers at any time may be higher or lower than the number of allocated positions since recruitment is planned to replace the expected number of officers lost through attrition (due to resignation, retirement, discharge or other reasons).

Management of our workforce concentrates on recruitment and training of police and administrative officers to be able to carry out their duties. We also strive to minimise time lost to illness and injury.

How we performed in 2009-10

Police officer turnover was 4.8% for July 2009 to June 2010, up from 4.2% for the same period last year. The latest available national average turnover for police positions was 3.9% (Police Agencies HR Benchmarking Report 2008-09).

The total number of police officers over the maximum allowed accrued hours of recreation leave is 3,601 (23.0% of all NSW Police Force police officers).

The average number of hours lost per employee due to unplanned absences was 145.28 hours in June 2010 compared to 158.48 hours in June 2009. This has decreased by 13.20 hours (-8.3%).

The average number of sick leave hours per employee was 61.19 hours during July 2009 to June 2010 compared to 63.47 hours for the same period last year. It has decreased by 2.28 hours (-3.6%).

The number of workplace injury hours per employee was 84.09 hours during July 2009 to June 2010 compared to 95.01 hours for the same period last year, a decrease of 10.92 hours per employee or (-11.5%).

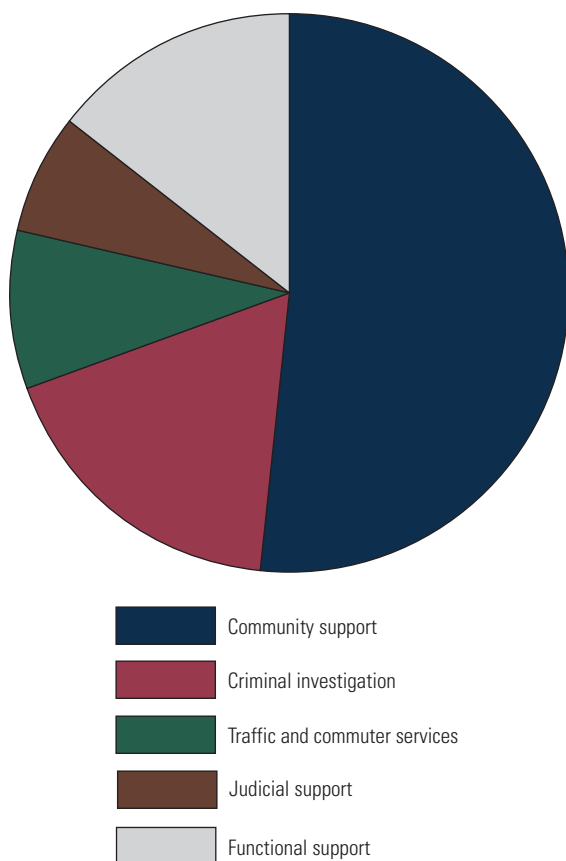
SYSTEMS

We're focussed on improving organisational capability to deliver our services

LACs are the primary focus of service delivery by the NSW Police Force. Staff deployment at LACs is focused on community support.

How we performed in 2009-10

STAFF DEPLOYMENT, NSW, 2009-10



NSW Police Force, SAP

TABLE 15: NSW POLICE FORCE RESOURCE DEPLOYMENT BY ACTIVITY GROUPS

SERVICE GROUPS	PROPORTION OF ROSTERED HOURS
Community support ^a	51.7%
Criminal investigation ^b	17.9%
Traffic and commuter services ^c	9.2%
Judicial support ^d	6.9%
Support functions ^e	14.3%
Total	100.0%

Source: NSW Police Force, SAP

- Community support** includes supplying an effective, timely and flexible 24 hour response to incidents, emergencies and public events
- Criminal investigation** includes crime detection, investigation, forensic services and dealing with alleged offenders
- Traffic and commuter services** includes patrolling roads, highways and public transport corridors, investigating major vehicle crashes, detecting traffic and transport offences, and supervising peak traffic flows
- Judicial support** includes judicial and custodial services, prosecuting offenders, presenting evidence at court, transport and custody for people under police supervision, and support to victims and witnesses
- Support functions** includes administrative functions and leave of all types

The service groups represent the NSW Police Force budget programs. A full description of these groups and their linkage to results is given in note 8 to the Financial Report.

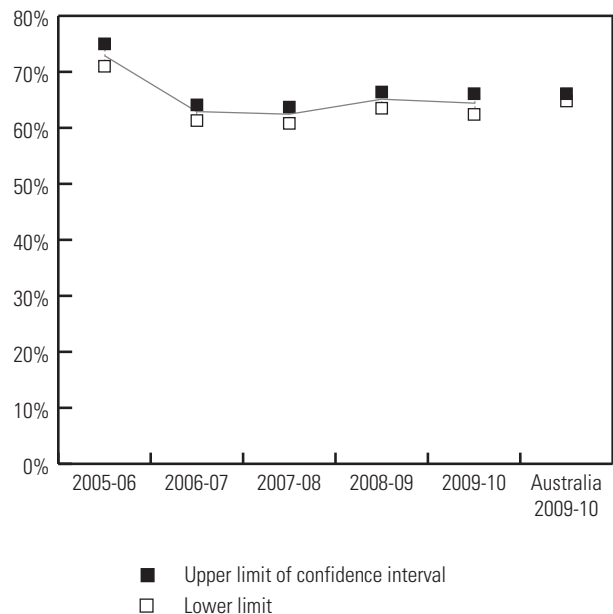
LEADERSHIP

We're focussed on providing clear direction and support

We aim to have the right people in the right place at the right time doing the right thing in the right way. All actions of NSW Police Force staff are guided by the *Police Act 1990* and the *Law Enforcement (Powers & Responsibilities) Act 2002*.

How we performed in 2009-10

SATISFACTION WITH SERVICES PROVIDED BY POLICE, NSW



National Community Satisfaction with Policing Survey

TABLE 16: SATISFACTION WITH POLICE SERVICES, NSW

	NSW										AUSTRALIA	
	2005-06		2006-07		2007-08		2008-09		2009-10		2009-10	
NCSPS Survey	Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %		Lower - Upper Limit %	
Satisfied with service provided by police	71.0	75.0	61.3	64.1	60.8	63.7	63.5	66.4	62.4	66.1	64.8	66.1

Source: National Community Satisfaction with Policing Survey

SECTION FOUR: FINANCIAL STATEMENTS



In this section

29	Financial Summary	37	Statement of cash flows for the year ended 30 June 2010
31	Independent Auditor's Report	38	Service group statements for the year ended 30 June 2010
33	Start of Audited Financial Statements	41	Summary of Compliance with Financial Directives for the Year Ended 30 June 2010
34	Statement of comprehensive income for the year ended 30 June 2010	42	Notes to and forming part of the 2009-2010 Financial Statements
35	Statement of financial position as at 30 June 2010	77	End of Audited Financial Statements
36	Statement of changes in equity for the year ended 30 June 2010		

FINANCIAL SUMMARY

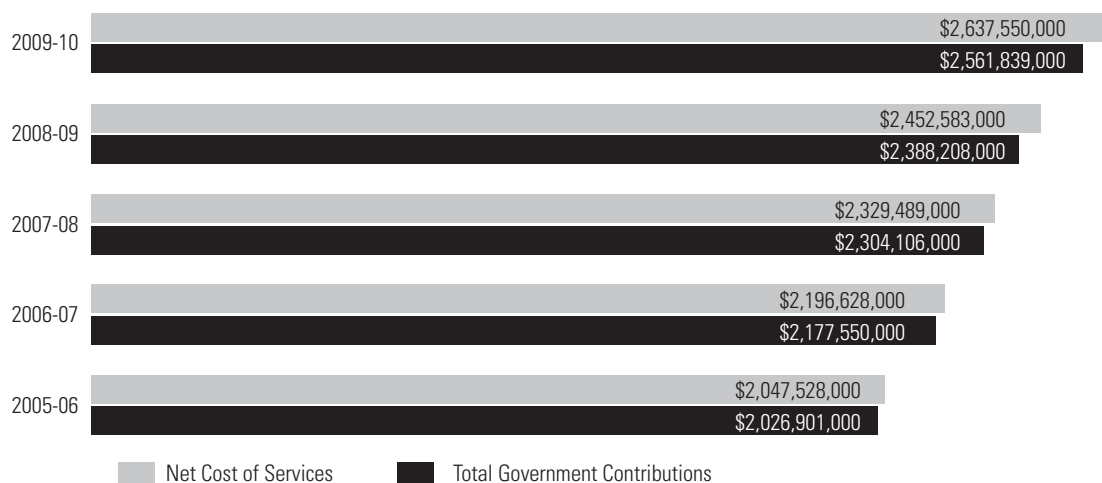
MAJOR EXPENSES

Total expenses including losses were \$2,717.8 million. About 79 per cent of this amount represented employee-related expenses (\$2,156.9 million), with \$1,522.2 million spent on salaries, wages and recreation leave entitlements. Employee-related expenses increased 7 per cent from 2008-09. Maintenance of property, plant and equipment totalled \$27.9 million.

CONTRIBUTIONS AND REVENUE

Total Government contributions were \$2,561.8 million. This contribution consists of a recurrent appropriation; capital appropriation and Crown acceptance of certain employee-related costs such as superannuation and long service leave expenses. Capital appropriation was \$130.4 million. Revenue from the sale of goods and services was \$37.2 million, about 5 per cent higher than 2008-09. Revenue from grants and contributions decreased 52 per cent due to the impact of the World Youth Day Program (\$10.9 million) and APEC funding (\$6.7 million) in 2008-09. The Roads and Traffic Authority (RTA) contributed \$10.5 million as part of its Road Trauma Program.

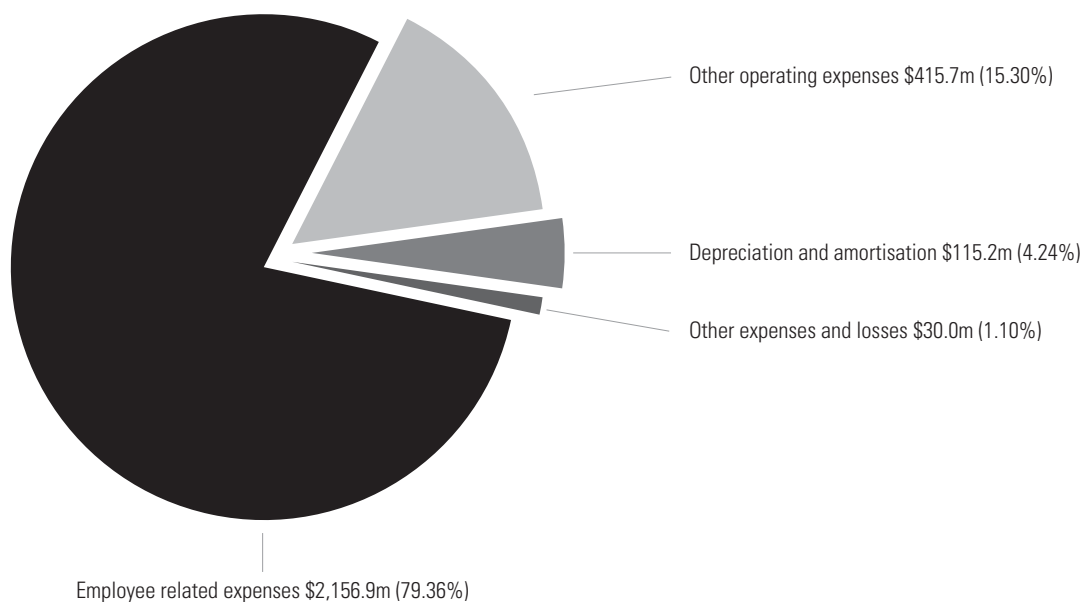
COSTS AND CONTRIBUTIONS



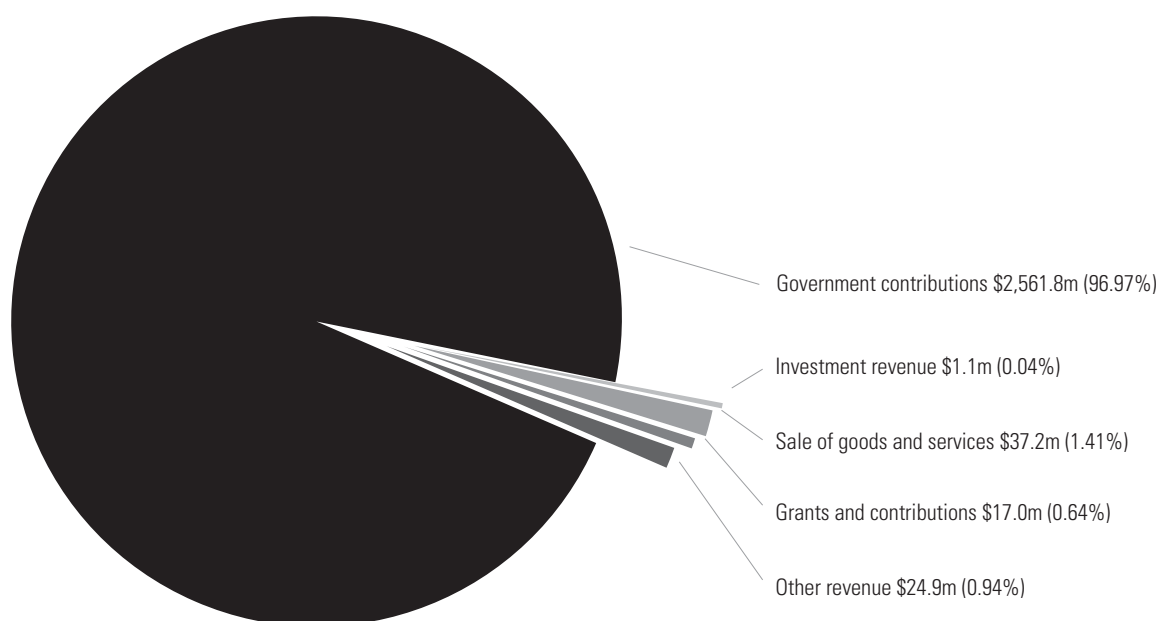
FISCAL IMPACT OF THE OPERATING ENVIRONMENT

Economic development and changes in the environment are often unpredictable and beyond the control of the NSW Police Force. Events like droughts and emergencies can cause change in a community's circumstances and impact on our ability to deliver our planned results. In the last year, there were no factors which affected the delivery of policing services generally.

TOTAL EXPENSES AND LOSSES \$2,717.8 MILLION



TOTAL CONTRIBUTIONS AND REVENUE \$2,642.0 MILLION





GPO BOX 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

NSW Police Force

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of the NSW Police Force (the Force), which comprise the statement of financial position as at 30 June 2010, the statement of comprehensive income, statement of changes in equity, statement of cash flows, service group statements and a summary of compliance with financial directives for the year then ended, a summary of significant accounting policies and other explanatory notes.

Auditor's Opinion

In my opinion, the financial statements:

- present fairly, in all material respects, the financial position of the Force as at 30 June 2010, and its financial performance for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- are in accordance with section 45E of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2010.

My opinion should be read in conjunction with the rest of this report.

Commissioner's Responsibility for the Financial Statements

The Commissioner is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the PF&A Act. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

My responsibility is to express an opinion on the financial statements based on my audit. I conducted my audit in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the Force's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Force's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Commissioner, as well as evaluating the overall presentation of the financial statements.

I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

My opinion does *not* provide assurance:

- about the future viability of the Force
- that it has carried out its activities effectively, efficiently and economically
- about the effectiveness of its internal controls
- about the assumptions used in formulating the budget figures disclosed in the financial statements.

Independence

In conducting this audit, the Audit Office of New South Wales has complied with the independence requirements of the Australian Auditing Standards and other relevant ethical requirements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their role by the possibility of losing clients or income.



A T Whitfield
Acting Auditor-General

6 October 2010
SYDNEY

START OF AUDITED FINANCIAL STATEMENTS




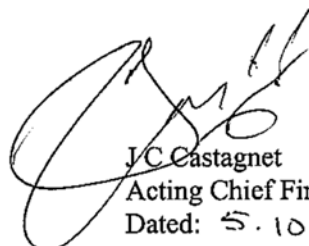
NSW Police Force

NSW POLICE FORCE FINANCIAL STATEMENTS For the Year Ended 30 June 2010

Pursuant to section 45F of the *Public Finance and Audit Act 1983*, we state that:

- (a) the accompanying financial statements have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983*, the *Financial Reporting Code for Budget Dependent General Government Sector Agencies*, the applicable clauses of the *Public Finance and Audit Regulation 2010*, applicable Australian Accounting Standards, other mandatory professional reporting requirements and Treasurer's Directions and Treasury Circular's;
- (b) the statements exhibit a true and fair view of the financial position and transactions of NSW Police Force; and
- (c) we are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.


A.P. Scipione APM
Commissioner of Police
Dated: 5/10/2010


J.C. Castagnet
Acting Chief Financial Officer
Dated: 5.10.10

NSW POLICE FORCE

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2010

	Notes	Actual 2010 \$'000	Budget 2010 \$'000	Actual 2009 \$'000
Expenses excluding losses				
Operating expenses				
Employee related	2(a)	2,156,851	1,945,649	2,015,488
Other operating expenses	2(b)	415,656	386,351	402,478
Depreciation and amortisation	2(c)	115,226	112,660	106,636
Grants and subsidies	2(d)	3,795	3,804	3,689
Finance costs	2(e)	12,498	11,999	13,026
Other expenses	2(f)	2,939	2,630	2,534
Total Expenses excluding losses		2,706,965	2,463,093	2,543,851
Revenue				
Sale of goods and services	3(a)	37,197	28,501	35,322
Investment revenue	3(b)	1,069	1,590	1,959
Grants and contributions	3(c)	16,995	11,844	35,739
Other revenue	3(d)	24,927	14,764	23,906
Total Revenue		80,188	56,699	96,926
Gain/(loss) on disposal	4	(9,976)	562	(5,438)
Other gains / (losses)	5	(797)	(10)	(220)
Net Cost of Services	23	(2,637,550)	(2,405,842)	(2,452,583)
Government Contributions				
Recurrent appropriation	6	2,269,316	2,135,243	2,100,960
Capital appropriation	6	130,352	136,852	120,029
Acceptance by the Crown Entity of employee benefits and other liabilities	7	162,171	162,064	167,219
Total Government Contributions		2,561,839	2,434,159	2,388,208
SURPLUS / (DEFICIT) FOR THE YEAR		(75,711)	28,317	(64,375)
Other comprehensive income				
Net increase / (decrease) in property, plant and equipment asset revaluation reserve		50,258	-	84,072
Net increase / (decrease) in assets held for sale revaluation reserve		1,996	-	(571)
Net change in the asset revaluation reserve arising from a change in restoration liability		(788)	-	(2,712)
Other comprehensive income for the year		51,466	-	80,789
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		(24,245)	28,317	16,414

The accompanying notes form part of these financial statements.

NSW POLICE FORCE

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2010

	Notes	Actual 2010 \$'000	Budget 2010 \$'000	Actual 2009 \$'000
ASSETS				
Current Assets				
Cash and cash equivalents	9	12,723	10,648	16,448
Receivables	10	45,197	50,784	50,690
Non-current assets held for sale	13	3,002	1,318	1,318
Total Current Assets		60,922	62,750	68,456
Non-Current Assets				
Property, Plant and Equipment				
- Land and Buildings	11	1,197,743	1,185,465	1,141,623
- Plant and Equipment	11	309,770	287,523	302,678
Total Property, Plant and Equipment		1,507,513	1,472,988	1,444,301
Intangible assets	12	97,169	104,872	90,181
Total Non-Current Assets		1,604,682	1,577,860	1,534,482
Total Assets		1,665,604	1,640,610	1,602,938
LIABILITIES				
Current Liabilities				
Payables	15	98,637	88,999	82,316
Borrowings	16	4,705	4,705	3,873
Provisions	17	414,489	387,879	388,096
Other	18	21,929	1,673	1,810
Total Current Liabilities		539,760	483,256	476,095
Non-Current Liabilities				
Borrowings	16	174,236	174,236	178,941
Provisions	17	120,612	92,742	92,760
Other	18	317	317	838
Total Non-Current Liabilities		295,165	267,295	272,539
Total Liabilities		834,925	750,551	748,634
Net Assets		830,679	890,059	854,304
EQUITY				
Reserves		510,531	478,645	471,145
Accumulated funds		318,246	411,267	383,012
Amounts recognised in equity relating to assets held for sale	13	1,902	147	147
Total Equity		830,679	890,059	854,304

The accompanying notes form part of these financial statements.

NSW POLICE FORCE

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2010

Notes	Accumulated Funds \$'000	Asset Revaluation Reserve \$'000	Asset Held for Sale Reserve \$'000	Total \$'000
Balance as at 1 July 2009	383,012	471,145	147	854,304
Changes in accounting policy	-	-	-	-
Correction of errors	-	-	-	-
Restated total equity at 1 July 2009	383,012	471,145	147	854,304
Surplus / (deficit) for the year	(75,711)	-	-	(75,711)
Other comprehensive income:				
Net increase / (decrease) in property, plant and equipment	-	52,254	-	52,254
Change in restoration liability	-	(788)	-	(788)
Other:				
Transfer within reserve	-	(1,996)	1,996	-
Asset revaluation reserve balance transferred to accumulated funds on disposal of asset	10,325	(10,084)	(241)	-
Total other comprehensive income	10,325	39,386	1,755	51,466
Total comprehensive income for the year	(65,386)	39,386	1,755	(24,245)
Transactions with owners in their capacity as owners				
Increase / (decrease) in net assets from equity transfers	620	-	-	620
Balance as at 30 June 2010	318,246	510,531	1,902	830,679
Balance as at 1 July 2008	442,496	393,447	1,947	837,890
Changes in accounting policy	-	-	-	-
Correction of errors	-	-	-	-
Restated total equity at 1 July 2008	442,496	393,447	1,947	837,890
Surplus / (deficit) for the year	(64,375)	-	-	(64,375)
Other comprehensive income:				
Net increase / (decrease) in property, plant and equipment	-	83,501	-	83,501
Change in restoration liability	-	(2,712)	-	(2,712)
Other:				
Transfer within reserve	-	571	(571)	-
Asset revaluation reserve balance transferred to accumulated funds on disposal of asset	4,891	(3,662)	(1,229)	-
Total other comprehensive income	4,891	77,698	(1,800)	80,789
Total comprehensive income for the year	(59,484)	77,698	(1,800)	16,414
Transactions with owners in their capacity as owners				
Increase / (decrease) in net assets from equity transfers	-	-	-	-
Balance as at 30 June 2009	383,012	471,145	147	854,304

NSW POLICE FORCE

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2010

	Notes	Actual 2010 \$'000	Budget 2010 \$'000	Actual 2009 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES				
Payments				
Employee related		(1,815,881)	(1,759,164)	(1,718,118)
Grants and subsidies		(3,795)	(3,804)	(3,689)
Finance costs		(11,774)	(11,999)	(12,000)
Other		(599,154)	(463,860)	(520,018)
Total Payments		(2,430,604)	(2,238,827)	(2,253,825)
Receipts				
Sale of goods and services		39,709	28,501	44,437
Interest received		1,029	1,590	2,604
Other		109,639	82,794	112,747
Total Receipts		150,377	112,885	159,788
Cash Flows from Government				
Recurrent appropriation		2,290,393	2,135,243	2,102,034
Capital appropriation		130,352	136,852	120,029
Cash transfers to the Consolidated Fund		(1,074)	-	(334)
Net Cash Flows from Government		2,419,671	2,272,095	2,221,729
NET CASH FLOWS FROM OPERATING ACTIVITIES	23	139,444	146,153	127,692
CASH FLOWS FROM INVESTING ACTIVITIES				
Proceeds from sale of Land and Building and Plant and Equipment	4	7,132	12,062	7,233
Purchases of Land and Buildings and Plant and Equipment		(130,486)	(132,893)	(120,905)
Purchase of Intangibles		(15,942)	(27,249)	(5,910)
NET CASH FLOWS FROM INVESTING ACTIVITIES		(139,296)	(148,080)	(119,582)
CASH FLOWS FROM FINANCING ACTIVITIES				
Repayment of borrowings and advances		(3,873)	(3,873)	(3,112)
NET CASH FLOWS FROM FINANCING ACTIVITIES		(3,873)	(3,873)	(3,112)
NET INCREASE / (DECREASE) IN CASH		(3,725)	(5,800)	4,998
Opening cash and cash equivalents		16,448	16,448	11,450
CLOSING CASH AND CASH EQUIVALENTS	9	12,723	10,648	16,448

The accompanying notes form part of these financial statements.

NSW POLICE FORCE

SERVICE GROUP STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010

Supplementary financial statements

EXPENSES & INCOME	Service Group 39.1'		Service Group 39.2'		Service Group 39.3'		Service Group 39.4'		Not Attributable		Total	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Expenses excluding losses												
Operating expenses	1,131,807	1,083,153	615,494	554,852	255,623	242,020	153,927	135,463	-	-	2,156,851	2,015,488
• Employee related	218,906	219,704	119,045	109,658	47,933	46,344	29,772	26,772	-	-	415,656	402,478
• Other operating expenses	60,747	57,456	33,035	29,570	13,182	12,391	8,262	7,219	-	-	115,226	106,636
Depreciation and amortisation	2,001	1,987	1,088	1,023	434	429	272	250	-	-	3,795	3,689
Grants and subsidies	6,589	7,018	3,583	3,612	1,430	1,514	896	882	-	-	12,498	13,026
Finance costs	1,549	1,365	843	703	336	294	211	172	-	-	2,939	2,534
Other expenses												
Total expenses excluding losses	1,421,599	1,370,683	773,088	699,418	318,938	302,992	193,340	170,758	-	-	2,706,965	2,543,851
Revenue												
Sale of goods and services	19,608	19,032	10,663	9,795	4,259	4,104	2,667	2,391	-	-	37,197	35,322
Investment revenue	563	1,055	307	543	122	228	77	133	-	-	1,069	1,959
Grants and contributions	3,185	22,074	1,732	2,348	11,645	10,744	433	573	-	-	16,995	35,739
Other revenue	13,141	12,881	7,147	6,629	2,852	2,778	1,787	1,618	-	-	24,927	23,906
Total Revenue	36,497	55,042	19,849	19,315	18,878	17,854	4,964	4,715	-	-	80,188	96,926
Gain / (loss) on disposal	(5,260)	(2,930)	(2,860)	(1,508)	(1,141)	(632)	(715)	(368)	-	-	(9,976)	(5,438)
Other gains / (losses)	(420)	(118)	(229)	(61)	(91)	(26)	(57)	(15)	-	-	(797)	(220)
Net Cost of Services	(1,390,782)	(1,318,689)	(756,328)	(681,672)	(301,292)	(285,796)	(189,148)	(166,426)	-	-	(2,637,550)	(2,452,583)
Government contributions ²									2,561,839	2,388,208	2,561,839	2,388,208
SURPLUS / (DEFICIT) FOR THE YEAR	(1,390,782)	(1,318,689)	(756,328)	(681,672)	(301,292)	(285,796)	(189,148)	(166,426)	2,561,839	2,388,208	(75,711)	(64,375)
Other Comprehensive Income												
Net increase / (decrease) in asset valuation reserve	-	-	-	-	-	-	-	-	50,258	84,072	50,258	84,072
Net increase / (decrease) in assets held for sale reserve	-	-	-	-	-	-	-	-	1,996	(571)	1,996	(571)
Net change in the asset revaluation reserve arising from a change in restoration liability	-	-	-	-	-	-	-	-	(788)	(2,712)	(788)	(2,712)
Total Other Comprehensive Income	-	-	-	-	-	-	-	-	51,466	80,789	51,466	80,789
TOTAL COMPREHENSIVE INCOME	(1,390,782)	(1,318,689)	(756,328)	(681,672)	(301,292)	(285,796)	(189,148)	(166,426)	2,613,305	2,468,997	(24,245)	16,414

1. The names and purposes of each service group are summarised in Note 8.

2. Appropriations are made on an agency basis and not to individual service groups. Consequently, government contributions must be included in the 'Not Attributed' column.

NSW POLICE FORCE

SERVICE GROUP STATEMENTS (CONTINUED)

ASSETS & LIABILITIES	Service Group 39.1 ¹		Service Group 39.2 ¹		Service Group 39.3 ¹		Service Group 39.4 ¹		Not Attributable		Total	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Current Assets												
Cash and cash equivalents	-	-	-	-	-	-	-	-	12,723	16,448	12,723	16,448
Receivables	23,709	24,983	13,307	12,858	5,956	9,710	2,225	3,139	-	-	45,197	50,690
Non-current assets held for sale	1,642	711	922	365	284	153	154	89	-	-	3,002	1,318
Total current assets	25,351	25,694	14,229	13,223	6,240	9,863	2,379	3,228	12,723	16,448	60,922	68,456
Non-current Assets												
Property, plant and equipment	824,697	778,189	462,887	400,505	142,538	167,828	77,391	97,779	-	-	1,507,513	1,444,301
Intangibles	53,158	48,589	29,836	25,007	9,187	10,479	4,988	6,106	-	-	97,169	90,181
Total non-current assets	877,855	826,778	492,723	425,512	151,725	178,307	82,379	103,885	-	-	1,604,682	1,534,482
TOTAL ASSETS	903,206	852,472	506,952	438,735	157,965	188,170	84,758	107,113	12,723	16,448	1,665,604	1,602,938
Current liabilities												
Payables	51,999	44,352	28,280	22,826	11,285	9,565	7,073	5,573	-	-	98,637	82,316
Borrowings	2,299	2,087	2,318	1,074	54	450	34	262	-	-	4,705	3,873
Provisions	218,518	209,106	118,834	107,619	47,418	45,097	29,719	26,274	-	-	414,489	388,096
Other	452	396	243	204	96	86	61	50	21,077	1,074	21,929	1,810
Total current liabilities	273,268	255,941	149,675	131,723	58,853	55,198	36,887	32,159	21,077	1,074	539,760	476,095
Non-current liabilities												
Borrowings	85,144	96,413	85,850	49,621	1,993	20,793	1,249	12,114	-	-	174,236	178,941
Provisions	63,587	49,979	34,579	25,722	13,798	10,779	8,648	6,280	-	-	120,612	92,760
Other	167	452	91	232	36	97	23	57	-	-	317	838
Total Non-current liabilities	148,898	146,844	120,520	75,575	15,827	31,669	9,920	18,451	-	-	295,165	272,539
TOTAL LIABILITIES	422,166	402,785	270,195	207,298	74,680	86,867	46,807	50,610	21,077	1,074	834,925	748,634
NET ASSETS	481,040	449,687	236,757	231,437	83,285	101,303	37,951	56,503	(8,354)	15,374	830,679	854,304

1. The names and purposes of each service group are summarised in Note 8.

NSW POLICE FORCE

SERVICE GROUP STATEMENTS (CONTINUED)

	Service Group 39.1 ¹		Service Group 39.2 ¹		Service Group 39.3 ¹		Service Group 39.4 ¹		Not Attributable		Total	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
ADMINISTERED EXPENSES & INCOME												
Administered Income												
Consolidated Fund												
• Taxes, fees and fines	-	-	-	-	-	-	-	-	11,948	12,522	11,948	12,522
• Other	-	-	-	-	-	-	-	-	27	31	27	31
Total Administered Income									11,975	12,553	11,975	12,553
Administered Income less Expenses	-	-	-	-	-	-	-	-	11,975	12,553	11,975	12,553

1. The names and purposes of each service group are summarised in Note 8.
Administered assets and liabilities are disclosed in Note 26.

NSW POLICE FORCE

SUMMARY OF COMPLIANCE WITH FINANCIAL DIRECTIVES FOR THE YEAR ENDED 30 JUNE 2010

	2010				2009			
	RECURRENT APPROP'N \$'000	EXPENDITURE / NET CLAIM ON CONSOLIDATED FUND \$'000	CAPITAL APPROP'N \$'000	EXPENDITURE / NET CLAIM ON CONSOLIDATED FUND \$'000	RECURRENT APPROP'N \$'000	EXPENDITURE / NET CLAIM ON CONSOLIDATED FUND \$'000	CAPITAL APPROP'N \$'000	EXPENDITURE / NET CLAIM ON CONSOLIDATED FUND \$'000
ORIGINAL BUDGET								
APPROPRIATION / EXPENDITURE								
• Appropriation Act	2,131,973	2,131,100	136,831	130,331	2,040,348	2,037,037	136,667	118,567
• Additional Appropriations	-	-	-	-	-	-	-	-
• s 21A PF&AA – special appropriation	-	-	-	-	-	-	-	-
• s 24 PF&AA – transfers of functions between departments	3,270	3,270	21	21	-	-	-	-
• s 26 PF&AA – Commonwealth Specific purpose payments	-	-	-	-	-	-	-	-
	2,135,243	2,134,370	136,852	130,352	2,040,348	2,037,037	136,667	118,567
OTHER APPROPRIATIONS / EXPENDITURE								
• Treasurer's Advance	91,584	71,151	-	-	32,528	31,854	1,462	1,462
• Section 22 – expenditure for certain works and services	-	-	-	-	28,000	28,000	-	-
• Transfers from another agency (s 28 of the Appropriation Act)	63,566	63,795	-	-	-	-	-	-
• (s 31 of the Appropriation Act)	-	-	-	-	3,131	4,069	(5,700)	-
• Approved Changes to Capital Program	-	-	(6,500)	-	-	-	-	-
	155,150	134,946	(6,500)	-	63,659	63,923	(4,238)	1,462
Total Appropriations / Expenditure / Net Claim on Consolidated Fund (includes transfer payments)	2,290,393	2,269,316	130,352	130,352	2,104,007	2,100,960	132,429	120,029
Amount drawn down against Appropriation		2,290,393		130,352		2,102,034		120,029
Liability to Consolidated Fund*		(21,077)		-		(1,074)		-

The Summary of Compliance is based on the assumption that Consolidated Fund moneys are spent first (except where otherwise identified or prescribed).

* The "Liability to Consolidated Fund" represents the difference between the "Amount drawn down against appropriation" and the "Total Expenditure / Net Claim on Consolidated Fund".

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) *Reporting Entity*

The NSW Police Force is a NSW government department. The NSW Police Force is a not-for-profit entity (as profit is not its principal objective) and it has no cash generating units. The reporting entity is consolidated as part of the NSW Total State Sector Accounts.

This financial statement for the year ended 30 June 2010 has been authorised for issue by the Commissioner on 5 October 2010.

(b) *Basis of Preparation*

The NSW Police Force's financial statements are general purpose financial statements which have been prepared in accordance with:

- applicable Australian Accounting Standards (which include Australian Accounting Interpretations);
- the requirements of the *Public Finance and Audit Act 1983* and Regulation; and
- the Financial Reporting Directions published in the Code for Budget Dependent General Government Sector Agencies or issued by the Treasurer.

Property, plant and equipment, and assets held for sale are measured at fair value. Employee benefits are measured at present value. Other financial statements items are prepared in accordance with the historical cost convention.

Judgements, key assumptions and estimations that management has made, are disclosed in the relevant notes to the financial statements.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency.

(c) *Statement of Compliance*

The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

(d) *Administered Activities*

The NSW Police Force administers, but does not control, certain activities on behalf of the Crown Entity. It is accountable for the transactions relating to those administered activities but does not have the discretion, for example, to deploy the resources for the achievement of the NSW Police Force's own objectives.

Transactions and balances relating to the administered activities are not recognised as the NSW Police Force's income, assets and liabilities, but are disclosed in the accompanying notes as "Administered Income", "Administered Assets" and "Administered Liabilities".

The accrual basis of accounting and applicable accounting standards has been adopted.

(e) *Income Recognition*

Income is measured at the fair value of the consideration or contribution received or receivable. Additional comments regarding the accounting policies for the recognition of income are discussed below.

(i) Parliamentary Appropriations and Contributions

Parliamentary appropriations and contributions from other bodies (including grants and donations) are generally recognised as income when the NSW Police Force obtains control over the assets comprising the appropriations/contributions. Control over appropriations and contributions are normally obtained upon the receipt of cash.

An exception to the above is when appropriations are unspent at year end. In this case, the authority to spend the money lapses and generally the unspent amount must be repaid to the Consolidated Fund in the following financial year. As a result, unspent appropriations are accounted for as liabilities rather than income.

The liability is disclosed in Note 18 as part of 'Current Liabilities - Other'. The amount will be repaid and the liability will be extinguished next financial year.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

(ii) Sale of Goods

Revenue from the sale of goods is recognised as revenue when NSW Police Force transfers the significant risks and rewards of ownership of the assets.

(iii) Rendering of Services

Revenue is recognised when the service is provided or by reference to the stage of completion (based on labour hours incurred to date).

(iv) Investment Revenue

Interest revenue is recognised using the effective interest method as set out in AASB 139 *Financial Instruments: Recognition and Measurement*.

(f) Employee Benefits and Other Provisions

(i) Salaries and Wages, Annual Leave, Sick Leave and On-costs

Liabilities for salaries and wages (including non-monetary benefits), and annual leave that fall due wholly within 12 months after the end of the period in which the employees render the service are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amounts expected to be paid when the liabilities are settled.

Long-term annual leave that is not expected to be taken within twelve months is measured at present value in accordance with AASB 119 *Employee Benefits*. Market yields on government bonds of 4.45% are used to discount long-term annual leave.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

The outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised.

(ii) Long Service Leave and Superannuation

The liabilities for long service leave and defined benefit superannuation of NSW Police Force are assumed by the Crown Entity. NSW Police Force accounts for the liability as having been extinguished; resulting in the amount assumed being shown as part of the non-monetary revenue item described as "Acceptance by the Crown Entity of employee benefits and other liabilities".

Long service leave is measured at present value in accordance with AASB 119 *Employee Benefits*. This is based on the application of certain factors (specified in NSWTC 09/04) to employees with five or more years of service, using current rates of pay. These factors were determined based on an actuarial review to approximate present value.

The superannuation expense for the financial year is determined by using the formulae specified in the Treasurer's Directions. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the employee's salary. For other superannuation schemes (i.e. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employee's superannuation contributions.

(iii) Other Provisions

Other provisions exist when: NSW Police Force has a present legal or constructive obligation as a result of a past event; it is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation.

If the effect of the time value of money is material, provisions are discounted at 5.35%, which is the 10 year government bond rate at 15 June 2010, which reflects the current market assessments of the time value of money and the risks specific to the liability.

(iv) Non-Renewal Benefit

Commissioned Police officers employed under fixed term appointment, are entitled to the payment of non-renewal benefits, equal to 12.5% of the accumulated salary earnings for each completed term of appointment. Such benefits are payable only on the officer's termination from NSW Police Force.

NSW POLICE FORCE

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Liabilities for non-renewal benefits are recognised from the beginning of the first fixed term appointment of each officer and are measured on the accumulated salary earnings of the officers at reporting date.

Non-renewal benefit is measured at present value in accordance with AASB 119 *Employee Benefits*. This is based on the application of a discount factor of 0.76 to total non-renewal benefit liability. The actuarial assessment is done every 3 years. The next actuarial review is due no later than 30 June 2012.

(v) The NSW Police Force Blue Ribbon Super Scheme

The NSW Police Force Blue Ribbon Super Scheme is established to facilitate Death and Total and Permanent Incapacity benefits (TPI), and Partial and Permanent Disability benefits (PPI) to eligible police officers of the NSW Police Force as provided under the Crown Employees (Police Officers Death and Disability) Award 2005.

The Award provides benefits to a police officer in the event that he or she suffers an on duty or off duty injury which results in the death or total and permanent incapacity or partial and permanent incapacity of the officer. The NSW Police Force (employer) and police officers (employees) make contributions as required by the Award.

The NSW Police Force's self insured PPI benefits are deemed "termination benefits" under AASB 119 *Employee Benefits*. The liability for PPI is measured in accordance with AASB 119. In 2008-09 the liability for PPI was measured in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*. The methodology for measurement is the same under both AASB 119 and AASB 137.

The liability is determined based on an independent actuarial assessment to approximate the potential liability of PPI. The actuarial assessment has been performed on the basis that all accrued benefits as at 30 June 2010 will be settled within 5 years. The liability has been discounted at an assumed government bond rate of 4.5% for the year ending 30 June 2011, increasing over the next seven years to 5.7% from 2017/18. The liability is disclosed in Note 17 as part of 'Current / Non-Current Liabilities – Provisions'.

With effect from 2006-07, NSW Treasury has underwritten liabilities arising under the terms of the Award up to the existing Government commitment of 3.6% of eligible police officer salaries for the payment of claims approved under the Award. This is recognised as 'Acceptance by the Crown Entity of Employee Benefits and Other Liabilities' and 'Non-Current Assets – Receivables' in Note 7 and Note 10 respectively.

(g) Borrowing Costs

Borrowing costs are recognised as expenses in the period in which they are incurred, in accordance with Treasury's Mandate to not-for-profit general government sector agencies.

(h) Insurance

The insurance activities of NSW Police Force are conducted through NSW Treasury Managed Fund Scheme of self-insurance for Government agencies. The Fund Manager determines the expense (premium), based on past experience and comparison with interstate benchmarks.

(i) Accounting for the Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of GST, except that:

- the amount of GST incurred by NSW Police Force as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of the cost of acquisition of an asset or as part of an item of expense; and
- receivables and payables are stated with the amount of GST included.

Cash flows are included in the statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which is recoverable from, or payable to, the Australian Taxation Office are classified as operating cash flows.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

(j) Acquisitions of Assets

The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by NSW Police Force. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the specific requirements of other Australian Accounting Standards.

Assets acquired at no cost, or for nominal consideration, are recognised initially as assets and revenues at their fair value at acquisition date (see also assets transferred as a result of an equity transfer – Note 1(af)).

Fair value is the amount for which an asset could be exchanged between knowledgeable, willing parties in an arm's length transaction.

(k) Capitalisation Thresholds

Property, plant and equipment and intangible assets costing \$5,000 and above, individually, are capitalised. In addition, assets forming computer systems (including printers) and communications systems are capitalised regardless of cost.

(l) Revaluation of Property, Plant and Equipment

NSW Police Force's property portfolio consists of land, police residences and police stations. Physical non-current assets are valued in accordance with the "Valuation of Physical Non-Current Assets at Fair Value" Policy and Guidelines Paper (TPP 07-1). This policy adopts fair value in accordance with AASB 116 *Property, Plant and Equipment* and AASB 140 *Investment Property*. Information on investment property is separately discussed at Note 1(s).

Property, plant and equipment is measured on an existing use basis, where there are no feasible alternative uses in the existing natural, legal, financial and socio-political environment. However, in the limited circumstances where there are feasible alternative uses, assets are valued at their highest and best use.

Fair value of residential property and aircraft is determined based on the best available market evidence, including current market selling prices for the same or similar assets. Where there is no available market evidence, the asset's fair value is measured at its market buying price, the best indicator of which is depreciated replacement cost. Police Stations and associated administrative areas are valued based on the estimated written down replacement cost of the most appropriate modern equivalent replacement facility having a similar service potential to the existing asset. Land is valued at the highest and best use basis, subject to any restrictions or enhancements since acquisition. The land component of the property portfolio and police residences has been revalued with market value as the basis for revaluation.

Land and buildings are revalued over a three-year cycle. NSW Police Force undertake this progressive method of revaluation in accordance with Treasury Guidelines and AASB 116 *Property, Plant and Equipment*. The last such revaluation was completed on 1 March 2010 and was based on an independent assessment. The 2010 revaluation is the first year of the current cycle. In 2010, the land and building assets in the Central Metropolitan and Northern Regions were revalued. To ensure that the land and building assets not included in the 2010 revaluation are held at fair value at 30 June 2010, valuation factors were obtained from accredited valuers. There was no material difference between the values recorded and the adjusted values had the valuation factors been applied. All land and building revaluation, and the valuation factors are undertaken by accredited valuers, engaged by the external property management service provider, to ensure consistency.

Non-specialised assets with short useful lives are measured at depreciated historical cost, as a surrogate for fair value.

When revaluing non-current assets by reference to current prices for assets, newer than those being revalued (adjusted to reflect the present condition of the assets), the gross amount and the related accumulated depreciation is separately restated. Otherwise, any balances of accumulated depreciation existing at the revaluation date of those assets are credited to the asset accounts to which they relate. The net asset accounts are then increased or decreased by the revaluation increments or decrements.

NSW POLICE FORCE

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Revaluation increments are credited directly to the asset revaluation reserve, except that, to the extent that an increment reverses a revaluation decrement for that class of asset, previously recognised as an expense, the increment is recognised immediately as revenue.

Revaluation decrements are recognised immediately as expenses, except that, to the extent that a credit balance exists in the asset revaluation reserve for the same class of assets, they are debited directly to the asset revaluation reserve.

As a not-for-profit entity, revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise. Where an asset previously revalued is disposed of, any balance remaining in the asset revaluation reserve for that asset is transferred to accumulated funds.

(m) Impairment of Property, Plant and Equipment

As a not-for-profit entity with no cash generating units, the NSW Police Force is effectively exempted from AASB 136 *Impairment of Assets* and impairment testing. This is because AASB 136 modifies the recoverable amount test to the higher of fair value less costs to sell and depreciated replacement cost. This means that, for an asset already measured at fair value, impairment can only arise if selling costs are material. Selling costs are regarded as immaterial.

(n) Depreciation and Amortisation of Property, Plant and Equipment

Depreciation/amortisation is provided for on a straight-line basis for all depreciable assets so as to write off the depreciable/amortised amount, as consumed over its useful life, to NSW Police Force. Land is not a depreciable asset.

All material separately identifiable components of assets are recognised and depreciated/amortised over their useful lives.

Current depreciation/amortisation rates are as follows:

Category	Asset Category Name	Rate
A	Aircraft	15%
B	Buildings & improvements	useful life varies 3 to 70 years
C	Computers	25%
D	Computer integrated software	10%
E	Furniture & fittings	10%
F	Plant & equipment	10%
G	Marine equipment	5%
H	Transport equipment	15%
I	Office equipment	10%
J	Scientific apparatus	15%
K	Radio communications equipment	15%
M	Firearms and dangerous weapons	10%
N	Musical instruments	10%
P	Livestock	12.5%
Q	Leased buildings	lease term per asset

(o) Major Inspection Costs

When each major inspection is performed, the labour cost of performing major inspections for faults is recognised in the carrying amount of an asset as a replacement of a part, if the recognition criteria are satisfied.

(p) Restoration Costs

The estimated cost of dismantling and removing an asset and restoring the site is included in the cost of an asset, to the extent it is recognised as a liability.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

(q) Maintenance

Day-to-day servicing costs or maintenance are charged as expenses as incurred, except where they relate to the replacement of a part or component of an asset, in which case the costs are capitalised and depreciated.

(r) Leased Assets

A distinction is made between finance leases, which effectively transfer from the lessor to the lessee, substantially all risks and benefits incidental to ownership of the leased assets, and operating leases under which the lessor effectively retains all such risks and benefits.

Where a non-current asset is acquired by means of a finance lease, the asset is recognised at its fair value at the commencement of the lease term. The corresponding liability is established at the same amount. Lease payments are allocated between the principal component and the interest expense.

Operating lease payments are charged to the statement of comprehensive income in the periods in which they are incurred.

(s) Investment Properties

NSW Police Force receives rental income from accommodation provided to police officers, and other agencies. These properties were originally acquired for NSW Police Force administrative purposes and not for rental or capital appreciation; as such they do not satisfy the criteria of investment properties.

(t) Intangible Assets

NSW Police Force recognises intangible assets only if it is probable that future economic benefits will flow to the NSW Police Force and the cost of the asset can be measured reliably. Intangible assets are measured initially at cost. Where an asset is acquired at no or nominal cost, the cost is its fair value as at the date of acquisition.

All research costs are expensed. Development costs are only capitalised when certain criteria are met.

The useful lives of intangible assets are assessed to be finite. Intangible assets are subsequently measured at fair value only if there is an active market. As there is no active market for the NSW Police Force's intangible assets, the assets are carried at cost less any accumulated amortisation.

The NSW Police Force's intangible assets are amortised using the straight-line method over a period of 10 years for computer software.

In general, intangible assets are tested for impairment where an indicator of impairment exists. However, as a not-for-profit entity with no cash generating units, NSW Police Force is effectively exempted from impairment testing (refer to Note 1(m)).

(u) Loans and Receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. These financial assets are recognised initially at fair value, usually based on the transaction cost or face value. Subsequent measurement is at amortised cost using the effective interest method, less an allowance for any impairment of receivables. Any changes are recognised in the surplus / (deficit) for the year when impaired, derecognised or through the amortisation process.

Short-term receivables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

(v) Impairment of Financial Assets

All financial assets, except those measured at fair value through profit and loss, are subject to annual review for impairment. An allowance for impairment is established when there is objective evidence that the entity will not be able to collect all amounts due.

NSW POLICE FORCE

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For financial assets carried at amortised cost, the amount of the allowance is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. The amount of the impairment loss is recognised in the surplus / (deficit) for the year.

When an available for sale financial asset is impaired, the amount of the cumulative loss is removed from equity and recognised in the surplus / (deficit) for the year, based on the difference between the acquisition cost (net of any principal repayment and amortisation) and current fair value, less any impairment loss previously recognised in the surplus / (deficit) for the year.

Any reversals of impairment losses are reversed through the surplus / (deficit) for the year, where there is objective evidence, except reversals of impairment losses on an investment in an equity instrument classified as "available for sale" must be made through the reserve. Reversals of impairment losses of financial assets carried at amortised cost cannot result in a carrying amount that exceeds what the carrying amount would have been had there not been an impairment loss.

(w) De-recognition of Financial Assets and Financial Liabilities

A financial asset is derecognised when the contractual rights to the cash flows from the financial assets expire; or if NSW Police Force transfers the financial asset:

- where substantially all the risks and rewards have been transferred; or
- where NSW Police Force has not transferred substantially all the risks and rewards, if NSW Police Force has not retained control.

Where NSW Police Force has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of NSW Police Force's continuing involvement in the asset.

A financial liability is derecognised when the obligation specified in the contract is discharged or cancelled or expired.

(x) Non-Current Assets Held for Sale

NSW Police Force has certain non-current assets classified as held for sale, where their carrying amount will be recovered principally through a sale transaction, not through continuing use. Non-current assets held for sale are recognised at the lower of carrying amount and fair value less costs to sell. These assets are not depreciated while they are classified as held for sale.

(y) Lease Incentives

Lease incentives payable or receivable under operating leases are recognised initially as assets or liabilities. The incentive is subsequently amortised over the lease term, as a reduction of rental income or rental expenses. The straight-line method is adopted for reduction of rental income and rental expense.

(z) Trust Funds

NSW Police Force receives monies in a trustee capacity as set out in Note 25. As NSW Police Force performs only a custodial role with these monies, and because they cannot be used for the achievement of NSW Police Force's own objectives, these funds are not recognised in the financial statements.

(aa) Other Assets

Other assets are recognised on a cost basis.

(ab) Payables

These amounts represent liabilities for goods and services provided to NSW Police Force and other amounts. Payables are recognised initially at fair value, usually based on the transaction cost or face value. Subsequent measurement is at amortised cost using the effective interest method. Short-term payables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

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NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

(ac) Borrowings

Loans are not held for trading or designated at fair value through profit or loss and are recognised at amortised cost using the effective interest method. Gains or losses are recognised in the surplus / (deficit) for the year on de-recognition.

The finance lease liability is determined in accordance with AASB 117 *Leases*.

(ad) Financial Guarantees

A financial guarantee contract is a contract that requires the issuer to make specified payments to reimburse the holder for a loss it incurs because a specified debtor fails to make payment when due in accordance with the original or modified terms of a debt instrument.

Financial guarantee contracts are recognised as a liability at the time the guarantee is issued and initially measured at fair value, where material. After initial recognition, the liability is measured at the higher of the amount determined in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets* and the amount initially recognised, less accumulated amortisation, where appropriate.

NSW Police Force did not provide any financial guarantee contracts in the years to 30 June 2010 and 30 June 2009.

(ae) Service Group Statements Allocation Methodology

The statement of comprehensive income line items within the Service Group Statements are allocated across the NSW Police Force service groups where deemed appropriate. The methodology is primarily based on the information from the rostering system, which is attributed to activities, which in turn are attributed to service groups. The major cost driver is labour hours for operational policing centres, which represents the fact that labour costs are the major cost of the NSW Police Force. Other Specialist policing centres are more easily aligned to service delivery and are allocated according to function from cost centre reports. Non policing corporate services functions are allocated on the basis determined by the policing cost centres. Where specific line items can be allocated to a specific service group, this has been done. Government contributions, and Equity cannot be reliably allocated across service groups and are shown as "not attributed". The rostering system and the associated activity based costing system is the most reliable information available, given that labour hours is the primary cost driver and systems providing other cost driver information are limited. The statement of financial position line items have been generally allocated as follows: Property, Plant and Equipment has been grouped by organisational unit and allocated across service groups applying different percentages to that used in the Statement of comprehensive income. The financial lease for Police Headquarters has been based on floor space and spread across service groups accordingly. Other assets and liabilities have generally been allocated similarly to the line items in the statement of comprehensive income, except where specific material items can be specifically identified to a specific service group. Cash and cash equivalents cannot be reliably allocated across service groups and are shown as "not attributed".

(af) Equity Transfers

The transfer of net assets between agencies as a result of an administrative restructure, transfers of service groups / functions and parts thereof between NSW public sector agencies and 'equity appropriations' (refer Note 1(e)(i)) are designated or required by Accounting Standards to be treated as contributions by owners and recognised as an adjustment to "Accumulated Funds". This treatment is consistent with AASB 1004 *Contributions* and Australian Accounting Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities*.

Transfers arising from an administrative restructure involving not-for-profit entities and for-profit government departments are recognised at the amount at which the assets and liabilities were recognised by the transferor immediately prior to the restructure. Subject to below, in most instances this will approximate fair value.

All other equity transfers are recognised at fair value, except for intangibles. Where an intangible has been recognised at (amortised) cost by the transferor because there is no active market, the agency recognises the asset at the transferor's carrying amount. Where the transferor is prohibited from recognising internally generated intangibles, the agency does not recognise that asset.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

(ag) Budgeted Amounts

The budgeted amounts are drawn from the budgets, as formulated at the beginning of the financial year and with any adjustments for the effects of additional appropriations, s21A, s24 and / or s26 of the *Public Finance and Audit Act 1983*.

The budgeted amounts in the statement of comprehensive income and the statement of cash flows are generally based on the amounts disclosed in the NSW Budget Papers (as adjusted above). However, in the statement of financial position, the amounts vary from the Budget Papers, as the opening balances of the budgeted amounts are based on carried forward actual amounts, i.e. per the audited financial statements (rather than carried forward estimates).

(ah) Equity and Reserves

(i) Asset Revaluation reserve

The asset revaluation reserve is used to record increments and decrements on the revaluation of non-current assets. This accords with the agency's policy on the revaluation of property, plant and equipment as discussed in Note 1(l).

(ii) Accumulated Funds

The category accumulated funds includes all current and prior period retained funds.

(iii) Separate reserve accounts are recognised in the financial statements only if such accounts are required by specific legislation or Australian Accounting Standards (e.g. asset revaluation reserve and foreign currency translation reserve).

(ai) Comparative Information

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is disclosed in respect of the previous period for all amounts reported in the financial statements.

(aj) New Australian Accounting Standards and Interpretations issued but not effective

The following new Accounting Standards and Interpretations have not been applied and are not yet effective:

- AASB 9 and AASB 2009-11 Amendments to Australian Accounting Standards arising from AASB 9 – *Financial Instruments*;
- AASB 2009-5 Amendments to Australian Accounting Standards arising from the *Annual Improvements Project*;
- AASB 2009-9 Amendments to Australian Accounting Standards arising from the *First Time Adoption*;
- AASB 2009-10 – *Classification of rights*;
- AASB 124 and AASB 2009-12 Amendments to Australian Accounting Standards arising from the *Related Party Transactions*;
- Interpretation 19 and AASB 2009-13 - *Extinguishing Financial Liabilities with Equity Instruments*;
- AASB 2009-14 Amendments to Australian Accounting Standards arising from the *Prepayments of a Minimum Funding Requirement*;
- AASB 2010-1 Amendments to Australian Accounting Standards – *Limited Exemption Comparative AASB 7 Disclosures for First Time Adopters*.
- AASB 2010-2 Amendments to Australian Accounting Standards - *Reduced Disclosure Requirements under the Corporations Act 2001*.

While the impact of these standards in the period of initial application has not been specifically quantified, they are not expected to materially impact the financial statements.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	2010 \$'000	2009 \$'000
2. EXPENSES EXCLUDING LOSSES		
(a) Employee related expenses		
Salaries and wages (including recreation leave)	1,522,251	1,476,616
Superannuation – defined benefit plans*	96,210	99,995
Superannuation – defined contribution plans	94,516	86,222
Long service leave	78,563	83,040
Workers' compensation insurance	86,718	78,146
Death and disability self-insurance scheme	166,758	81,672
Payroll tax and fringe benefits tax	107,778	104,379
Other	4,057	5,418
	2,156,851	2,015,488

Employee related expenses excluded from the above are as follows:

(i) Capitalised as intangible assets - \$0.743 million at 30 June 2010 (\$1.690 million in 2008-09)

(ii) Capitalised as property, plant and equipment - \$0.380 million at 30 June 2010 (\$0.518 million in 2008-09)

* Included in the 'Superannuation – defined benefit plans' is contribution for the Death and Total and Permanent Disability Cover of \$17.113 million (\$19.255 million in 2008-09).

(b) Other operating expenses

Auditor's remuneration – audit or review of the financial statements	315	315
Operating lease rental expense – minimum lease payments	76,503	74,537
Insurance	50,301	48,908
Maintenance*	27,878	24,284
Other building expenses	25,896	23,714
Subsistence and transport	21,770	22,259
Motor vehicle, launches and aircraft	41,013	39,507
Fees for services rendered	76,520	75,471
Computer licensing and other	24,116	20,442
Gas and electricity	12,605	9,848
Postal and telephone	24,580	29,583
Stationery, printing and stores	10,562	11,152
Other	23,597	22,458
	415,656	402,478

*Reconciliation – Total maintenance

Maintenance expense – contracted labour and other (non-employee related), as above	27,878	24,284
Employee related maintenance expense included in Note 2(a)	6,905	7,363
Total maintenance expenses included in Note 2(a) + 2(b)	34,783	31,647

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	2010 \$'000	2009 \$'000
(c) Depreciation and amortisation		
Depreciation:		
Buildings	38,644	34,918
Plant and equipment	62,397	59,663
	101,041	94,581
Amortisation:		
Intangible assets – software	14,185	12,055
	14,185	12,055
	115,226	106,636
(d) Grants and subsidies		
Police and Community Youth Clubs contribution	3,795	3,689
Community safety support programs	-	-
	3,795	3,689
(e) Finance costs		
Finance lease interest charges	11,774	12,000
Unwinding of discount rate	724	1,026
	12,498	13,026
(f) Other expenses		
Witnesses' expenses	2,939	2,534
	2,939	2,534

3. REVENUE

(a) Sale of goods and services		
Rents and leases – other	3,524	4,069
NSW Police Force College operations	1,508	1,253
Officers on loan	11,283	10,332
Insurance reports	2,369	2,276
Sports/Entertainment Events – Supervision	6,793	5,881
National Criminal History Record Check	4,125	3,367
Refund of escort expenses	1,755	2,439
Minor sales of goods and services	5,840	5,705
	37,197	35,322
(b) Investment revenue		
Interest – NSW Treasury	1,069	1,713
Interest – Other	-	246
	1,069	1,959

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	2010 \$'000	2009 \$'000
(c) Grants and contributions		
Roads and Traffic Authority (RTA) Road Trauma Program*	10,454	9,761
Alcohol and Drug Related Crime Program	256	506
Management & Policy Programs	448	-
KTS Funding	138	-
Domestic Violence Related Program	842	753
Grants for capital works projects	1,158	1,238
Counter-Terrorism Program	788	650
Various Police Strike Force operations	-	2,000
APEC 2007 Security Program	-	6,662
World Youth Day Program	-	10,852
Emergency Management State Support Program	-	678
Other	2,911	2,639
	16,995	35,739
Conditional grants and contributions recognised as revenue in the current year, and not fully spent with expected expenditure to occur in:		
2010-11	1,668	
Beyond 2010-11	-	
	1,668	
Unconditional grants and contributions recognised as revenue in the current year, and not fully spent with expected expenditure to occur in:		
2010-11	1,988	
Beyond 2010-11	-	
	1,988	
Grants and contributions recognised as revenue in previous years, that were expended in the current year:		
Prior to 2005-06	-	
2005-06	376	
2006-07	82	
2007-08	1,791	
2008-09	1,233	
	3,482	

* RTA and NSW Police Force have put in place an Enhancement Enforcement Program (EEP) to augment traffic enforcement services where RTA provide ancillary funds for additional activity through overtime and rostered days for police overtime. NSW Police Force is reimbursed costs incurred through this program.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	2010 \$'000	2009 \$'000
(d) Other revenue		
Employee contributions to Death and Disability Scheme	16,867	15,369
Recognition of pre-existing but previously unrecorded assets	841	1,562
Refund from insurance	600	770
Legal services fees	404	400
Reversal of provision for restoration costs	4,265	2,447
Recovery of Road and Traffic Authority Expenditure	1,049	1,114
Other	901	2,244
	24,927	23,906
4. GAIN / (LOSS) ON DISPOSAL		
Gain / (loss) on disposal of land and buildings		
Proceeds from disposal	6,016	3,875
Written down value of assets disposed	(14,933)	(7,130)
Net gain / (loss) on disposal of land & buildings	(8,917)	(3,255)
Gain / (loss) on disposal of plant and equipment		
Proceeds from disposal	623	1,872
Written down value of assets disposed	(1,807)	(3,871)
Net gain / (loss) on disposal of plant & equipment	(1,184)	(1,999)
Gain / (loss) on disposal of assets held for sale		
Proceeds from disposal	493	1,486
Written down value of assets disposed	(368)	(1,670)
Net gain / (loss) on disposal of assets held for sale	125	(184)
Total gain / (loss) on disposal	(9,976)	(5,438)
5. OTHER GAINS / (LOSSES)		
Impairment of receivables	(797)	(220)
	(797)	(220)

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	2010 \$'000	2009 \$'000
6. APPROPRIATIONS		
Recurrent appropriations		
Total recurrent draw-downs from NSW Treasury (per Summary of compliance)	2,290,393	2,102,034
Less: Liability to Consolidated Fund (per Summary of compliance)	(21,077)	(1,074)
	2,269,316	2,100,960
Comprising:		
Recurrent appropriations (per Statement of comprehensive income)	2,269,316	2,100,960
	2,269,316	2,100,960
Capital appropriations		
Total capital draw-downs from NSW Treasury (per Summary of compliance)	130,352	120,029
Less: Liability to Consolidated Fund (per Summary of compliance)	-	-
	130,352	120,029
Comprising:		
Capital appropriations (per Statement of comprehensive income)	130,352	120,029
	130,352	120,029

7. ACCEPTANCE BY THE CROWN ENTITY OF EMPLOYEE BENEFITS AND OTHER LIABILITIES

The following liabilities and / or expenses have been assumed by the Crown Entity or other government agencies:

Superannuation – defined benefit plans	79,097	80,740
Long service leave	78,563	83,040
Payroll tax	4,511	4,747
Death and Disability Scheme*	-	(1,308)
	162,171	167,219

* Recognition of amount owing by Crown Entity for unfunded liability for the Scheme from 2006-07 as per actuarial assessment. There was no cumulative unfunded liability for the Scheme at reporting date due to additional supplementations received during 2009-10 and 2008-09. This has resulted in a reduction in the non-current receivable in Note 10 by \$1.308 million.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

8. SERVICE GROUPS OF NSW POLICE FORCE

Service Group 39.1 - Community Support

Service Description: This service group covers the provision of effective, timely and flexible 24 hour response to incidents, emergencies and public events. It also includes reduction of incentives and opportunities to commit crime, the provision of a highly visible police presence, and liaison/partnerships with the community and Government organisations concerned with maintaining peace, order and public safety.

Linkage to Results: This service group contributes to reduced rates and fear of crime by working towards a range of intermediate results that include:

- community confidence in the ability of police to act is increased
- public space is safe to use
- public order is maintained
- the community is reassured and
- personal and public safety is improved

Service Group 39.2 - Criminal Investigation

Service Description: This service group covers crime detection, investigation, provision of forensic services and arresting or otherwise dealing with offenders. It also includes specialist activities to target organised criminal activities and criminal groups, maintenance of forensic databases and criminal records, and liaison with other law enforcement agencies.

Linkage to Results: This service group contributes to reduced rates and fear of crime and violence by working towards a range of intermediate results that include:

- community has confidence that police bring offenders to justice
- opportunities to commit crime are reduced
- alleged offenders are called to account for actions and
- serious offenders are identified and criminal networks are disrupted

Service Group 39.3 - Traffic and Commuter Services

Service Description: This service group covers patrolling roads, highways and public transport corridors, investigating major vehicle crashes, detecting traffic and transport offences (particularly those involving alcohol or drugs, and speed), and supervising peak traffic flows. It also includes liaison/partnerships with community and Government bodies concerned with road safety, traffic management and public transport.

Linkage to Results: This service group contributes to reduced crime and violence, and reduced levels of antisocial behaviour, by working towards a range of intermediate results that include:

- public space is safe to use
- personal and public safety are improved
- road crashes and trauma are minimised and
- behaviour of public transport users is improved

Service Group 39.4 - Judicial Support

Service Description: This service group covers judicial and custodial services, prosecuting offenders, presenting evidence at court, including coronial enquiries, providing police transport and custody for persons under police supervision, and providing a high level of support to victims and witnesses.

Linkage to Results: This service group contributes to reduced rates and fear of crime by working towards a range of intermediate results that include:

- community has confidence that police bring offenders to justice
- legal processes and police procedures are cost effective
- there is improved likelihood of successful prosecution and
- people know police treat people fairly and with respect

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	2010 \$'000	2009 \$'000
9. CURRENT ASSETS – CASH AND CASH EQUIVALENTS		
Cash at bank and on hand	12,723	16,448
For purposes of the statement of cash flows, cash and cash equivalents include cash on hand (including permanent and temporary advances) and cash at bank. Cash and cash equivalent assets recognised in the statement of financial position are reconciled at the end of the financial year to the statement of cash flows as follows:		
Cash and cash equivalents (per statement of financial position)	12,723	16,448
Closing cash and cash equivalents (per statement of cash flows)	12,723	16,448

NSW Police Force has the following banking facilities as at 30 June 2010:

- Bank guarantee authority of \$0.5 million (\$0.5 million in 2008-09). This authority enables NSW Police Force to provide bank guarantees to its suppliers on a need basis. There was no bank guarantee issued as at 30 June 2010.
- MasterCard facility of \$3 million (\$3 million in 2008-09), which is the total of the credit limit for all issued credit cards and purchase cards. Total amount of credit unused as at 30 June 2010 was \$1.15 million (\$0.68 million in 2008-09).
- Letter of credit facility of \$2 million (\$2 million in 2008-09). Total amount of letter of credit facility unused as at 30 June 2010 was \$2 million (\$2 million in 2008-09).
- Offset accounts facility of \$0.05 million (\$0.05 million in 2008-09). This facility allows bank fees incurred during the month to be debited to a temporary debit account, which are then transferred to the NSW Police Force main operating bank account the following month. Total amount of offset accounts facility unused as at 30 June 2010 was \$0.04 million (\$0.03 million in 2008-09).

Refer Note 28 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	2010 \$'000	2009 \$'000
10. CURRENT / NON-CURRENT ASSETS – RECEIVABLES		
Receivables – Current		
Trade debtors	19,707	22,293
Less: Allowance for impairment	(206)	(219)
	<u>19,501</u>	<u>22,074</u>
Other debtors	4,233	4,871
Less: Allowance for impairment	(840)	(180)
	<u>3,393</u>	<u>4,691</u>
GST receivable	11,428	11,421
Prepayments	10,875	12,504
Total Receivables	<u>45,197</u>	<u>50,690</u>
 Movement in the allowance for impairment – Trade debtors		
Balance at 1 July	219	64
Amounts written off during the year	(67)	(10)
Amounts recovered during the year	(143)	(29)
Increase / (decrease) in allowance recognised in profit or loss	197	194
Balance at 30 June	<u>206</u>	<u>219</u>
 Movement in the allowance for impairment – Other debtors		
Balance at 1 July	180	192
Amounts written off during the year	(71)	(2)
Amounts recovered during the year	(29)	(36)
Increase / (decrease) in allowance recognised in profit or loss	760	26
Balance at 30 June	<u>840</u>	<u>180</u>

Details regarding credit risk, liquidity risk and market risk, including financial assets that are either past due or impaired, are disclosed in Note 28.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

11. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT

	Land and Buildings \$'000	Plant and Equipment \$'000	Total \$'000
At 1 July 2009 – fair value			
Gross carrying amount	1,712,333	646,066	2,358,399
Accumulated depreciation and impairment	(570,710)	(343,388)	(914,098)
Net Carrying Amount	1,141,623	302,678	1,444,301
At 30 June 2010 – fair value			
Gross carrying amount	1,857,526	661,333	2,518,859
Accumulated depreciation and impairment	(659,783)	(351,563)	(1,011,346)
Net Carrying Amount	1,197,743	309,770	1,507,513

Reconciliations

A reconciliation of the carrying amount of each class of property, plant and equipment at the beginning and end of the current reporting period is set out below:

	Land and Buildings \$'000	Plant and Equipment \$'000	Leased Buildings \$'000	Total \$'000
Year ended 30 June 2010				
Net Carrying amount at start of year	1,004,971	302,678	136,652	1,444,301
Additions	62,543	75,137	-	137,680
Assets held for sale	(2,052)	-	-	(2,052)
Disposals – Written Down Value	(14,933)	(1,808)	-	(16,741)
Net revaluation increment recognised in reserves	49,206	3,048	-	52,254
Depreciation expense	(29,165)	(62,397)	(9,479)	(101,041)
Transferred to intangible assets	-	(6,888)	-	(6,888)
Net carrying amount at end of year*	1,070,570	309,770	127,173	1,507,513

* Included in the net carrying amount are work in progress of \$94.226 million and \$72.293 million for land and buildings, and plant and equipment respectively.

	Land and Buildings \$'000	Plant and Equipment \$'000	Total \$'000
At 1 July 2008 – fair value			
Gross carrying amount	1,548,772	605,282	2,154,054
Accumulated depreciation and impairment	(490,477)	(322,373)	(812,850)
Net Carrying Amount	1,058,295	282,909	1,341,204
At 30 June 2009 – fair value			
Gross carrying amount	1,712,333	646,066	2,358,399
Accumulated depreciation and impairment	(570,710)	(343,388)	(914,098)
Net Carrying Amount	1,141,623	302,678	1,444,301

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

Reconciliations

A reconciliation of the carrying amount of each class of property, plant and equipment at the beginning and end of the previous reporting period is set out below:

	Land and Buildings \$'000	Plant and Equipment \$'000	Leased Buildings \$'000	Total \$'000
Year ended 30 June 2009				
Net Carrying amount at start of year	912,164	282,909	146,131	1,341,204
Additions	47,565	83,662	-	131,227
Assets held for sale	(191)	-	-	(191)
Disposals – Written Down Value	(7,130)	(3,871)	-	(11,001)
Net revaluation increment recognised in reserves	78,002	5,499	-	83,501
Depreciation expense	(25,439)	(59,663)	(9,479)	(94,581)
Transferred to intangible assets	-	(5,858)	-	(5,858)
Net carrying amount at end of year*	1,004,971	302,678	136,652	1,444,301

* Included in the net carrying amount are work in progress of \$63.142 million and \$77.071 million for land and buildings, and plant and equipment respectively.

12. INTANGIBLE ASSETS

	Software \$'000
At 1 July 2009	
Cost (gross carrying amount)	177,594
Accumulated amortisation and impairment	(87,413)
Net Carrying Amount	90,181
At 30 June 2010	
Cost (gross carrying amount)	200,278
Accumulated amortisation and impairment	(103,109)
Net Carrying Amount	97,169

	Software \$'000
Year ended 30 June 2010	
Net carrying amount at start of year	90,181
Additions (from internal development)	12,457
Additions (purchases)	1,829
Disposals – Written Down Value	-
Amortisation (recognised in “depreciation and amortisation”)	(14,185)
Transferred from plant and equipment	6,887
Net carrying amount at end of year*	97,169

* Included in the net carrying amount is work in progress of \$11.419 million.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	Software \$'000
At 1 July 2008	
Cost (gross carrying amount)	165,886
Accumulated amortisation and impairment	(75,418)
Net Carrying Amount	90,468
At 30 June 2009	
Cost (gross carrying amount)	177,594
Accumulated amortisation and impairment	(87,413)
Net Carrying Amount	90,181
	Software \$'000
Year ended 30 June 2009	
Net carrying amount at start of year	90,468
Additions (from internal development)	4,662
Additions (purchases)	1,248
Disposals – Written Down Value	-
Amortisation (recognised in "depreciation and amortisation")	(12,055)
Transferred from plant and equipment	5,858
Net carrying amount at end of year*	90,181

* Included in the net carrying amount is work in progress of \$16.768 million.

	2010 \$'000	2009 \$'000
13. NON-CURRENT ASSETS HELD FOR SALE		
Assets held for sale		
Land and buildings	3,002	1,318
	3,002	1,318
Non-current assets held for sale are essentially land and buildings which are due for settlement by June 2011. Properties are sold either by an auction, expression of interests or a private treaty following an unsuccessful auction.		
Amounts recognised in equity relating to assets held for sale		
Property, plant and equipment asset revaluation increments/decrements	1,902	147
	1,902	147

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	2010 \$'000	2009 \$'000
14. RESTRICTED ASSETS		
Included in the current assets are the following restricted assets:		
Death and Disabilities Scheme Monies	3,007	13,550
	3,007	13,550

The monies for the death and disability scheme are received from NSW Treasury and through police officers' employee contributions. These funds are applied exclusively in the use of death and disability related payments only.

The NSW Treasury currently underwrites the unfunded liabilities arising from the NSW Police's death and disability scheme. Supplementation to the recurrent budget is sought and approved by NSW Treasury to meet unfunded costs of the scheme.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	2010 \$'000	2009 \$'000
15. CURRENT LIABILITIES – PAYABLES		
Accrued salaries, wages and on-costs	26,485	20,262
Creditors	6,597	15,334
Payroll Tax	8,554	8,175
Fringe Benefits Tax	1,358	1,383
Pay As You Go Tax withheld	14,944	14,555
Employee deductions withheld	786	795
Income received in advance	747	772
Motor vehicle costs	4,702	4,949
Electronic Billing System (EBS) for telephones	105	255
Petrol Interface	1,401	1,293
Forensic Services Group	2,741	2,045
Education Services	1,665	1,317
Business Technology Services	788	789
State Crime Command	579	519
Audit fees	195	195
Specialist Operations	330	180
Copyright fees for NSW Government print copying	320	584
Property related costs	4,507	4,781
Aircraft maintenance	591	6
Miscellaneous sponsorship	926	-
TMF Hindsight Adjustment	16,230	-
Various sundry accruals	4,086	4,127
	98,637	82,316

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 28.

16. CURRENT / NON-CURRENT LIABILITIES - BORROWINGS

Finance lease [see Note 20 (c)]		
Current	4,705	3,873
Non-current	174,236	178,941
	178,941	182,814

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above borrowings are disclosed in Note 28.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	2010 \$'000	2009 \$'000
17. CURRENT / NON-CURRENT LIABILITIES - PROVISIONS		
Employee benefits and related on costs – Current		
Recreation leave*	195,628	198,692
Recreation leave on long service leave	20,828	19,409
Non-renewal benefit*	38,254	29,201
Leave loading	3,629	3,467
Workers' compensation on long service leave	5,445	5,071
Superannuation on long service leave	4,084	3,803
Voluntary redundancy	1,864	1,724
Payroll tax on recreation leave liability	11,053	11,425
Payroll tax on long service leave	26,327	24,519
Payroll tax on other leave provisions	2,366	1,878
Death and disability self-insurance scheme	101,800	84,700
	411,278	383,889
Employee benefits and related on costs – Non-Current		
Recreation leave on long service leave	1,096	1,022
Non-renewal benefit	15,625	15,723
Workers' compensation on long service leave	286	267
Superannuation on long service leave	215	200
Payroll tax on long service leave	1,386	1,290
Payroll tax on other leave provisions	884	904
Death and disability self-insurance scheme	88,400	62,600
	107,892	82,006
Subtotal Employee benefits and related on-costs	519,170	465,895
Other Provisions – Current		
Restoration costs	3,211	4,207
	3,211	4,207
Other Provisions – Non-Current		
Restoration costs	12,720	10,754
	12,720	10,754
Subtotal Other Provisions	15,931	14,961
Total Provisions	535,101	480,856
Aggregate employee benefits and related on-costs		
Provisions – Current	411,278	383,889
Provisions – Non-Current	107,892	82,006
Accrued salaries, wages and on-costs (refer Note 15)	26,485	20,262
	545,655	486,157

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

Movements in provisions (other than employee benefits)

Movements in the restoration provision during the financial year, are set out below:

	2010 \$'000	2009 \$'000
Restoration Costs		
Carrying amount at the beginning of financial year	14,961	12,083
Additional provisions recognised	4,693	4,518
Amounts used	(181)	(219)
Unused amounts reversed	(4,265)	(2,447)
Unwinding / change in the discount rate	723	1,026
Carrying amount at end of financial year	15,931	14,961

* Employee benefits expected to be settled more than 12 months after the reporting date are as follows:

- (i) Recreation leave totals \$22.641 million (\$42.409 million in 2008-09)
- (ii) Non-renewal benefit totals \$33.839 million (\$23.806 million in 2008-09)

	2010 \$'000	2009 \$'000
18. CURRENT / NON-CURRENT LIABILITIES – OTHER		
Other Liabilities – Current		
Liability to Consolidated Fund	21,077	1,074
Lease incentives	521	658
Other	331	78
	21,929	1,810
Other Liabilities – Non-Current		
Lease incentives	317	838
	317	838
Total Liabilities – Other	22,246	2,648

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 28.

19. INCREASE / (DECREASE) IN NET ASSETS FROM EQUITY TRANSFERS

Transfers directly from Ministry for Police

Fixed assets	766
Cash shortfall	(146)
	620

Contribution by or distribution to owners

In NSW, the transfer of the net assets as a result of transfers effected by Public Sector Employment and Management Orders, other transfers of programs /functions or part thereof, equity appropriations and certain other transfers are designated by NSW Treasury as "contributions by owners". These transfers are regarded as contributions by owners, in terms of Interpretation 1038 *Contributions by Owners made to Wholly-Owned Public Sector Entities*, as the Government has in effect made a policy decision to increase the financial resources of a public sector agency (i.e. the entity's equity). Transfers that are a "restructure of administrative arrangements" with government controlled not for-profit entities and for-profit government departments subject to AASB 1004 must be recognised as "contributions by owners".

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

A "restructure of administrative arrangements" is defined in AASB 1004 as: "The reallocation or reorganisation of assets, liabilities, activities and responsibilities amongst the entities that the government controls that occurs as a consequence of a rearrangement in the way in which activities and responsibilities are prescribed under legislation or other authority are allocated between the government's controlled entities".

The Ministry for Police was abolished as a Division of the Government Service in accordance with the *Public Sector Employment and Management (Departmental Amalgamations) Order 2009* under the *Public Sector Employment and Management Act 2002*. The majority of the staff were transferred to the Department of Premier and Cabinet, with the remaining 7 transferring to the NSW Police Force. Total liabilities transferred through cash, relates to employee leave provisions and other creditors. Fixed assets transferred through equity at the net book value were predominantly comprised of computers and building fit-outs.

2010	2009
\$'000	\$'000

20. COMMITMENTS FOR EXPENDITURE

(a) Capital Commitments

Aggregate capital expenditure contracted for at balance date and not provided for:

Not later than one year	113,624	111,344
Later than one year and not later than 5 years	179,752	178,198
Later than five years	-	-
Total (including GST)	293,376	289,542

Input tax credits of \$26.869 million (\$26.322 million in 2008-09), expected to be recoverable from the Australian Taxation Office, are included above.

Included in the capital expenditure is the commitment to purchase an aircraft to the value of US Dollars \$4.337 million due payable not later than one year. The Australian dollar equivalent converted at the spot rate at 30 June 2010 is \$5.210 million including input tax credits to the amount \$0.672 million.

Aggregate capital expenditure authorised but not contracted for at balance date:

Not later than one year	74,391	64,789
Later than one year and not later than 5 years	194,178	239,351
Later than five years	-	-
Total (including GST)	268,569	304,140

Input tax credits of \$24.415 million (\$27.649 million in 2008-09), expected to be recoverable from the Australian Taxation Office, are included above.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	2010 \$'000	2009 \$'000
(b) Operating Lease Commitments		
Future non-cancellable operating lease rentals not provided for and payable:		
Not later than one year	58,954	53,386
Later than one year and not later than 5 years	91,138	79,891
Later than five years	86,542	84,765
Total (including GST)	236,634	218,042

Input tax credits of \$21.435 million (\$19.750 million in 2008-09), expected to be recoverable from the Australian Taxation Office, are included above.

Operating lease commitments comprise property (office buildings and radio sites) lease rentals and motor vehicle fleet leases. Lease terms for operating leases vary as mentioned below and generally, require a monthly payment in advance for both rent and outgoings.

Building leases vary between 1 - 5 years; and or up to 34 years, and are generally subject to either CPI, fixed or market rental review at regular intervals.

Radio site leases vary from 1 - 5 years and or 20 years, and are generally subject to either CPI and or an escalation from 3% to 6% annually.

Motor vehicle fleet leases vary from 10 months to 2 years, and are subject to a fixed interest rate during the lease term.

NSW Police Force does not have contingent leases, nor does it incur any rental expense arising from sub-leases.

	2010 \$'000	2009 \$'000
(c) Finance Lease Commitments		
Minimum lease payment commitments in relation to finance leases payable are as follows:		
Not later than one year	16,151	15,605
Later than one year and not later than 5 years	70,458	68,075
Later than five years	192,495	211,028
Minimum lease payments	279,104	294,708
Less: future finance charges	100,163	111,894
Present value of minimum lease payments	178,941	182,814
The present value of finance lease commitments is as follows:		
Not later than one year	4,705	3,873
Later than one year and not later than 5 years	28,710	24,563
Later than five years	145,526	154,378
	178,941	182,814
Classified as:		
Current (Note 16)	4,705	3,873
Non-current (Note 16)	174,236	178,941
	178,941	182,814

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

NSW Police Force entered into a lease for NSW Police Force Headquarters at Parramatta for a period of 20 years with an option of a further lease term of 5 years. The lease commenced on 1 June 2004.

(d) Other Expenditure Commitments

There were no material other expenditure commitments at reporting date.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	2010 \$'000	2009 \$'000
21. CONTINGENT LIABILITIES AND CONTINGENT ASSETS		
(a) Contingent Liabilities		
Contingent liabilities comprise civil matter claims that have been made against NSW Police Force. The contingent liabilities are estimates from the NSW Police Force's legal advisers. The prospects of success or otherwise of each claim will become certain only when all the evidence is available, which usually is just before hearing. If the claimant is successful, the settlements will be met by NSW Treasury Managed Fund.		
	75,013	74,584
(b) Contingent Assets		
NSW Police Force entered into a lease for NSW Police Force Headquarters at Parramatta. As part of the conditions of the lease term, the Lessor agrees that, on the fifteenth anniversary of the lease (1 June 2019), it will deposit \$6 million (expressed as a nominal amount) in an account in its name. NSW Police Force may, at any time after the deposit of the funds until 31 May 2024, request that the Lessor carry out refurbishment work to the premises in accordance with the NSW Police Force's request, up to maximum value of \$6 million plus any interest accrued in the account from 1 June 2019.		
	6,000	6,000

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

22. BUDGET REVIEW

Net cost of services

The actual net cost of services this year was higher than budget by \$232 million.

This result was mainly due to the following factors, namely:

- An actuarially assessed increase of \$43 million in the permanent and partial disability self insurance provision.
- The combined effect of increased payments under the Death and Disability Scheme of \$85 million, additional costs associated with additional Police strength, police pay increases and civilian redundancies of \$53 million and hindsight adjustments to past workers compensation premiums of \$15 million, all of which were subject to Treasury supplementation.
- The impact of \$13 million for the long service leave provision following the annual actuarial review of relevant factors by Treasury.
- Under achievement of profit on expected sale of assets and additional loss on sale of assets totalling \$10 million.
- Overruns in building related expenses by \$8 million, and motor vehicle expenses by \$7 million.

Assets and liabilities

Total current assets decreased by \$2 million compared to budget, mainly due to a reduction in receivables and an increase in non-current assets held for sale.

Non-current assets increased by \$27 million over budget mainly due to the following factors:

- Land and buildings increased by \$12 million mainly due to revaluation being higher than budget.
- Plant and equipment increased by \$22 million due to additional expenditure.
- Intangible assets decreased by \$8 million mainly due to a reduction in expenditure.

Total liabilities increased by \$84 million compared to budget, mainly due to the permanent and partial disability self insurance and an increase in other employee related provisions being higher than budget by \$43 million and \$10 million respectively. Other current liabilities increased by \$20 million due to a liability to consolidated fund and payables increased by \$10 million over budget.

Cash flows

Recurrent Appropriation increased by \$155 million compared to budget and Capital Appropriation decreased by \$7 million compared to budget.

Net cash inflows from operating activities decreased by \$7 million compared to budget, mainly due to a decrease in the Capital Appropriation, and net cash outflows from investing activities decreased by \$9 million mainly due to decreases in the purchases of intangible assets.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	2010 \$'000	2009 \$'000
23. RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES TO NET COST OF SERVICES		
Net cash flows from operating activities	139,444	127,692
Cash flows from Government / Appropriations	(2,419,671)	(2,221,729)
Acceptance by the Crown Entity of employee benefits and other liabilities:		
Superannuation	(79,097)	(80,740)
Long service leave	(78,563)	(83,040)
Payroll tax on superannuation	(4,511)	(4,747)
Death and Disability Scheme	-	1,308
Depreciation and amortisation	(115,226)	(106,636)
Increase / (decrease) in receivables	(5,493)	(3,550)
Decrease / (increase) in payables	(16,321)	(14,373)
Decrease / (increase) in provisions	(54,245)	(75,461)
Decrease / (increase) in other liabilities	(19,598)	357
Increase / (decrease) in Capital Works expenditure accruals	(366)	250
Net gain / (loss) on sale of plant and equipment	(9,976)	(5,438)
Movement in liability to Consolidated Fund	20,003	740
Non-cash revenue – net	6,070	12,784
Net cost of services	(2,637,550)	(2,452,583)

24. NON-CASH FINANCING AND INVESTING ACTIVITIES

Liabilities and expenses assumed by the Crown Entity:		
Superannuation	(79,097)	(80,740)
Long service leave	(78,563)	(83,040)
Payroll tax on superannuation	(4,511)	(4,747)
Death and Disability Scheme	-	1,308
Assets received by donation	658	6,745
Net assets and liabilities assumed as a result of restructuring of administrative arrangements	620	-
	(160,893)	(160,474)

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	2010 \$'000	2009 \$'000
25. TRUST FUNDS		
NSW Police Force holds money in a Crown Trust Fund, comprising money found and exhibit money, held in trust pending resolution of ownership. These monies are excluded from the financial statements, as NSW Police Force cannot use them to achieve its objectives. The following is a summary of the transactions in the trust account:		
Crown Trust Fund Account		
Cash balance at 1 July	14,628	15,869
Add: Receipts	13,310	16,210
Less: Payments	(14,733)	(17,451)
Cash balance at 30 June	13,205	14,628
26. ADMINISTERED ASSETS AND LIABILITIES		
Administered Assets¹		
Receivables	484	501
Total Administered Assets	484	501
Administered Liabilities²		
Unearned income due not later than one year	7,504	7,183
Unearned income due later than one year	12,012	11,452
Total Administered Liabilities	19,516	18,635
Note		
1. The administered assets comprise of accrued income from RTA for month of June.		
2. The administered liabilities comprise multi-years firearms and security industry licences with a maximum period of 5 years. The fees collected are amortised based on the term of the licence.		
27. ADMINISTERED INCOME		
Firearms licensing	6,432	6,208
Security industry licensing	4,951	5,697
Fines and forfeitures	565	617
Other	27	31
	11,975	12,553

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

28. FINANCIAL INSTRUMENTS

The NSW Police Force's principal financial instruments are outlined below. These financial instruments arise directly from the NSW Police Force's operations. The NSW Police Force does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

The NSW Police Force's main risks arising from financial instruments are outlined below, together with the NSW Police Force's objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout this financial statement.

The Commissioner of Police has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by the NSW Police Force, to set risk limits and controls and to monitor risks. Compliance with policies is reviewed by the Audit Committee on a continuous basis.

(a) Financial Instrument Categories

	Note	Category	Carrying Amount 2010 \$'000	Carrying Amount 2009 \$'000
Financial Assets				
Cash and cash equivalents	9	N/A	12,723	16,448
Receivables ¹	10	Loans and receivables measured at amortised costs	22,894	26,765
Financial Liabilities				
Payables ²	15	Financial liabilities measured at amortised cost	73,033	57,431
Borrowings	16	Financial liabilities measured at amortised cost	178,941	182,814
Other liabilities	18	Financial liabilities measured at amortised cost	22,246	2,648

Notes

1. Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7).

2. Excludes statutory payables and unearned revenue (i.e. not within scope of AASB 7).

(b) Credit Risk

Credit risk arises when there is the possibility of the NSW Police Force's debtors defaulting on their contractual obligations, resulting in a financial loss to the NSW Police Force. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for impairment).

Credit risk arises from the financial assets of the NSW Police Force including cash and receivables. No collateral is held by the NSW Police Force. The NSW Police Force has not granted any financial guarantees.

Cash

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System, and the United Group Services NSW Police Force Property Bank Account.

Interest is earned on daily bank balances of the NSW Police Force Main Operating Account at the monthly average NSW Treasury Corporation (TCorp) 11am unofficial cash rate, adjusted for a management fee to NSW Treasury.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

Receivables – trade and other debtors

All trade and other debtors are recognised as amounts receivable at balance date. Collectibility of these debtors is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts, including letters of demand. Debts which are known to be uncollectible are written off. An allowance for impairment is raised when there is objective evidence that the entity will not be able to collect all amounts due. The evidence includes past experience, and the nature and category of the debts. No interest is earned on these debtors. Sales are made on 30 day terms.

NSW Police Force is not materially exposed to concentrations of credit risk to a single debtor or group of debtors. Based on past experience, debtors that are not past due (\$13.681 million in 2009-10 and \$18.399 million in 2008-09) and debts totalling (\$9.214 million in 2009-10 and \$8.367 million in 2008-09) that are past due but not considered impaired in accordance with the NSW Police Force's policy together represent 99% of the total debtors.

Trade Debtors	Total^{1,2} \$'000	Past due but not impaired^{1,2} \$'000	Considered impaired^{1,2} \$'000
2010			
< 3 months overdue	900	900	-
3 months – 6 months overdue	2,877	2,877	-
> 6 months overdue	4,622	4,416	206
2009			
< 3 months overdue	3,266	3,266	-
3 months – 6 months overdue	1,585	1,585	-
> 6 months overdue	3,660	3,441	219
Other Debtors	Total^{1,2} \$'000	Past due but not impaired^{1,2} \$'000	Considered impaired^{1,2} \$'000
2010			
< 3 months overdue	1	1	-
3 months – 6 months overdue	-	-	-
> 6 months overdue	1,148	308	840
2009			
< 3 months overdue	47	47	-
3 months – 6 months overdue	18	18	-
> 6 months overdue	189	9	180

Notes:

- Each column in the table reports 'gross receivables'.
- The ageing analysis excludes statutory receivables, as these are not within the scope of AASB 7 and excludes receivables that are not past due and not impaired. Therefore, the "total" will not reconcile to the receivables total recognised in the statement of financial position.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

(c) Liquidity Risk

Liquidity risk is the risk that the NSW Police Force will be unable to meet its payment obligations when they fall due. The NSW Police Force continuously manages risk through monitoring future cash flows to ensure adequate cash is available to meet its payment obligations.

The main source of credit standby arrangements available to NSW Police Force is advances from NSW Treasury. Advances are requested from NSW Treasury on a need basis and are repaid by way of reduction from the Consolidated Fund Allocation disbursements. Credit card facilities are also in operation within NSW Police Force. The risks associated with credit cards are minimised through credit card policy including transactional and monthly limits. In addition, credit card usage is monitored by independent officers within the NSW Police Force.

During the current and prior years, there were no defaults or breaches on any loans payable. No assets have been pledged as collateral. The NSW Police Force's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

The liabilities are recognised for amounts due to be paid in the future for goods and services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in Treasurer's Direction 219.01. If trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or statement is received. Treasurer's Direction 219.01 allows the Minister to award interest for late payment. No such interest has been paid by NSW Police Force in 2009-10 and 2008-09.

The table below summarises the maturity profile of the NSW Police Force's financial liabilities, together with the interest rate exposure.

	Weighted Average Effective Interest Rate	Nominal Amount ² \$'000	Interest Rate Exposure			Maturity Dates		
			Fixed Interest Rate \$'000	Variable Interest Rate \$'000	Non-Interest Bearing \$'000	< 1 Year \$'000	1 – 5 Years \$'000	> 5 Years \$'000
2010								
Payables ¹	-	73,033	-	-	73,033	73,033	-	-
Borrowings:								
Finance lease	6.61%	279,104	279,104	-	-	16,151	70,458	192,495
Other:								
Lease incentives	-	838	-	-	838	521	317	-
Liability to Con. Fund and other	-	21,408	-	-	21,408	21,408	-	-
		374,383	279,104	-	95,279	111,113	70,775	192,495
2009								
Payables ¹	-	57,431	-	-	57,431	57,431	-	-
Borrowings:								
Finance lease	6.61%	294,708	294,708	-	-	15,605	68,075	211,028
Other:								
Lease incentives	-	1,496	-	-	1,496	658	838	-
Liability to Con. Fund and other	-	1,152	-	-	1,152	1,152	-	-
		354,787	294,708	-	60,079	74,846	68,913	211,028

Notes:

1. Payables exclude income received in advance and statutory taxes.
2. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities and therefore will not reconcile to the statement of financial position.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

(d) **Market Risk**

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. In the absence of any borrowings with variable interest rates or Hour Glass Investment Facilities, NSW Police Force's exposure to market risk is considered minimal.

Foreign exchange rate risk

NSW Police Force has a Foreign Exchange Risk Policy which applies to purchases in foreign currency greater than \$250,000. The objective of this policy is to minimise the exposure of foreign currency risk to meet the budget forecast. Therefore, NSW Police Force has minimal exposure to market risk or foreign currency risk and does not enter into commodity contracts.

There were no NSW Police Force foreign currency contracts outstanding at year end. However, included in the capital expenditure is the commitment to purchase an aircraft to the value of US dollar \$4.337 million due payable not later than one year. The forward exchange contract denominated in US Dollars was entered on the 30 June 2010, the equivalent in Australian dollar of \$5.273 million.

Maturity profiles	Weighted average exchange rate		2010	2009
	2010	2009	Commitment value AUD \$'000	Commitment value AUD \$'000
Capital Commitment denominated in US Dollars (USD)				
Not later than 3 months	-	-	-	-
Later than 3 months and not later than 12 months	0.8225	-	5,273	-
Later than 12 months	-	-	-	-
Total hedged US Dollar commitment			5,273	-

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below for interest rate risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which NSW Police Force operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the balance sheet date. The analysis is performed on the same basis for 2008-09. The analysis assumes that all other variables remain constant.

Interest rate risk

Exposure to interest rate risk arises primarily through the NSW Police Force's interest bearing liability for the finance lease. This risk is minimal as the interest rate is predetermined at the inception of the lease and remained fixed for the entire term of the lease. The financial instruments held by NSW Police Force, a change in interest rates would not affect profit or loss or equity. A reasonably possible change of +/-1% is used, consistent with current trends in interest rates. The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility.

The NSW Police Force's exposure to interest rate risk is set out below.

NSW POLICE FORCE

NOTES TO AND FORMING PART OF THE 2009-2010 FINANCIAL STATEMENTS

	Carrying Amount \$'000	-1%		+1%	
		Profit \$'000	Equity \$'000	Profit \$'000	Equity \$'000
2010					
<i>Financial assets:</i>					
Cash and cash equivalents	12,723	(127)	(127)	127	127
2009					
<i>Financial assets:</i>					
Cash and cash equivalents	16,448	(164)	(164)	164	164

Other price risk

Exposure to other price risk primarily arises through the investment in the TCorp Hour Glass Investment facilities. NSW Police Force does not have investment in these facilities. Therefore the NSW Police Force has no exposure to other price risk.

(e) Fair Value compared to carrying amount

Financial instruments of NSW Police Force are generally recognised at cost or amortised cost in the statement of financial position, which approximates to fair value because of the short term nature of many of these financial instruments.

END OF AUDITED FINANCIAL STATEMENTS

SECTION FIVE: APPENDICES

In this section

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APPENDIX 1 NSW POLICE FORCE STAFF

SUMMARY OF TOTAL STRENGTH DETAILS AS AT 30 JUNE 2010

EMPLOYEE	2005-06	2006-07	2007-08	2008-09	2009-10
Police officers*	14,634	15,333	15,324	15,720	15,633
Administrative officers	3,809	3,814	3,837	3,770	3,700[#]
Ministerial officers	164	164	158	190	183
TOTAL	18,607	19,311	19,319	19,680	19,516

* Includes officers on secondment to other public sector agencies.

STRENGTH DETAILS (POLICE OFFICERS) AS AT 30 JUNE 2010

RANK	INTERNAL POLICE		EXTERNAL SECONDED EXTERNAL FUNDED		EXTERNAL SECONDED INTERNAL FUNDED		TOTAL	
	2008-09	2009-10	2008-09	2009-10	2008-09	2009-10	2008-09	2009-10
Executive officer*	19	18	0	0	0	0	19	18
Senior officer [#]	870	873	5	6	3	3	878	882
Snr Sgt & Sgt	2,800	2,935	14	18	4	2	2,818	2,955
Snr Cst & Cst & Prb Cst	11,944	11,714	54	56	7	8	12,005	11,778
TOTAL	15,633	15,540	73	80	14	13	15,720	15,633

* Includes police officers at the rank of commissioner, deputy commissioner and assistant commissioner.

[#] Includes police officers at the rank of superintendent and inspector.

POLICE SENIOR EXECUTIVE SERVICE* (PSES) OFFICERS

PSES*	NO OF OFFICERS JUNE 2006		NO OF OFFICERS JUNE 2007		NO OF OFFICERS JUNE 2008		NO OF OFFICERS JUNE 2009		NO OF OFFICERS JUNE 2010	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Above 6	1	1	1	1	3	1	3	1	3	1
Level 6	2	0	2	0	1	0	0	0	0	0
Level 5	11	0	12	2	14	3	13	4	17	4
Level 4	6	3	5	3	3	2	4	2	3	1
Level 3	0	0	1	0	1	1	0	0	0	0
Level 2	1	0	0	2	0	2	0	2	0	1
Level 1	0	0	0	0	0	0	0	0	0	0
TOTAL	21	4	21	8	22	9	20	9	23	7

* Includes sworn officers and administrative staff subject to a Senior Executive Service contract

APPENDIX 1 NSW POLICE FORCE STAFF continued

POLICE SEPARATIONS 2009-10

RANK	RETIRE		DEATH		RESIGN		MEDICALLY UNFIT **		ANNULMENT OF APPOINTMENT		DISENGAGEMENT		DISMISSED		REMOVED - S181Dt		TERMINATION OF CONTRACT		TRANSFER		VOLUNTARY REDUNDANCY		TOTAL	
	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10
Executive officers *	1	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2
	5	1	0	0	1	1	48	43	0	0	0	0	0	0	0	0	0	0	0	0	0	0	54	45
Senior sergeant and sergeant	7	7	1	0	14	19	105	122	0	0	0	0	1	2	2	0	0	1	4	0	0	130	155	
Constables (all)	3	3	8	2	226	194	197	313	0	0	0	0	10	9	18	12	0	0	7	10	0	0	469	543
TOTAL	16	11	9	2	241	214	351	480	0	0	0	0	10	10	20	14	0	0	8	14	0	0	655	745

* Includes officers at the rank of commissioner, deputy commissioner and assistant commissioner.

Includes officers at the rank of superintendent and inspector.

** Medically unfit may also include officers who have retired/resigned due to medical grounds.

† Removal orders made under s181D of the *Police Act 1990* can be the subject of review by the Industrial Relations Commission. This may result in a variation in the recording of the method of separation from the NSW Police Force. The date of the removal of an officer under s181D is the date the Commissioner signs that order. However for entitlement calculations the date of service of the order is used.

ADMINISTRATIVE AND MINISTERIAL OFFICER SEPARATIONS 2009-10

CATEGORY	RETIRE		DEATH		RESIGN		MEDICALLY UNFIT		ANNULMENT OF APPOINTMENT		TERMINATION OF CONTRACT		DISMISSED		TEMPORARY		TRANSFER		SECONDMENT TO OTHER GOVERNMENT BODY		VOLUNTARY REDUNDANCY		TOTAL	
	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10
Clerical	14	10	1	0	121	96	9	6	1	0	4	1	3	6	18	14	23	13	0	1	30	34	224	181
Professional	5	4	0	0	16	7	3	2	0	0	3	0	0	3	0	8	4	4	0	0	11	3	51	21
Other	1	5	0	0	43	41	1	2	0	0	4	3	0	4	5	4	3	0	0	0	18	23	75	82
Ministerial	2	1	0	1	6	10	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	10	12
TOTAL	22	20	1	1	186	154	13	10	1	0	11	4	4	6	25	19	36	20	1	0	59	60	360	296

APPENDIX 1 NSW POLICE FORCE STAFF *continued*

Trends in the representation and distribution of EEO target groups

PERCENTAGE OF TOTAL STAFF ^{1,2}

EEO TARGET GROUP	BENCHMARK OR TARGET	2005	2006	2007	2008	2009	2010
Women	50.0%	33.0%	34.0%	34.0%	34.0%	34.0%	34.0%
Aboriginal people & Torres Strait Islanders	2.0%	1.9%	2.0%	2.1%	2.1%	2.2%	2.3%
People whose first language was not English	20.0%	3.0%	4.0%	5.0%	6.0%	6.0%	6.0%
People with a disability	12.0%	2.0%	2.0%	1.0%	1.0%	1.0%	1.0%
People with a disability requiring work-related adjustment	7.0%	0.6%	0.6%	0.5%	0.5%	0.4%	0.4%

DISTRIBUTION INDEX ³

EEO TARGET GROUP	BENCHMARK OR TARGET	2005	2006	2007	2008	2009	2010
Women	100	88	88	90	91	93	93
Aboriginal people & Torres Strait Islanders	100	94	96	96	97	98	96
People whose first language was not English	100	84	85	84	85	85	87
People with a disability	100	112	112	113	112	112	112
People with a disability requiring work-related adjustment	100	111	109	111	111	111	111

Source: NSW Department of Premier & Cabinet, Public Sector Workforce Profile 2009

Notes: 1. Staff numbers are as at 30 June 2010. 2. Excludes casual staff. 3. A distribution index of 100 indicates that the centre of the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels.

APPENDIX 2 FREEDOM OF INFORMATION

The NSW Police Force Freedom of Information (FOI) Unit administers and fulfils the agency's obligations under the *Freedom of Information Act (NSW) 1989*.

The total number of FOI applications processed by the NSW Police Force in the financial year of 2009-10 was 7,421 (including invalid applications) compared with 7,255 applications in 2008-09 and 6,223 in 2007-08. Fees received in 2009-10 financial year for finalised applications totalled \$177,322.80 compared with \$196,372 in 2008-09 and \$169,827 in 2007-08.

Fifty requests were received for formal consultations in the 2009-10 financial year. This compared with 14 in 2008-09, 23 consultations in 2007-08 and 23 in 2006-07. No Ministerial certificates were issued.

There is an extensive website at www.police.nsw.gov.au containing information about our organisation that is free of charge for any member of the public to access.

Freedom of information access arrangements

Information about making freedom of information requests can be found on the NSW Police Force website www.police.nsw.gov.au.

TABLE A – NUMBERS OF NEW FOI REQUESTS

FOI REQUEST	PERSONAL	OTHER	TOTAL
New (including transferred in)	5,264	1,100	6,264
Brought forward	282	80	362
Total to be processed	5,546	1,180	6,726
Completed	4,786	1,043	5,829
Transferred out	1	0	1
Withdrawn	71	25	96
Total processed	4,858	1,068	5,926
Unfinished	686	111	797

TABLE B – WHAT HAPPENED TO COMPLETED REQUESTS

FOI REQUEST	PERSONAL	OTHER
Granted in full	825	500
Granted in part	2,534	275
Refused/no trace	1,377	257
Deferred	2	2
Completed	4,786	1,043

TABLE C – MINISTERIAL CERTIFICATE

Number issued during the period: 0

Ministerial Certificates issued: 0

TABLE D – FORMAL CONSULTATION

Number of requests requiring consultations (issued): 20

Total number of formal consultations for the period: 30

TABLE E – AMENDMENT OF PERSONAL RECORD

Number of requests for amendment of personal record processing during the period:

Agreed: 6

Refused: 11

TOTAL: 17

APPENDIX 2 FREEDOM OF INFORMATION continued

TABLE F – NOTATION OF PERSONAL RECORD

Number of requests for notation of personal record processed during the period: 5

TABLE G – FOI REQUESTS GRANTED IN PART OR REFUSED

Basis of disallowing access – Number of times each reason cited in relation to completed requests which were granted in part or refused.

BASIS OF DISALLOWING OR RESTRICTING ACCESS	PERSONAL	OTHER
Section 19 (applications incomplete or wrongly directed)	-	1,495
Section 22 (deposit not paid)	5	4
Section 25 (1)(a1) (diversion of resources)	4	6
Section 25(1)(a) (exempt)	2,988	423
Section 25(1)(b),(c),(d) (otherwise available)	13	6
Section 28(1)(b) (documents not held)	863	63
Section 24(2) (deemed refused, > 21 days)	75	33
Section 31(4) (released to medical practitioner)	1	0
TOTALS	3,949	535

TABLE H – COSTS AND FEES OF REQUESTS PROCESSED

All completed requests: \$177,322

BASIS OF INTERNAL REVIEW	PERSONAL		OTHER	
GROUND ON WHICH INTERNAL REVIEW WAS REQUESTED	UPHELD*	VARIED*	UPHELD*	VARIED*
Access refused	53	50	9	6
Deferred	0	0	0	0
Exempt matter	0	24	0	3
Amendment refused	3	0	0	0
Unreasonable charges	0	0	0	0
Charge unreasonably incurred	0	0	0	0
Withdrawn	71	0	25	0
TOTALS	127	74	34	9

Note: * Relates to whether or not the original determination was upheld or varied by the internal review.

APPENDIX 3 INJURIES AND WORKERS COMPENSATION CLAIMS

CAUSES OF SIGNIFICANT INJURIES* THIS YEAR

CAUSE	2005-06	2006-07	2007-08	2008-09	2009-10	DIFFERENCE 08-09 AND 09-10
Body stressing	3.09	4.09	2.99	5.42	5.24	-0.18
Being hit by moving objects	4.28	4.06	3.83	3.62	2.94	-0.68
Falls, trips and slips	2.36	2.52	1.75	2.41	1.95	-0.46
Mental stress	2.07	2.26	2.28	3.14	3.91	0.77
Biological factors	0.65	1.26	1.03	0.66	0.93	0.27
Chemicals and other substances	0.36	0.31	0.32	0.26	0.35	0.09
Heat, radiation and electricity	0.06	0.09	0.05	0.05	0.07	0.02
Sound and pressure	0.06	0.05	0.04	0.06	0.07	0.01
Hitting objects with a part of body	0.82	0.77	0.58	0.68	0.56	-0.12
Other and unspecified mechanisms	1.48	1.82	2.21	2.92	3.43	0.51

Note: We have reported on those incidents that resulted in injuries reported to our insurer, Allianz. The data presented is per 100 employees.

*A significant injury is a workplace injury for which a workers compensation claim has been lodged that is likely to result in the worker being incapacitated for more than seven continuous calendar days.

NEW WORKERS COMPENSATION CLAIMS FOR SWORN STAFF WHO COMMENCED POST 1988 AND ADMINISTRATIVE STAFF

INJURY CLAIM TYPE	2005-06	2006-07	2007-08	2008-09	2009-10	DIFFERENCE	PERCENTAGE
Significant injury	1,890	1,598	1,686	1,976	2,162	186	9.41%
Non-significant injury	1,072	1,033	1,156	1,226	1,095	-131	-10.68%
TOTAL CLAIMS	2,962	2,631	2,842	3,202	3,257	55	1.72%

Note: A significant injury is a workplace injury that is likely to result in the worker being incapacitated for more than seven continuous calendar days.

We achieved some significant health and safety milestones this year

- We implemented a new online incident and accident investigation system and a complementary safety risk management framework
- We implemented a new fatigue management framework in collaboration with the NSW Police Association and the University of South Australia
- We commenced off duty (recall to duty) targeted drug testing of police officers
- We began rolling out new load bearing vests to police in the field to minimise lower back strain
- We implemented injury management and return to work key performance indicators, with revised policies and supporting documents.

APPENDIX 4 STAFF DRUG AND ALCOHOL TESTING

Drug and alcohol testing supports a safe workplace

The NSW Police Force recognises the safety and integrity risks posed by illegal drugs and alcohol. An extensive drug and alcohol testing program is in place to identify and deter illegal drug and inappropriate alcohol use.

Testing now includes:

- random drug and alcohol testing of sworn officers
- random and targeted drug and alcohol testing of students of policing
- targeted and recall to duty drug and/or steroid testing of sworn officers
- incidents requiring mandatory testing.

PROGRAM RESULTS

	2008-09		2009-10		TARGET FOR 2009-10
	TYPE	POSITIVE	TYPE	POSITIVE	
DRUG					
Random	2,284	3	2,309	0	2,300
Random - students	153	0	140	0	140
Target	20	1	11	0	n/a
Recall to duty target	n/a	n/a	1	1	n/a
Target - students	2	0	1	0	n/a
SUB-TOTAL	2,459	4	2,462	1	
ALCOHOL					
Random	13,330	3	15,598	5	15,500
Random - students	1,825	6	3,383	3	1,800
Target	11	4	2	2	n/a
Target - students	1	0	0	0	n/a
SUB TOTAL	15,167	13	18,983	10	
OTHER					
Targeted steroid	5	1	3	0	n/a
Mandatory testing	90	0	95	0	n/a
SUB TOTAL	95	1	98	0	
TOTAL TESTS	17,721	18	21,543	11	

APPENDIX 5 PRIVACY ACT

We recognise the importance of the protection and privacy of personal information

The Computerised Operational Policing System (COPS) is an extensive database to capture, access and analyse crime information and intelligence on an organisation-wide basis. Personal details of the people police have contact with are kept on this database for investigative and intelligence purposes. Identifiers such as names and dates of birth, residential addresses and other contact details are kept to enable follow up inquiries.

The *Privacy & Personal Information Protection Act 1998* (PIPP Act) provides police with exemptions on sharing personal information for law enforcement purposes while providing safeguards on the release of that information. We rigorously audit access to records held on COPS and other systems, and all staff are required to abide by the *Code of Best Practice for Information Management*. De-identified information from COPS records is provided to the NSW Bureau of Crime Statistics & Research, Australian Bureau of Statistics and other agencies for crime statistics compilation.

This reporting year nine applications for internal review were received by our Privacy & Discrimination Unit under the provisions of Part 5 (s53) of the PIPP Act. Of these reviews, three applicants sought further review by the Administrative Decisions Tribunal pursuant to section 55 of the PIPP Act.

APPENDIX 6 COMPLAINTS

There has been a 7.9% decrease in the number of complaints received since last year

The NSW Police Force has focussed on three complaint issues over the last year: customer service, streamlining complaint management and a review of Part 9 of the *Police Act 1990*.

In 2008 we introduced a streamlined approach to complaint management that simplified the process and supported local management of complaint matters in the first instance. This reporting year more than 80% of complaints were resolved using our new informal resolution process. This led to a significant improvement in complaint investigation timeliness.

Services we're aiming to improve as a result of complaints or consumer suggestions

In 2009 we commenced a review of Part 9 of the *Police Act 1990*. The three main objectives were:

1. the release of complaint information in accordance with procedural fairness and government policy
2. the development of a management action system with a presumption in favour of remedial approaches to managing police officers
3. improving the quality of internal reports in line with procedural fairness guidelines.

For further information about the extent and main features of the complaints we have received refer to the table: Issues raised in complaints received (on page 87).

APPENDIX 6 COMPLAINTS continued

NSW POLICE FORCE: ISSUES RAISED IN COMPLAINTS RECEIVED

	2005/06	2006/07	2007/08	2008/09	2009/10	% CHANGE THIS YEAR
Arrest	183	133	135	123	126	2.4%
Corruption/misuse of office	350	373	324	397	300	-24.4%
Custody	205	161	124	157	143	-8.9%
DNA evidence and sampling	7	1	1	0	2	-
Drugs (other than searches or evidence matters)	104	89	118	122	74	-39.3%
Evidence	240	201	142	170	167	-1.8%
Failure to observe corporate standards	37	35	33	32	60	87.5%
False complaint	10	12	2	12	10	-16.7%
Harassment and discrimination	340	330	262	357	310	-13.2%
Investigations	817	812	650	799	900	12.6%
Local management issues	3,052	3,153	3,052	2,933	2,499	-14.8%
Misconduct	189	196	168	190	202	6.3%
Misuse of information and information systems	398	422	394	452	376	-16.8%
Other criminal act or omission (not specified elsewhere)	273	223	289	313	275	-12.1%
Property and exhibits	173	209	203	230	190	-17.4%
Prosecution	260	241	175	240	271	12.9%
Searching	107	101	70	115	112	-2.6%
Service delivery	1,425	1,289	1,039	1,347	1,376	2.2%
Theft/misappropriation	77	62	68	50	54	8.0%
Traffic offences	115	87	102	120	100	-16.7%
Unreasonable use of force (including assault)	665	609	582	641	540	-15.8%
Untruthfulness/lying/dishonesty	185	182	196	192	203	5.7%
Use of corporate resources	81	71	87	110	90	-18.2%
TOTAL	9,293	8,992	8,216	9,102	8,380	-7.9%

Note: In 2009-10 there were 5,196 complaints made against police officers. These contained 8,380 separate issues or allegations, 26.5% of which were sustained.

These statistics are based on data extracted from *c@ts.i* at 30 June 2010. Complaint statistics provided in the 2008-09 annual report may differ from the statistics outlined in the 2009-10 report. This is due to complaints received and entered onto the system after 30 June 2009.

These statistics include complaints from both staff and members of the community.

APPENDIX 7 ASSUMED IDENTITIES

This reporting year 106 assumed identities were approved and 139 assumed identities were revoked

The *Law Enforcement & National Security (Assumed Identities) Act 1988* authorises the approval and use of assumed identities by police officers in New South Wales for the purpose of official duties.

In accordance with the Act an annual audit of assumed identities was conducted for the 2009-10 reporting year. The general nature of the duties performed using the assumed identities are physical and electronic surveillance, as well as full and part time undercover and witness protection duties. The audit did not reveal any fraudulent or other criminal behaviour.

APPENDIX 8 RESPONSE TIMES

We answer calls within a reasonable time

In this reporting period NSW Police Force answered 94% of Triple Zero (000) calls within 10 seconds with an average time of answer of seven seconds. Calls to the Police Assistance Line (131 444) were answered with an average time of 21 seconds per call. The number of contacts we received is outlined in the chart below.

CONTACTS	2005-06	2006-07	2007-08	2008-09	2009-10
Triple Zero (000)	509,296	674,052	706,202	865,306	830,710
PAL (131 444)	491,692	506,604	518,200	519,458	497,401
Hold up alarms	21,125	19,035	16,789	10,729	6,905
Alarms (for alarm companies)	65,994	63,720	64,020	26,028	2,455
Crime Stoppers (1800 333 000)	33,880	35,967	40,592	48,510	46,412
Customer Assistance Unit (1800 622 571)	27,092	18,620	17,458	25,216	23,929
Police Switchboard (9281 0000)	144,506	181,215	155,088	146,732	128,379
Missing Persons Unit After Hours (1800 025 091)	N/A	205	293	281	297
Injury Management Hotline (1800 996 336)	N/A	N/A	N/A	669	436
Child Wellbeing Unit	N/A	N/A	N/A	N/A	19,271
TOTAL	1,293,585	1,499,418	1,518,642	1,642,929	1,556,195

Source: PoliceLink telephony systems

Note: There were also contacts (both face to face and by phone) at police stations and in the field.

Note: Decreases in calls from alarm monitoring companies are as a result of changes to procedures between the NSW Police Force and alarm companies, including a direct access service freeing up Triple Zero (000).

APPENDIX 9 LEGISLATIVE CHANGES

The *Child Protection Legislation (Registrable Persons) Amendment Act 2009* commenced on 30 November 2009 amending the *Child Protection (Offenders Registration) Act 2000* and the *Child Protection (Offenders Prohibitions Orders) Act 2004*. The amendments extended the reporting obligations imposed on registrable persons and enabled the local court to prohibit certain registrable offenders from contacting their victims or co-offenders. The amendments further provided that the Commissioner of Police may direct certain agencies to provide personal information about a registrable person to the Commissioner.

The *Children (Criminal Proceedings) Further Amendment (Youth Conduct Orders) Regulation 2009* commenced on 18 December 2009 amending the *Children (Criminal Proceedings) Regulation 2005*. The amendments refined the operation of the Youth Conduct Order Scheme.

The *Children Legislation Amendment (Wood Inquiry Recommendations) Act 2009* commenced on 24 January 2010 amending the *Children and Young Persons (Care and Protection) Act 1988* to raise the risk of harm reporting threshold, extend the circumstances of risk of significant harm to include a situation where the child is not receiving an education, provide for alternative mandatory reporting requirements and to modify the legislative framework for out-of-home care.

The *Courts Legislation Amendment Act 2010* commenced on 28 June 2010 amending the *Criminal Procedure Act 1986* to provide that proceedings for the offences of stealing or maliciously destroying property may be dealt with summarily provided that the value of the property does not exceed \$60,000.

The *Crimes Amendment (Child Pornography and Abuse Material) Act 2010* commenced on 28 April 2010 amending the *Criminal Procedure Act 1986* to extend certain protections afforded to victims of sexual offences to also protect witnesses of such offences.

APPENDIX 9 LEGISLATIVE CHANGES continued

The *Crimes Amendment (Fraud, Identity and Forgery Offences) Act 2009* commenced on 22 February 2010 amending the *Crimes Act 1900* to repeal numerous offence provisions and replace them with certain fraud, identity and forgery offences. The new provisions are, in general terms, simpler and broader in application.

The *Crimes Amendment (Police Pursuits) Act 2010* commenced on 19 March 2010 amending the *Crimes Act 1900* to create a new indictable offence in relation to police pursuits (Skye's Law).

The *Crimes (Forensic Procedures) Amendment Act 2009* commenced on 17 May 2010 amending the *Crimes (Forensic Procedures) Act 2000* to make provision for the carrying out of forensic procedures on children aged under 10 years in certain circumstances. Amendments were also made to certain provisions relating to the destruction of forensic material and the carrying out of forensic procedures on volunteers.

The *Crimes Legislation Amendment (Serious and Organised Crime) Act 2010* (Cth) commenced on 19 February 2010 amending the *Crimes Act 1914* (Cth) to make provision for the sharing of seized things between Commonwealth, state and territory police.

The *Crimes Legislation Amendment (Sexual Offences Against Children) Act 2010* (Cth) commenced on 15 April 2010 amending the *Criminal Code Act 1995* (Cth) and the *Telecommunications (Interception and Access) Act 1979* (Cth) to create certain new offences relating to sexual activity with children via carriage services and to enable police officers to use certain existing powers to investigate the new offences.

The *Criminal Procedure Amendment (Case Management) Act 2009* commenced on 1 February 2010 amending the *Criminal Procedure Act 1986*. The amendments aimed to reduce delays in proceedings in the Supreme Court and district court in relation to matters being dealt with on indictment and to make provision in respect of pre-trial hearings, conferences and disclosures.

The *Graffiti Control Amendment Act 2009* commenced on 3 May 2010 amending the *Graffiti Control Act 2008* and to provide a legislative framework for the implementation of community clean up orders. The amendments set out the processes, timing, conditions and administrative details of such orders.

The *Housing Amendment (Registrable Persons) Act 2009* commenced on 24 September 2009 amending the *Housing Act 2001* to enable the Commissioner of Police to recommend to the Director-General of the Department of Human Services that the lease of a tenant of public housing be terminated if that person is a registrable person under the *Child Protection (Offenders Registration) Act 2000* and that person is, or any neighbours in the locality are, at risk of being physically harmed or injured.

The *Liquor Amendment (Special Licence Conditions) Regulation 2010* commenced on 1 June 2010 substituting the list of licensed premises subject to special licence conditions under the *Liquor Act 2007*.

The *Local Court Rules (Amendment No 1) 2010* commenced on 18 June 2010 amending the *Local Court Rules 2009* to provide that an application notice or court attendance notice in relation to proceedings under the *Crimes (Domestic and Personal Violence) Act 2007* must be served by a police officer or a person nominated by the local court or a registrar of the local court.

The substantive provisions of the *Public Health (Tobacco) Act 2008* commenced on 1 July 2009 creating certain offences relating to the smoking of cigarettes in motor vehicles on a road or road related area and certain other offences in regards to failing to comply with a requirement or direction of a police officer or providing false or misleading material to a police officer.

The *Swimming Pools Amendment Act 2009* commenced on 14 December 2009 amending the *Swimming Pools Act 1992* to provide for more limited circumstances in which search warrants under that Act can be issued. The amendments also increased certain penalties under the Act.

The *Weapons Prohibition Regulation 2009* commenced on 1 September 2009 repealing the *Weapons Prohibition Regulation 1999*. As part of the staged repeal of that Regulation the prescribed offences that disqualify applicants were expanded and the notification requirements imposed on permit holders amended. Further, provisions relating to arms fair permits, theatrical weapons and re-enactment permits were amended. The list of persons exempt from the requirement to hold a permit for the possession of handcuffs and extendable batons was also expanded.

APPENDIX 10 SIGNIFICANT JUDICIAL DECISIONS

Skelly v Commissioner of Police [2010] Industrial Relations Commission 18

Industrial Relations Commission Full Bench decision overturning a first instance decision and confirming that non-reviewable transfers are available under section 173 of the *Police Act* 1990. The Industrial Relations Commission will look at the character of an Order to determine whether it is punitive or remedial when determining whether the action is reviewable or non-reviewable.

McGhee v Commissioner of Police [2010] NSW Industrial Relations Commission 22

Appeal by an officer against s181D Loss of Commissioner's Confidence for driving under the influence and unauthorised high risk secondary employment. The NSW Police Force treats the right of its officers under s181D and their right to make application for medical discharge as two distinct and separate legislative rights. There is a higher expectation on senior police officers to observe police policy and processes. The s181D decision was upheld and the application by McGhee was dismissed.

Doherty v State of NSW

The plaintiff commenced duties with NSW Police Force in June 1985, and medically retired at the rank of detective sergeant in June 2005. The plaintiff worked predominantly in the Forensic Services Group at Wollongong in crime scene investigation. The plaintiff was diagnosed as suffering from a post traumatic stress disorder. The plaintiff alleged the defendant was negligent and/or in breach of contract in that it failed to adequately monitor the plaintiff's ability to cope with constant exposure to scenes of death. Justice Price of the Supreme Court handed down judgment in this matter on 20 May 2010. The order was verdict and judgment for the plaintiff in the sum of \$753,676.85. The NSW Police Force is considering an appeal.

Johnstone v State of NSW

The Court of Appeal handed down judgment on 9 April 2010 and the appellant (Mr Johnstone) was largely successful in his appeal to set aside Judge Balla's verdict for the defendant. The main judgment is that of Justice Beazley who held that the arrest was unlawful as the plaintiff was not told of the true reason for the arrest. The words that the officer used when arresting Mr Johnstone were equivocal and inadequate to inform him of the true reason for his arrest because the officer had previously informed him that he was in 'trouble' for committing other (railway) offences.

APPENDIX 11 INTERNAL AUDIT AND RISK MANAGEMENT

The Risk Management & Audit Committee

During the year the Audit Committee was reformed into the Risk Management & Audit Committee to comply with the requirements of the NSW Treasury Policy and Guidelines paper *Internal Audit & Risk Management for the NSW Public Sector*.

The Risk Management & Audit Committee consists of an independent chair, an independent member and an executive member appointed by the Commissioner of Police.

The Risk Management & Audit Committee provides independent assurance to the Commissioner by overseeing and monitoring the NSW Police Force's governance, risk and control frameworks, and its external accountability requirements. The committee reviews all internal and external audit reports and provides advice to the Commissioner on significant issues identified in the audit reports. The committee also monitors management's implementation of audit recommendations.

Treasury Circular NSW TC 09/08 (published August 2009) *Internal Audit & Risk Management Policy* requires the department head to publish a statement reporting compliance with the following core requirements: internal audit function; Audit & Risk Committee; independent chairs and members; model charter and committee operations; risk management standards; and internal audit standards.

APPENDIX 11 INTERNAL AUDIT AND RISK MANAGEMENT continued

Internal audit and risk management statement for the 2009-2010 financial year for NSW Police Force

I, Andrew Scipione, Commissioner of Police, am of the opinion that the NSW Police Force has an internal audit and risk management process in place that are, in all material respects, compliant with the core requirements set out in Treasury Circular NSW TC 09/08 *Internal Audit & Risk Management Policy*.

I, Andrew Scipione, Commissioner of Police, am of the opinion that the Risk Management & Audit Committee for the NSW Police Force is constituted and operates in accordance with the independence and governance requirements of Treasury Circular NSW TC 09/08. The chair and members of the Risk Management & Audit Committee are:

- Independent Chair, Ms Carol Holley for a term of four years from 2010
- Independent Member, Mr Arthur Butler for a term of four years from 2010
- Non-independent Member, Deputy Commissioner Catherine Burn APM, Corporate Services, for a term of four years from 2010.



AP Scipione APM
Commissioner of Police

Internal audits and reviews

Our Internal Audit & Review Unit provides independent, objective assurance and advisory services to improve the organisation's operations. The unit reviews the administrative, financial, information and human resource management functions that support the delivery of core policing services.

The unit completed seven audits and five consultancies for 2009-10 including:

- property management payment process
- cost recovery and user fees and charges
- purchase cards/corporate credit cards
- contractors previously engaged by the Aviation Support Branch
- police armoury
- internal customer services – cash advance account
- property management: review of United Group's activities
- providing advice for the Enterprise Risk Management Project framework and processes.

The recommendations have resulted in improved compliance with legislation, and our own policies and procedures; better accountability; and improved internal controls to assist in the achievement of business objectives.

External audits and reviews

During the year the Audit Office of NSW issued two performance audit reports that relate to the NSW Police Force's operations:

- **Managing forensic analysis fingerprints and DNA**

The review will help improve the management of both fingerprint and DNA evidence, particularly reducing delays in DNA analysis.

- **Helping Aboriginal defendants through Magistrates Early Referral into Treatment (MERIT)**

Drug and alcohol abuse are primary predictors of involvement in crime for Aboriginal people. Court based early intervention programs seek to break the cycle of drug and alcohol abuse and, through this, decrease crime. MERIT is the largest mainstream program aimed at diverting adult defendants into treatment.

Recommendations from the Audit Report resulted in the continuing training in partnership with the MERIT managers attached to each local health service provider. It also resulted in the development and delivery of training packages for our Aboriginal community liaison officers (ACLOs) on drug and alcohol issues in general and more specifically MERIT and other drug diversion initiatives.

APPENDIX 12 SENIOR EXECUTIVE SERVICE

The following performance reports have been prepared with regard to the officers' agreed performance criteria. There have been no performance incentives offered or paid to any senior executive officers this reporting year.

NAME **Andrew Phillip Scipione APM**
 POSITION **Commissioner of Police**
 SES LEVEL **8 (1 September 2007 – present)**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$435,800 per annum**



Andrew Scipione APM joined the NSW Police Force in 1980 and was appointed Commissioner in September 2007. His qualifications include a Masters Degree in Management (Macquarie University) and a Degree in Security Management (Edith Cowan University). He is a graduate of the FBI Academy, Quantico and an adjunct professor with the University of Western Sydney (UWS) School of Social Sciences.

The following is a statement of performance for Commissioner Scipione.

Key achievements

1. Delivered an effective, professional and highly visible policing service that contributed to falling or stable crime rates across all major crime categories
2. Enhanced criminal investigation capability through financially responsible investment in new technologies
3. Sustained a broad and multifaceted approach to tackling alcohol related harm
4. Led the NSW Police Force contribution to the national strategy to prevent and reduce family and domestic violence
5. Provided strategic direction to the national response to serious and organised crime
6. Continued to promote high standards for customer service across the NSW Police Force
7. Engaged the community to work with police to prevent crime and promote safer communities

SIGNED: The Hon Michael Daley MP, Minister for Police

NAME **Catherine Judith Burn APM**
 POSITION **Deputy Commissioner Corporate Services**
 SES LEVEL **7 (11 July 2009 - present)**
Temporarily appointed to the position 11 July 2009
 POSITION **Commander, Central Metropolitan Region**
 SES LEVEL **5 (3 December 2006 – 10 July 2009)**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$300,801 per annum**



Catherine Burn APM joined the NSW Police Force in 1984 and commenced as Deputy Commissioner Corporate Services in July 2009. Her qualifications include a Bachelor of Arts degree, an Honours Degree in Psychology, a Masters of Management and the Department of Premier & Cabinet Executive Development Program (2004). The following is a statement of performance for Deputy Commissioner Burn.

Key achievements

1. Conducted a review of the delivery of Corporate Services. Results included the realignment of safety functions into the Human Resources Command and the establishment of a model for the integration of Financial Services with Investment & Commercial functions
2. Oversaw the strategic budgetary, financial and human resource management, including the delivery of strategies to support ongoing global savings; the development of a Property Portfolio Strategic Plan; and the negotiation of a new Police Award
3. Oversaw the delivery of major initiatives aimed at injury prevention and improved return to work outcomes for injured police, including the introduction of load bearing vests; development of Fatigue Management Guidelines; introduction of supportive management training for supervisors; and development of a job dictionary
4. As Corporate Spokesperson for Customer Service, managed the continued development of customer service initiatives including the successful commencement of the Community Awareness of Policing Program, the expanded use by the NSW Police Force of social media and the introduction of the Commissioner's Customer Service Excellence Awards
5. Managed the NSW Police Force response to the recommendations of the ICAC investigation into corruption in the provision and certification of security industry training (Operation Columba).

SIGNED: A P Scipione APM, Commissioner of Police

NAME **Naguib (Nick) KALDAS APM**
 POSITION **Deputy Commissioner, Specialist Operations**
 SES LEVEL **7 (1 March 2008 – present)**
On secondment to the United Nations (1 July 2009 – 28 March 2010)
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$326,375 per annum**



Nick Kaldas APM joined the NSW Police Force in 1981 and commenced as Deputy Commissioner Specialist Operations in March 2008. He was a negotiator for over 10 years, achieving national counter terrorist level, and completed the FBI Hostage Negotiator's Course in Quantico, Virginia in 1996. He holds a Masters Degree in Public Policy & Administration (Charles Sturt University) and is a graduate and former visiting Fellow of the Management of Serious Crime Program (AFP). Deputy Commissioner Kaldas has also successfully completed the Police Executive Leadership Program at the Australian Institute of Police Management, Manly and the Leadership in Counter Terrorism Program conducted by the FBI. For a substantial period of this reporting year, Deputy Commissioner Kaldas was seconded to the United Nations as Chief of Investigations for the Special Tribunal for Lebanon. The following is a statement of performance for Deputy Commissioner Kaldas.

Key achievements

1. Continued to contribute to driving counter terrorism strategies and legislation at a national level as the NSW Police Force representative on the National Counter Terrorism Committee and the Federal Cabinet Committee on Counter Terrorism
2. Continued to contribute to embedding the corporate strategy of fostering cultural diversity within NSW Police Force to reflect the diversity of our community as the NSW Police Force Corporate Spokesperson for Cultural Diversity
3. Instrumental in implementing the new operational model of the Commissioner's Advisory Council on Culturally Responsive Policing, including the oversight of the public consultation and caucus components
4. Strategic oversight of the use by NSW Police Force of the *Crimes (Criminal Organisations Control) Act 2009*
5. Worked collaboratively with other law enforcement agencies in the development of multi-jurisdictional responses to organised crime.

SIGNED: A P Scipione APM, Commissioner of Police

NAME **David John Owens APM**
 POSITION **Deputy Commissioner, Field Operations**
 SES LEVEL **7 (1 December 2007 - present)**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$326,375 per annum**



Dave Owens APM joined the NSW Police Force in 1981 and commenced as Deputy Commissioner Field Operations in December 2007. His qualifications include a Graduate Certificate in Management (University of Wollongong), a Diploma in Criminology (University of Sydney) and a Diploma in Human Resource Management (Sydney TAFE). Deputy Commissioner Owens has also successfully completed the Police Executive Leadership Program at the Australian Institute of Police Management, Manly. He also participated in the National Executive Program conducted by the FBI. The following is a statement of performance for Deputy Commissioner Owens.

Key achievements

1. Effectively managed the Field Operations Command, which included the six NSW Police Force Regions (80 LACs), the Major Events & Incident Group, Traffic Services Branch and Operational Programs
2. Continued to oversee the statewide roll-out and training of TASER to all 80 LACs and other frontline police officers
3. Strategic oversight of state and regional operations and programs, which has seen falling or stable crime rates across all major crime categories.
4. Provided leadership and support to the Emergency Management Unit to improve our corporate capability in emergency response and business continuity
5. As State Emergency Operations Controller (SEOCON), coordinated our state's whole of government response to various bushfire emergencies in partnership with the NSW Rural Fire Service; and the north western floods in March 2010 in partnership with the NSW State Emergency Service.

SIGNED: A P Scipione APM, Commissioner of Police

NAME **Jenny Sophia Birch**
 POSITION **Acting Director, Investment & Commercial Services**
 SES LEVEL **5 (4 January 2010 – present)**
Temporarily appointed to the position 4 January 2010
 POSITION **General Manager Strategic Procurement & Contract Services**
 SES LEVEL **2 (4 January 2007 – 3 January 2010)**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$231,951 per annum**



Ms Birch has been acting as Director, Investment & Commercial Services while Mr John Karaboulis has been on secondment to the Ministry of Transport for a period of this reporting year. The following is a statement of performance for Ms Birch.

Key achievements

1. Led the continued implementation of fleet optimisation strategies to maximise fleet asset utilisation and deliver a more efficient service
2. Led the continued development and implementation of a commercial strategy for the NSW Police Force Radio Communication Tower portfolio
3. Led the construction of new police properties at Windsor, Lake Illawarra, Kempsey, Wyong, Raymond Terrace, Burwood, Narellan and Goulburn Police College, and residential housing within the Western Region
4. Managed the development and delivery of the NSW Police Force Capital Works program with a value of \$145 million
5. Led the development of the 2009-10 to 2018-19 NSW Police Force Total Asset Management Plan.

SIGNED: C J Burn APM, Deputy Commissioner Corporate Services

NAME **Stephen Bradshaw APM**
 POSITION **Commander, Western Region**
 SES LEVEL **5 (18 July 2005 – present)**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Bradshaw.

Key achievements

1. Provided effective crime, people and financial management in the Western Region
2. As Corporate Spokesperson for Aboriginal Issues, continued to focus on a number of projects including Reducing the GaP, Keeping them Safe, IPROWD, identifying juvenile offenders using crime corridors, promoting better government services and support for victims of crime within the Western Region. Continued the Aboriginal Cultural Awareness Training for local police and promoted the NSW Police Force Aboriginal Strategic Direction
3. Represented the NSW Police Force on the Pastoral & Agricultural Crime Working Party as Corporate Spokesperson for Rural Crime, ensuring rural crime is addressed by government and non-government agencies
4. Continued to focus on the Cross Border Justice Project by obtaining the support of the Queensland Police Executive, and engaging the Victorian and South Australian Police Executive to implement legislation to reduce crime by streamlining investigations in border areas
5. Oversaw Operation Mountaineer to maintain public order at Mt Panorama during the Bathurst races and continued with the trial of LiDAR speed detection equipment at isolated stations to increase visibility of traffic enforcement.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

NAME **Paul Anthony Carey APM**
POSITION **Commander, Professional Standards Command**
SES LEVEL **5 (3 March 2008 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Carey.

Key achievements

1. As the Corporate Spokesperson for Professional Standards, implemented the Ethical Health Strategy to ensure that ethics is embedded in all facets of policing
 2. Sponsored a review of the application of Part 9 of the *Police Act 1990* to improve industrial decision making with a focus on fairness, transparency and responsibility
 3. Launched the Professional Standards Duty Officer's Forum and Development Program with a focus on a transparent and accountable complaint management process for the NSW Police Force
 4. Oversaw the relocation of the command to Redfern
 5. Continued to develop and promote products and services that help strengthen the professional conduct standards of the NSW Police Force.
- SIGNED: N Kaldas APM, Deputy Commissioner Specialist Operations

NAME **Jean Clarel Castagnet**
POSITION **Acting Chief Financial Officer and Director, Financial Services & Audit**
SES LEVEL **5 (4 May 2010 – present)**
Temporarily appointed to the position 4 May 2010
POSITION **General Manager, Management Accounting & Reporting**
Senior Officer 3 (10 April 2007 – 3 May 2010)
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$217,490 per annum**



Mr Castagnet has been acting as Chief Financial Officer following the resignation of Mr Arthur Diakos. The following is a statement of performance for Mr Castagnet.

Key achievements:

1. Provided effective and strategically focused financial and budgetary management advice and reporting
2. Further refined corporate financial and budgetary policies, systems and procedures, including improved corporate financial and budgetary reporting and allocation framework
3. Directed the preparation and submission of the NSW Police Force statutory accounts
4. Participated in the development of budget savings strategies, including the delivery of corporate services efficiency review initiatives, and provided effective monitoring and reporting against established targets
5. Ensured continued reduction in transaction processing costs while improving centralised transaction processing services.

SIGNED: CJ Burn APM, Deputy Commissioner Corporate Services

NAME **Alan John Clarke APM**
POSITION **Commander, Major Events & Incidents Group**
SES LEVEL **5 (21 October 2009 – present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Clarke.

Key achievements

1. Improved organisational capability to plan for major events and respond to incidents and emergencies. Oversaw the police planning for major events including New Years Eve, the Sydney Gay & Lesbian Mardi Gras, as well as Bathurst and Homebush V8 Supercar Races
2. Worked closely with the Department of Premier & Cabinet and other agencies to ensure coordinated delivery of services for major events
3. Led the development of the Incident Commanders Course, introducing competency standards and improved learning outcomes
4. Worked with regions to develop statewide crime operations under Operation Vikings, achieving a record 52,000 pro-active shifts
5. Made a significant contribution to the roll out of TASERs to general duties and other frontline officers, including a introducing high level governance and audit procedures as Chair of the TASER Executive Committee.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

NAME **Denis John Clifford APM**
 POSITION **Commander, North West Metropolitan Region**
 SES LEVEL **5 (1 January 2006 – present)**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Clifford.

Key achievements

1. Provided effective crime, people and financial management in the North West Metropolitan Region
2. Contributed to the governance of the Operational Policing Program and development of the Business Case for COPS Modernisation Project as the senior business representative on the Operational Policing Program Board of Governance and Chair of the Senior User Group
3. Contributed to the prioritisation of major capital projects for the NSW Police Force as a member of the Investment Advisory Committee
4. Oversaw emergency management planning, response and coordination of other government and support agencies, and the management of rescue training and response within the districts as chair of both the Northern and Western Sydney Emergency Management District Committees and the District Rescue Committees
5. As co-sponsor of the project, contributed to the implementation of the Penrith/St Mary's Family Violence Case Management Pilot Program to reduce domestic and family violence in the area.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

NAME **Michael John Corboy APM**
 POSITION **Commander, Education & Training Command**
 SES LEVEL **5 (3 March 2008 – present)**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Corboy.

Key achievements

1. Met key business plan expenditure targets, and streamlined police recruitment processes and supporting technology and systems
2. Commissioned and delivered a Strategic Leadership Program for NSW Police Force Executives
3. Commissioned and delivered the Virtual Weapons Training Facility and associated curriculum at the Police College, Goulburn
4. Improved community engagement through the Recruits television program and 25th anniversary celebrations of the Police College, Goulburn
5. Commissioned and delivered extra student accommodation, common rooms and classrooms.

SIGNED: CJ Burn APM, Deputy Commissioner Corporate Services

NAME **Peter Edward Dein APM**
 POSITION **Commander, Counter Terrorism & Special Tactics**
 SES LEVEL **5 (3 March 2008 – present)**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Dein.

Key achievements

1. Provided effective management of the Counter Terrorism & Special Tactics Command in line with corporate directions, including financial management
2. Developed strong community links through the Counter Terrorism Business Liaison Unit, Community Contact Unit and Protection Programs Unit to ensure the provision of counter terrorism services, including security for places of mass gatherings, critical infrastructure and national icons
3. Maintained a professional lecture series on counter terrorism that focuses on long term challenges and trends in counter terrorism
4. Continued the counter terrorism investigative efforts in New South Wales with the Australian Federal Police, the Crime Commission, ASIO and the NSW Police Force Counter Terrorism investigative and intelligence teams
5. Represented the NSW Police Force on the National Counter Terrorism Committee – Investigative Support Capability Coordination Sub Committee and other committees.

SIGNED: N Kaldas APM, Deputy Commissioner Specialist Operations

NAME **Peter Gallagher APM**
POSITION **Visiting Fellow of the Australian Institute of Police Management (14 May 2009 – present)**
SES LEVEL **5**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Gallagher.

Key achievements

1. Seconded to the Australian Institute of Police Management, Sydney as external placement development opportunity
2. Acted as syndicate leader and coordinator to various international policing and emergency management programs
3. Lectured at a senior management program conducted in British Columbia by the Royal Canadian Mounted Police
4. Assisted in the development and delivery of programs to the Royal Solomon Islands Police Force and Police Forces of the Federated States of Micronesia
5. Led an international team to review the leadership development training provided to the Royal Solomon Islands Police Force as part of the Australian Federal Police International Deployment Group capacity building with RAMSI – the Regional Assistance Mission Solomon Islands.

SIGNED: CJ Burn APM, Deputy Commissioner Corporate Services

NAME **David William Hudson APM**
POSITION **Commander, State Crime Command**
SES LEVEL **5 (3 March 2008 – present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Hudson.

Key achievements

1. Strategic oversight of the management and investigation of serious and organised crime, in line with the NSW State Plan priority to reduce rates of crime and antisocial behaviour
2. Worked collaboratively with other law enforcement agencies to develop and promote best practice in the investigation of organised crime, including the development of multi-jurisdictional information sharing and cross border investigation protocols
3. Contributed to the leadership and development of detectives in recruitment, retention and training as Chair of the Detectives' Board
4. Promoted the professional development of detectives to reflect contemporary law enforcement strategies, through sponsorship of the Expert Referral Team and Detectives Education Program
5. As acting Deputy Commissioner Specialist Operations for a significant part of the reporting year, oversighted and contributed to driving the strategies for all specialist commands including, the State Crime Command, the Counter Terrorism & Special Tactics Command, the Police Prosecutions Command, Professional Standards Command, the Forensic Services Group, the Special Services Group, and the Operational Communications & Information Command.

SIGNED: N Kaldas APM, Deputy Commissioner Specialist Operations

NAME **Mark John Hutchings APM**
 POSITION **Acting Commander, Special Services Group**
 SES LEVEL **5 (15 April 2010 – present)**
Temporarily appointed to the position 15 April 2010
 POSITION **Commander, Marine Area Command**
 SUPERINTENDENT **1 January 2008 – 14 April 2010**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$217,490 per annum**



Assistant Commissioner Hutchings has been acting as the Commander, Special Services Group (SSG) since the retirement of Assistant Commissioner Peter Parsons. The following is a statement of performance for Assistant Commissioner Hutchings.

Key achievements

1. Developed and implemented a set of national police protocols for reporting crimes at sea, on behalf of the Australasian Commissioners Conference
2. Completed a major review of the legislative, assessment, audit and compliance processes performed by the Telecommunications Interception Branch
3. Continued to lead planning discussions for the relocation of SSG branches from Zetland in 2010-11
4. Led the development of an State Surveillance Branch Strategic Plan 2010-15, designed to increase service delivery and meet future technology, criminal methodology and investigative demands
5. Ensured efficient financial systems and finance committees are in place and effectively managed, which resulted in the SSG being under budget at the end of the financial year.

SIGNED: N Kaldas APM, Deputy Commissioner Specialist Operations

NAME **Mark Oswell Jenkins APM**
 POSITION **Acting Director, Corporate Human Resources**
 SES LEVEL **5 (6 July 2009 – present)**
Temporarily appointed to the position 6 July 2009
 POSITION **Manager, Human Resources Special Projects**
 SUPERINTENDENT **1 July 2008 – 5 July 2009**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$217,490 per annum**



Assistant Commissioner Jenkins has been acting in the vacant position of Director, Corporate Human Resources since 6 July 2009. The following is a statement of performance for Assistant Commissioner Jenkins.

Key achievements

1. Oversaw the finalisation of the new Police Award negotiations, its implementation and associated changes in policy, systems and processes
2. Oversaw significant improvement in the Human Resources Policy Framework including new or amended Sick Leave, Breastfeeding, Temporary Employees, Executive Temporary Appointments, Secondary Employment, Purchased Leave Scheme and Full-time Leave without Pay Policies
3. Managed a review of the promotion system, while continuing to meet operational requirements
4. Delivered improved human resource services including a 25% reduction in the number of overstrength positions, a reduction in the number of outstanding hurt on duty claims for pre 88 police, an 8% increase in revenue base in terms of recoup from seconded officers and a reduction in the number of excess officers during a difficult employment climate, by way of a statewide advertising freeze
5. Improved reporting, policy, management systems and training in terms of equity, including the implementation of Supportive Leadership Training Program for sergeants, improved equity reporting, completion of mandatory training and implementation of equity interventions within commands.

SIGNED: CJ Burn APM, Deputy Commissioner Corporate Services

NAME **John Karaboulis**
 POSITION **Director Commercial & Investment Services**
 SES LEVEL **5 (23 January 2006 – 8 November 2009)**
On Secondment to Ministry of Transport (9 November 2009 – present)
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$248,893 per annum**



Mr Karaboulis has been on secondment to the Ministry of Transport and Police & Emergency Services NSW for this reporting year. Ms Jenny Birch has been acting as the Director, Commercial & Investment Services since his secondment began.

SIGNED: CJ Burn APM, Deputy Commissioner Corporate Services

NAME **Peter Gerard Mcerlain APM**
 POSITION **Acting Commander, South West Metropolitan Region**
 SES LEVEL **5 (30 January 2010 – present)**
Temporarily appointed to the position 30 January 2010
 POSITION **Commander, Eastern Beaches LAC**
 SUPERINTENDENT **16 March 2008 – 29 January 2010**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$217,490 per annum**



Acting Assistant Commissioner Mcerlain has been acting in the position of Commander, South West Metropolitan Region. The following is a statement of performance for Assistant Commissioner Mcerlain.

Key achievements

1. Provided effective crime, people and financial management in the South West Metropolitan Region
2. Continued to drive down crime in accordance with State Plan objectives
3. Established the Islamic Cultural Awareness Education Program
4. Effectively planned the management and coordination of Operation Lockdown, the largest ever South West Metropolitan Region enforcement operation targeting robbery, street crime, antisocial behaviour and outstanding warrants
5. Under Operation Amarok, refocused the Region Enforcement Squads to strategically and more effectively target specific crime problems.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

NAME **Carmine (Frank) Mennilli APM**
 POSITION **Acting Commander, Central Metropolitan Region**
 SES LEVEL **5 (11 July 2009 – present)**
Temporarily appointed to the position 11 July 2009
 POSITION **Commander, South West Metropolitan Region**
 SES LEVEL **5 (3 March 2008 – 10 July 2009)**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



Assistant Commissioner Mennilli has been acting in the position of Commander, Central Metropolitan Region. The following is a statement of performance for Assistant Commissioner Mennilli.

Key achievements

1. Provided effective crime, people and financial management in the Central Metropolitan Region
2. Implemented the Central Metropolitan Region Strategic Plan with a focus on event and traffic management, alcohol related crime, youth crime, repeat offenders, strategic staffing and injury management
3. Oversaw a number of operations within the region aimed at reducing crime and fear of crime as well as the NSW component of Operation Unite, a national public order operation
4. As the Corporate Spokesperson for Custody & Corrections, progressed the management, supervision and transportation of bail refused prisoners between NSW Police Force, the Department of Juvenile Justice and the Department of Corrective Services
5. As acting State Emergency Operations Controller managed the NSW Police Force response to the Samoan Tsunami in September 2009, a major gas disruption in the Southern Highlands in May 2010 and floods in northern NSW in March 2010.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

NAME **Mark John Murdoch APM**
 POSITION **Commander, Southern Region**
 SES LEVEL **5 (1 January 2009 – present)**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Murdoch.

Key achievements

1. Maintained a significant focus on the sale and consumption of alcohol resulting in the rate of assault, particularly alcohol related assault, falling to historically low levels across the region
2. Worked successfully with licensed premises in the Wollongong CBD to negotiate and implement a range of conditions, including lock outs, to improve public amenity and increase community safety
3. Provided effective financial management and control of the Southern Region budget
4. As the Corporate Spokesperson for Domestic & Family Violence, promoted the development and online publication of the *NSW Police Force Domestic Violence Code of Practice*. This is the first document of its type publicly available to the community of NSW
5. Ensured the maintenance of high level incident and emergency response capability across the Southern Region as the District Emergency Operations Controller for the Illawarra, Monaro, Murray, Riverina and Southern Highlands Emergency Management Districts.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

NAME **Dr Michael Anthony (Tony) Raymond AM**
 POSITION **Acting Director, Forensic Services Group**
 SES LEVEL **5 (23 May 2010 – present)**
Temporarily appointed to the position 23 May 2010
 POSITION **Chief Scientist, Forensic Science Services Branch**
 SENIOR OFFICER **3 (1 July 2009 – 22 May 2010)**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$217,490 per annum**



Dr Raymond has been acting as the Director, Forensic Services Group. The position has been filled by several short term relieving appointments since becoming vacant in January 2010. The following is a statement of performance for Dr Raymond.

Key achievements

1. Provided effective management of the Forensic Services Group, including financial management
2. Delivered increased capability and quality standards through building operational capacity of robotics and associated technology at the Division of Analytical Laboratories; completion of two mobile forensic laboratories; continued support to the Cold Case Justice Project; and achieved accreditation by the National Association of Testing Authorities of all units of the Forensic Science Services Branch
3. Achieved a negotiated partnership with the University of Western Sydney to provide a joint crime scene training facility
4. Provided leadership on strategic issues including finalising the full field and laboratory operational rollout of all Pemulwuy specialist elements; progressing issues arising from the Auditor General's Report on Forensic Evidence Management; and input into the Child Abuse & Sexual Assault Forensic & Medical Clinical Network
5. Contributed to international forensic science and policing agendas through leadership and participation in the 16th International Interpol Forensic Science Symposium, Interpol Monitoring Expert Group, Senior Managers of Australia and New Zealand Forensic Laboratories (SMANZFL), Australia New Zealand Policing Advisory Agency National Institute of Forensic Science (ANZPAA NIFS), International Forensic Science Alliance (as Australasian International Liaison Officer) and the 20th Australia New Zealand Forensic Science Symposium.

SIGNED: N Kaldas APM, Deputy Commissioner Specialist Operations

NAME **Julie Mary Roberts**
POSITION **Chief Information Officer, Business & Technology Services (BTS)**
SES LEVEL **5 (3 October 2006 – present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$236,341 per annum**



The following is a statement of performance for Ms Roberts.

Key achievements

1. Oversighted the progressive replacement of Information Technology equipment to ensure police systems and tools are effective and available 24 hours a day. Ensured the provision of support for more than 200 systems
2. Coordinated improvement to systems and processes, including the protection of systems against external network attacks; automation of finance forms; implementing the Police Recruitment System and Child Well Being Interface; and enabled systems to comply with legislative changes
3. Oversaw the upgrading of the mainframe; redesign of the NSW Police Force website; and the continued deployment of mobile data terminals in police vehicles
4. Supervised provision of appropriate BTS input, support, infrastructure and implementation services for projects being managed by Operational Communications & Information Command and Forensic Services Group
5. Drove the survey of Information, Communication & Technology (ICT) expenditure. The review included identifying baseline data, then identifying savings of 5% that will be applied in 2010/11 and savings of 10% that will be applied in 2011/12 and following years.

SIGNED: N Kaldas APM, Deputy Commissioner, Specialist Operations

NAME **Lee Ellen Shearer APM**
POSITION **Commander, Northern Region**
SES LEVEL **5 (4 February 2008 – 4 May 2010)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



Assistant Commissioner Lee Shearer was on leave for a significant period of this reporting year. Assistant Commissioner Carlene York commenced duties as the Commander, Northern Region on the 8 February 2010.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

NAME **Robert James Waites APM**
POSITION **Commander, Operational Communications & Information Command**
SES LEVEL **5 (10 July 2005 – present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Waites.

Key achievements

1. Delivered the second year of a seven year Radio Communications Maintenance Program at a cost of \$13.1 million capitalising on the \$16.4 million expended in 2008-2009, with a continued focus on the replacement of mobile and portable radios for frontline police, improving base stations and regional communications. Achieved funding for the third year of \$11.1 million
2. Finalised the staged delivery of a two year capially funded program responding to recommendations made following the public order incident at Cronulla in December 2005. The VIEW Programme has delivered a CCTV Register; Imagery Management System; significantly enhanced capacity to receive and filter imagery through Crime Stoppers and to major strike forces through the internet and mobile phone technology; and improved imagery management to enhance investigative capacity
3. Worked towards resolving radio communications spectrum issues by continuing to represent police on the National Forum of the Law Enforcement & Security Radio Spectrum Committee (LESRSC) and worked with other national committees
4. Implemented the recommendations arising from a review of the Missing Persons Unit to improve efficiencies and case management practices, including Operation Firenze, focusing on the identification of long term missing persons
5. Continued collaboration with the Department of Services, Technology & Administration towards the long term strategy of one Government Radio Network (GRN) for law enforcement, public safety and emergency services in NSW, with a particular focus on ensuring the availability of spectrum and capacity of equipment to policing requirements.

SIGNED: N Kaldas APM, Deputy Commissioner Specialist Operations

NAME **Carlene York APM**
POSITION **Commander, Northern Region**
SES LEVEL **5 (8 February 2010 – present)**
Temporarily appointed to the position 8 February 2010
POSITION **Commander, Forensic Services Group**
SES LEVEL **5 (16 November 2005 – 7 February 2010)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



Assistant Commissioner York assumed the role of commander of the Northern Region on 8 February 2010. Previously she was the Commander of the Forensic Services Group. The following is a statement of performance for Assistant Commissioner York.

Key achievements

1. Provided effective crime response management in the Northern Region and advocated on behalf of victims of crime, specifically promoting the trial of the Domestic Violence Partnership Program in two LACs with a view to expanding the program across the region
2. Provided strategic management and oversight of major emergencies and incidents including natural disasters and public order incidents (including the Lennox Heads natural emergency and large scale music festivals)
3. Achieved significant reduction in Northern Region's expenditure compared with the previous fiscal year
4. While balancing operational needs, led the Northern Region to achieve corporate human resource goals in the areas of position management principles, injury management processes and officer welfare
5. As Commander, Forensic Services Group, used innovation and emerging technology to drive improved field-based and laboratory processes in support of criminal investigation and incident response.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

APPENDIX 13 RESEARCH AND DEVELOPMENT

TABLE 1 COMPLETED PROJECTS

PROJECTS WHERE NSW POLICE FORCE INVOLVEMENT HAS BEEN COMPLETED	AGENCIES INVOLVED	FUNDING AND STATUS
Causes of the Australian heroin drought	National Drug Policy Modelling Program, National Drug & Alcohol Research Centre, UNSW, Carnegie Mellon University USA	Police data supplied. No police funding
Comparison of police custody practice in the London Metropolitan Police, Republic of Ireland, NSW and Philadelphia	Institute of Criminology Cambridge University, researcher locally hosted by UNSW	Funded by the British Academy. No police funding. NSW Police Force component completed, and report expected following data collection in USA and Ireland
Disability access officer at court trial	NSW justice agencies. Department of Aging, Disability & Home Care is lead agency, UNSW contracted to undertake research	No police funding. NSW Police Force component completed.
Drug Law Enforcement Performance Measurement Framework	Australian Institute of Criminology (AIC)	National Drug Law Enforcement Research Fund. No police funding. NSW Police Force contribution to data collection completed and AIC finalising project
Enforcement of immigration law	University of NSW	Australian Research Council Discovery Grant. No police funding. Main focus is Department of Immigration and Australian Federal Police. Interviews with NSW Police Force staff completed
Evaluation of Mental Health Intervention Team Trial	Charles Sturt University and NSW Police Force	NSW Police Force and Charles Sturt University, \$80,000. Completed.
Mindfulness-based emotional intelligence training: Evaluating its efficacy and mechanisms of change	University of Wollongong and NSW Police Force, Special Services Command and Education Services	Australian Research Council Linkage Grant and NSW Police Force. Agency contribution \$50,000 over life of project. All police involvement completed. Awaiting final report
Observatory Domestic Violence Study	Griffith University	Australian component of international study. No police funding. NSW Police Force data collection completed. Awaiting final report
Perceptions of how child protection authorities work: values, processes and challenges	Professor Valerie Braithwaite, Mary Ivec, Australian National University	No police funding. Invitation for police to participate in national survey of child protection services. Police contribution completed
Policing and public sex	University of Surrey Department of Sociology	No police funding. Data collection phase completed. Draft report received
Policing with intelligence: intelligence-led policing in NSW	UNSW honours student	No police funding

APPENDIX 13 RESEARCH AND DEVELOPMENT continued

TABLE 2 CURRENT PROJECTS

CURRENT PROJECTS	AGENCIES INVOLVED	FUNDING
A criminalistic approach to biological evidence: Trace DNA and volume crime offences	University of Technology Sydney, Victoria Police Forensic Services Centre, Australian Federal Police	PhD project, in kind support. No police funding
Forensic analysis of glass fragment in head wear and on hair	Honours Student, University of Technology, Sydney, NSW Police Force Forensic Services Group	In kind support. No police funding
Agent based simulation of a multi-queue emergency services call centre to evaluate resource allocation	University of Newcastle	PhD project. No police funding
Biometrics vulnerability assessment project	National Security Science and Technology Branch, Biometrics Institute University of Canberra, Forensic Services	Funded by Department of Prime Minister & Cabinet. No police funding. Methodology for face and fingers completed, being developed for voice
A comparison of methods of mounting hair for microscopic analysis	Two student interns from the University of Technology, Sydney, NSW Police Force Forensic Services Group	In kind support. No police funding
Customer service provision at the front line	Charles Sturt University/NSW Police Force	Funded by NSW Police Force and Charles Sturt University \$50,000
Development of a glass refractive index and elemental composition database	Three student interns from the University of Technology, Sydney, NSW Police Force Forensic Services Group	In kind support. No police funding
Development of a validated protocol for environmental sampling of bacterial spores from contaminated crime scenes	Emergency Management Australia and NSW Police Force Forensic Services Group	Funded by Emergency Management Australia, \$89,000
Effects of biological decontamination on the recovery of critical forensic evidence	University of Technology Sydney, Australian Nuclear Science & Technology Organisation (ANSTO), NSW Police Force Forensic Services Group	PhD project, in kind support. No police funding. Funded by ANSTO
Evaluation of Diploma of Policing Practice mental health curriculum	University of New England and Charles Sturt University	PhD project. No police funding
Evaluation of psychological testing in NSW Police Force selection and recruitment	UNSW masters student	No police funding
Evaluation simulated leadership training exercises using the Hydra suite of programs	Charles Sturt University	PhD Project. No police funding
Forensic applications of infrared spectral imaging	University of Technology, Sydney, NSW Police Force Forensic Services	PhD project. No police funding
Homicide Investigation Manual	Charles Sturt University, NSW Police Force Education & Training Command, NSW Police Force State Crime Command	Project jointly funded by Charles Sturt University and NSW Police Force \$50,000 pa
Homicide solvability	Bond University	PhD project. No police funding
Improving insect based technology for minimum death time estimates in forensic investigations in Australia	University of Wollongong, Victorian Institute of Forensic Medicine, CSIRO Entomology, Australian Federal Police, Victoria Police, NSW Police Force Forensic Services	ARC linkage project, NSW Police Force contribution \$20,000 plus in kind support
Investigation of the trace evidence characteristics of DNA	University of Technology Sydney, Forensic Services	PhD project, NSW Police Force staff member. No police funding
Learning in early career police	University of Wollongong, Charles Sturt University	Part time PhD project. No police funding
People with mental health disorders and cognitive disability in the criminal justice system	Justice Health, Department of Corrective Services New South Wales, New South Wales Council for Intellectual Disability, NSW Police Force, NSW Department of Housing, Department of Juvenile Justice	Australian Research Council and partner agencies, NSW Police Force contribution \$60,000

APPENDIX 13 RESEARCH AND DEVELOPMENT continued

TABLE 2 CURRENT PROJECTS CONTINUED

CURRENT PROJECTS	AGENCIES INVOLVED	FUNDING
Perceptions of criminal justice system workers in regard to people with mental health disorders and cognitive disability	PhD sub-project of the previous project	PhD Project, sub-project of previous project on list.
Plural policing: policing sporting events, a comparative study of public-private policing interactions at major sporting events	University of NSW	PhD project. No police funding
Police and magistrate perceptions of the <i>Young Offenders Act 1997</i>	Charles Sturt University	CSU small project grant. Second phase of research. No police funding
Police community relations – Macquarie Fields	University of New England, Charles Sturt University	PhD project. No police funding
Police Leadership in the 21st Century: redesigning roles and practices	NSW Police Force, Charles Sturt University, University of Western Sydney, Western Australia Police, University of Otago, NSW Police Association	Australian Research Council Linkage project
Policing public opinion	Sydney University Institute of Criminology	No police funding
Reporting Child Sexual Abuse	Charles Sturt University	No police funding
Resilience among NSW Police Force	NSW Police Force Safety Command and Charles Sturt University	NSW Police Force Safety Command, \$100,000 over life of project
Resilience in Operational Policing: The influence of organisational factors on police commitment, challenge and control	University of Western Sydney, Psychology	Masters project. No police funding
Safety in the heavy vehicle industry: a collaborative response	University of Sydney, National Transport Corporation, Australian Transport Safety Bureau, Queensland Transport, DiagnoseIT Pty Ltd, NSW Police Force Traffic Services	Australian Research Council and partner agencies. NSW Police Force in kind contribution
Serial sex crimes in Australia: a comparative study of profiling patterns	Queensland University of Technology	PhD project. No police funding
Space, policy and professional practice. An analysis of child wellbeing policies in the professional practice areas of education, health and policing	Charles Sturt University Research Institute for Professional Practice, Learning and Education	PhD Project. No police funding
The effects of biological decontamination on the recovery of critical forensic evidence	University of Technology Sydney, Forensic Services	PhD project, NSW Police Force staff member. No police funding
The functional significance of motor laterality in dogs	The University of Sydney, Guide Dogs NSW/ACT, NSW Police Force – State Protection Group – Dog Unit	Australian Research Council and partner agencies, NSW Police Force in kind contribution only
The influence of university education on police manager's perceptions of and confidence in their decision making abilities	Charles Sturt University Graduate School of Policing/Edith Cowan University	PhD project. No police funding
The recovery of marks from items contaminated with the body fluids from decomposing cadavers	University of Amsterdam and NSW Police Force Forensic Services Group	In kind support. No police funding
The validation and extension of mRNA multiplex kit of the forensic examination of human body fluids	University of Amsterdam and NSW Police Force Forensic Services Group	In kind support. No police funding
Use of khat among Horn of Africa communities in Australia	University of Queensland School of Law	No police funding. Funded by the National Drug & Alcohol Research Centre
Validation and verification of electronic evidence: developing a testing regime for digital forensic software reliability	University of South Australia, National Institute of Forensic Science, NSW Police Force State Electronic Evidence Branch, Australian Federal Police, South Australian Police	Australian Research Council and partner agencies. NSW Police Force in kind contribution

APPENDIX 14 OVERSEAS TRAVEL

OPERATIONAL TRAVEL 2009-10

NAME/POSITION	PURPOSE	COUNTRY
One officer	Investigative inquiries	Canada
One officer	Investigative inquiries	Greece
One officer	Investigative inquiries	United States
Two officers	Investigative inquiries	United States
Two officers	Extradition	Singapore
Two officers	Investigative inquiries	United Kingdom
Three officers	Investigative inquiries	United States
One officer	Investigative inquiries	New Zealand
Two officers	Extradition	Portugal
Two officers	Extradition	Indonesia
Two officers	Extradition	United Kingdom
Two officers	Investigative inquiries	Belgium, Denmark, Turkey

NON-OPERATIONAL TRAVEL 2009-10

NAME/POSITION	PURPOSE	COUNTRY
Superintendent Michael Fuller	Research	United Kingdom
Inspector Peter Davis	Conference	United States
Deputy Commissioner Catherine Burn	Research	United Kingdom
Dr Susan Bennett	Conference	United States
Detective Sergeants Richard Sinclair and Peter Hennessy	Training	Vanuatu
Detective Superintendent Greig Newbery	Research	United Kingdom
Superintendent John Stapleton	Training	Malaysia
Detective Senior Constable Cameron Forsyth	Conference	United States
Detective Sergeant Lindsay Kerfoot	Research	Germany, Holland, Switzerland, United Kingdom
Dr Michael Anthony Raymond	Conference	United Kingdom
Senior Sergeant Andrew Brady	Conference	Israel, United Kingdom
Inspector Mark Carrick	Conference	Israel, United Kingdom
Inspector Gordon Dojcinovic	Conference	Israel, United Kingdom
Detective Superintendent Wayne Benson	Training	Malaysia
Assistant Commissioner Mark Murdoch	Training	United States
Mr Adam Brown	Conference	United States
Detective Inspector Stephen French	Conference	New Zealand
Father Paul O'Donoghue	Conference	New Zealand
Detective Inspector Gregory Judkins	Conference	South Africa
Detective Chief Superintendent Wayne Gordon	Training	United Kingdom
Superintendent Darryl Tuck	Conference	Singapore
Detective Inspector Wayne Hayes	Conference	Germany
Senior Constable Alan Fitzgerald and Special Constable Matthew Stanton	Research	United Kingdom, United States
Detective Inspector Mark Porter	Conference	Phillipines
Superintendent Robert Redfern	Research	India
Sergeant Ian Colless	Training	New Zealand

APPENDIX 14 OVERSEAS TRAVEL continued

NAME/POSITION	PURPOSE	COUNTRY
Assistant Commissioner Alan Clarke and Superintendent Craig Sheridan	Training	United Kingdom, Switzerland, Germany
Ms Sarah Yule	Conference	Singapore
Detective Chief Inspector Graeme Abel	Training	New Zealand
Superintendent John Stapleton	Training	United Kingdom
Inspector John Lipman and Senior Constable Stephen Jackson	Training	United States
Superintendent Jason Joyce	Research	Sri Lanka
Leading Senior Constables Mark Davidson and Glen Knox	Training	New Zealand
Senior Sergeant Kristy Walters	Secondment	France
Detective Superintendent Wayne Benson	Training	United Kingdom
Detective Inspector Ian Rotsey	Research	Russia
Detective Superintendent John O'Reilly	Conference	Singapore
Inspector Brenton Charlton	Training	United Kingdom
Superintendent Robert Redfern	Training	United Kingdom

APPENDIX 15 CONSULTANTS

(a) Engagements costing \$50,000 or greater:

Engagements costing \$50,000 or greater: Nil

(b) Engagements costing less than \$50,000:

There was one consultant engaged to assist with financial and management services. The cost was \$25,000.

APPENDIX 16 ASSET PURCHASE AND PROTECTION

The purchase of assets is undertaken under delegation from specific asset acquisition allocations and recorded in the Fixed Assets Register. For each asset, a description, serial number, cost and location by cost centre are recorded. Individual administrative units run monthly validation reports to verify the expenditure incurred and the assets purchased.

Asset audit listings at a cost centre level are available for review as required by managers. A physical audit of assets against the Fixed Assets Register is undertaken annually with a certificate provided by each administrative unit to the Chief Financial Officer. These certificates are available to the Auditor General during his audit of the NSW Police Force accounts.

APPENDIX 17 ANNUAL REPORT PRODUCTION COSTS

The 2009-10 NSW Police Force Annual Report was produced by the Public Affairs Branch.

The total production cost was \$10,691 (exclusive of GST). This included design, printing and legal consultation to ensure the NSW Police Force met all legislative reporting requirements.

To reduce production costs in accordance with Premier's Memorandum 98/04, the NSW Police Force produced 100 CDs and 40 photocopies of the NSW Police Force Annual Report 2009-10. Further copies can be produced on request, using internal resources.

The Annual Report is also available on the NSW Police website www.police.nsw.gov.au.

APPENDIX 18 CREDITORS PAYMENTS AND CREDIT CARDS

Payment of accounts

1(A) CREDITORS' PAYMENT PERFORMANCE INDICATORS

QUARTER	ACCOUNTS PAID ON TIME TARGET %	ACCOUNTS PAID ON TIME ACTUAL %	ACCOUNTS PAID ON TIME \$'000	TOTAL AMOUNT PAID \$'000
September	99	85	112,789	133,311
December	99	80	134,018	167,974
March	99	78	86,020	110,364
June	99	88	161,154	184,280

Creditors payment performance is based on document date.

1(B) CREDITORS AGED ANALYSIS AS AT 30 JUNE 2010

QUARTER	CURRENT \$'000	BETWEEN 30 AND 60 DAYS OVERDUE \$'000	BETWEEN 60 AND 90 DAYS OVERDUE \$'000	MORE THAN 90 DAYS OVERDUE \$'000
September	13,484	37	33	(56)
December	13,219	(425)	(221)	(49)
March	14,333	32	2	(10)
June	4,234	1	7	(8)

This information is extracted from the Aged Accounts Payable Analysis as at September and December 2009, and March and June 2010. It includes data provided by NSW Police Force's external property service provider.

Bracketed numbers represent monies owed to the NSW Police Force through refunds etc.

Penalty interest paid during the year: Nil

2 COMMENTARY

2(a) Problems affecting prompt processing of payments during the year:

- The requirement of accounts payable preparation by local business units and the physical transfer of this information to Internal Customer Services (ICS) have contributed to delays in the processing of accounts payable data.

2(b) Initiatives implemented to improve payment performance:

- Vendors requested to supply bank details for payment by EFT as part of an ongoing initiative to reduce cheque printing and dispatch
- Consolidation of multiple accounts from vendors where possible to improve payment processes and controls
- Introduction of a Purchase Card system in the NSW Police Force (Purchase Card transactions are excluded from this information)
- Encourage use of system purchase orders to enable vendor invoices to be forwarded directly to ICS for more timely processing.

Credit card certification

The use of approved credit cards for payment of expenses, in accordance with official NSW Police Force business, is subject to Treasurer's Directions 205.08 of the *Public Finance & Audit Act 1983* and specific guidelines issued by the Premier from time to time.

The credit card facility available within the NSW Police Force is the Corporate MasterCard. The card was issued to approved persons for official business expenses. Most transactions using the card were for minor maintenance and working expenses, and overseas travel purposes.

The use of credit cards within the NSW Police Force for the period 2009-10 was satisfactory and has been in accordance with the Premier's Memoranda and Treasurer's Directions.

APPENDIX 19 MATTERS ARISING FROM THE 2009-10 AUDIT

The Auditor observed that the NSW Police Force's liability for Partial and Permanent Disability benefits (PPI) increased from \$29.2 million at 30 June 2006 to \$190.2 million at 30 June 2010. The NSW Police Force will need to monitor its liquidity position closely to ensure it has sufficient funds to meet the increasing costs of the Scheme.

Response

The NSW Police Force, in consultation with NSW Treasury, will continue to monitor the liquidity position of the Scheme to ensure sufficient funds are available to meet Scheme costs. The NSW Police Force received Treasury supplementation during 2009-10 for the Scheme.

The Auditor observed that the management of the NSW Police Force's property portfolio was outsourced to an external service provider during 2006-07 financial year as a result of a Government directive. The State Property Authority (SPA) acts as the contract administrator, responsible for compliance and delivery of services by the service provider. The duties of SPA include formally directing the service provider, certifying works performed and recommending payment for services performed.

During the financial year, it did not appear that effective control mechanisms were in place to ensure that all work performed by the service provider was completed to an acceptable level of quality, or that costs billed were appropriate. SPA conducted a desk top review of the service provider's claims for work performed before certifying them for payment. Internal audit reviews were completed in September 2009 and April 2010 and made a number of recommendations.

It is acknowledged that some of the recommendations made by internal audit have been implemented and others are either on-going or in the process of being implemented. It is recommended that the NSW Police Force implement the outstanding recommendations in a timely manner to minimise the potential for fraud/misappropriation of funds and to maximise the effectiveness of maintenance spend.

Response

The NSW Police Force is working with SPA and the service provider to implement the agreed recommendations.

The Auditor observed that the *Crown Employees (Police Officers Death and Disability) Award 2005* (The Award) states that an employee may receive only one benefit; either a "partial and permanent disability benefit" (PPD) or "total and permanent disablement benefit" (TPD). There were a number of employees who received amounts as a PPD payment, but subsequently became eligible for a TPD payment. These employees were therefore required to return the PPD amount to the NSW Police Force.

The NSW Police Force has advised that it is implementing a new policy whereby the employee will only receive the difference between the PPD and TPD amount. It is encouraged that the NSW Police Force implement this new policy as soon as possible to overcome the current difficulties in recovering payments from former employees.

Response

The full bench of the Industrial Relations Commission (IRC) approved an amendment to *Clause 10.6* of the Death & Disability Award effective 8th June 2010. The NSW Police Force has implemented this amendment whereby the employee will only receive the difference between the PPD and TPD amount.

The Auditor observed that a significant portion of accounts receivables relates to a single debtor for worker compensation claims. The majority of amounts owing relate to significant delays in processing workers compensation claims lodged by the NSW Police Force.

The NSW Police Force should conduct a detailed review of its workers compensation claims processing to better understand the causes, and to implement strategies to minimise delays. It's understood that some of the causes may relate to a shortage of staff as well as staff not having a good understanding of the insurer's requirements. The need to improve how the NSW Police Force processes claims is particularly important with a new insurer from 2010-11.

Response

The NSW Police Force has made changes to processes and systems in 2009. The introduction of an online wage recoup in the SAP system, and process streamlining within the administrative staff has occurred. There has been improved communication with the insurer, specific task lists for workers compensation team to achieve and improved education and communication with administrative staff.

The Auditor observed that the liability for recreation leave decreased compared to prior years. The monetary value of the leave liability at 30 June 2010 was \$188.7 million, a decrease of 1.4% from last year. The actual entitlements hours have reduced by 229,043 and 41,188 hours respectively for sworn and unsworn officers.

The NSW Police Force is actively managing this issue however there are still a high number of officers who have excessive annual leave balances at 30 June 2010. The NSW Police Force should continue its efforts in managing excessive leave balances and continuously reassess the effectiveness of its existing strategies.

Response

The NSW Police Force will continue its efforts to monitor the leave balances and reduce them to an acceptable level without compromising the service delivery.

APPENDIX 20 INSURANCE ACTIVITIES

Property

The property insurance policy covers loss or damage to property (other than motor vehicle) owned, used, or in the control of the NSW Police Force. For 2009-10, the premium increased by 35%. The premium increase was due to increases in declared asset values and claims experience.

Miscellaneous

The miscellaneous insurance policy covers personal accident for volunteers, air travel and personal effects. The 2009-10 premium increased by 32%, which was due to increases in claims costs.

Public Liability

The public liability insurance policy covers all claims resulting from police activities for which the NSW Police Force is legally liable. For 2009-10, the premium increased by 2%. The premium increase was due to increases in claim numbers and costs for non-bodily small claims.

Motor vehicle

The motor vehicle insurance policy covers damage to any vehicle used by the NSW Police Force for authorised police operations and activities. For 2009-10, the motor vehicle premium decreased by 4%. The premium decrease was due to decreases in fleet size and claim numbers.

Workers Compensation

The workers compensation insurance policy covers work place related injuries for all unsworn staff and all sworn officers recruited after 1 April 1988. For 2009-10, the workers compensation premium increased by 25%. This was due to increases in wages and claims costs.

APPENDIX 21 PROPERTY DISPOSALS

In 2009-10 the NSW Police Force sold 12 properties for a total of \$6.509 million net.

SITE	PROCEEDS \$ MILLION
85 New England Highway, Aberdeen	0.190
403 Colley Street, Albury-East Lavington	0.173
106 Berowra Waters Road, Berowra	0.678
Corner Station & Bayliss Streets, Bethunga	0.149
30 Walgett Street, Brewarrina	0.005
65 Bourke Street, Brewarrina	0.059
11 Bridge Street, Brooklyn	0.488
60 Earlwood Avenue, Earlwood	1.056
22-26 Coronation Parade, Enfield	1.753
10-12 Hutchison Street, Granville	1.087
57 Merlin Street, The Oaks	0.384
10 Alison Street, Wyong	0.487

There were no properties disposed of which had a value of more than \$5.0 million. There was no family or business association between any of the buyers and the person responsible for approving disposal.

All properties disposed of were no longer suitable or were surplus to NSW Police Force requirements. All proceeds were retained by the NSW Police Force and used for re-investment in new buildings.

All properties disposed of in 2009-10 were sold in accordance with government policy. Documents relating to property disposal may be accessed under the *Freedom of Information Act 1989*.

APPENDIX 22 MAJOR WORKS IN PROGRESS

PROJECT	DUE FOR COMPLETION	COST TO 30/06/10 \$'000
BUILDINGS		
Bowral Police Station	2014	168
Burwood Police Station	2011	7,842
Glendale Police Station	2012	484
Granville Police Station	2011	12,674
Kempsey Police Station	2011	9,051
Lake Illawarra Police Station	2011	15,540
Leichhardt Police Station	2013	2,084
Liverpool Police Station	2013	1,800
Manly Police Station	2013	1,350
Moree Police Station	2013	600
Narellan Police Station	2011	6,441
Parramatta Police Station	2015	1,280
Prisoner Handling Upgrades at 14 Locations	2013	4,076
Raymond Terrace Police Station	2011	5,483
Riverstone Police Station	2012	1,128
Tweed Heads Police Station	2013	300
Wyang Police Station	2011	5,263
INFORMATION AND COMMUNICATION TECHNOLOGY		
Closed Circuit TV Database & Evidence Analysis	2011	8,794
Forensic and Exhibit Information Management System	2012	1,000
Interface with Justicelink On-Line Judicial System	2011	6,017
Police Education Centre	2011	483
Upgrade of core operating policing system	2012	23,515
PLANT AND EQUIPMENT		
Fitout of vehicles for additional police officers	2013	1,289
Helicopter replacement	2011	2,112
Rollout of Tasers to first response police	2013	4,851

The 'due for completion' dates are based on the estimated completion dates published in 2010-2011 Budget Paper No. 4 and may be subject to change.

HONOURS & AWARDS

COMMISSIONER'S AWARDS

Commissioner's Commendation – Courage

Awarded to officers for action in the line of duty where outstanding courage is required.

Prb Cst M Foot
Cst A Cross
Cst C Smith
Cst D Berea
Cst M Pasalic
Snr Cst D Harrison
Snr Cst D Penny
Snr Cst K Smith
Snr Cst MF Morris
Snr Cst S Lynch
Det Snr Cst L Scott
Det Snr Cst M Martin
Sgt Alan Spence

Commissioner's Unit Citation

Awarded to officers for outstanding collective service involving bravery or other merit.

IPROWD Project
Macquarie Fields – Public Order Management Response 2005 (addendum)
Special Crimes Unit, Professional Standards Command (16 members)
Strike Force Gain (addendum)

Commissioner's Certificate of Merit

Awarded to officers for exceptional performance of duty.

Prb Cst C Bartlett
Cst C Hoban
Cst N Langham
Snr Cst G Bills
Snr Cst G Bushell
Snr Cst K Wright
Snr Cst M Brennan
Snr Cst M L'Estrange
Snr Cst S McRae
Det Snr Cst A Gill
L/Snr Cst M Meagher
Sgt C Scarlett
Insp G Spinks

COMMISSIONER'S COMMUNITY SERVICE AWARDS

Commissioner's Community Service Commendation

Awarded to officers for outstanding service to the community as a voluntary representative of the NSW Police Force.

Supt S Waites APM

NSW POLICE MEDAL & MEDALLION

NSW Police Diligent & Ethical Service Medal

Awarded to sworn officers for 10 years of diligent and ethical service. A numbered Clasp is awarded for each additional five years of diligent and ethical service.

1,740 Medals and Clasps approved for serving police officers
229 retrospective NSW Police Diligent & Ethical Service Medals were approved

NSW Police Diligent & Ethical Service Medallion

Awarded to administrative officers for 10 years of diligent and ethical service. A numbered lapel badge is awarded for each additional five years of diligent and ethical service.

748 NSW Police Medallions and lapel badges
18 retrospective NSW Police Diligent & Ethical Service Medallions were approved

COMMISSIONER'S LONG SERVICE AWARD

Awarded to administrative officers for 15 years of diligent service. A further distinguishing lapel badge is awarded for each additional 10 years of diligent service.

155 Commissioner's Long Service Awards

AUSTRALIAN HONOURS & AWARDS

Australian Bravery Decorations Bravery Medal (BM)

Awarded to officers for acts of bravery in hazardous circumstances.

Snr Cst T Elliott
Snr Cst T Hamilton
Det Snr Cst J Little

Commendation for Brave Conduct

Awarded to officers for other acts of bravery which are considered worthy of recognition.

Cst T To
Cst E Troy
Snr Cst A Mayfield
Snr Cst N Jarvis
Snr Cst R Holmes

Meritorious Service Awards Member of the Order of Australia (AM)

Awarded for outstanding achievement and service, in a particular locality or field of activity or to a particular group.

Dr M Raymond

Public Service Medal (PSM)

Awarded for outstanding service by a government employee.

Mr G Corben
Mr J Fogarty

Australian Police Medal (APM)

Awarded for distinguished service by a member of an Australian police force.

Sgt D Gallagher
Sgt L Burroughs
Sgt S Lockrey
Det Sgt J Burns
Insp G Dojcinovic
Insp J McArthur
Insp P O'Reilly
Det Insp D Clarke

Det Insp I McNab
Det Insp G Smith
Ch Insp W Lardner
Supt M Robinson
Supt S Waites
Supt T Dalton
Det Supt J Kerlatec
Det Supt P McLernain

OTHER HONOURS & AWARDS TO MEMBERS OF THE FORCE

Royal Humane Society of NSW Silver Medal

Awarded for outstanding act of bravery in saving life.

Snr Cst A Mayfield

Bronze Medal

Awarded for bravery in rescue situations.

Prb Cst D Mills
Cst B Crossan
Cst D Crawford
Cst J Baker
Cst L Crossan
Cst P Smith
Cst P Thompson
Snr Cst A Attuell
Snr Cst I Cameron
Snr Cst J Freeman
Snr Cst R Ballard
L/Snr Cst G West
L/Snr Cst L Woolsey
Det Sgt C Woolsey

Certificate of Merit

Awarded for meritorious actions in rescue situations.

Cst L Oakes
Snr Cst M Dietrich
Snr Cst L Gilmore

Royal Life Saving NSW NSW Police Award

Awarded for outstanding attempt at saving human life by the application of life saving skills.

Prb Cst S Thompson
Cst A Summers
Cst D Harvey
Cst D Trotman
Cst S Barwick
Snr Cst M Crelley
Snr Cst N Cattley
Snr Cst R French
Snr Cst R Stratton
Snr Cst T Andrews
Snr Cst T Cooke
Sgt E Broadhurst
Sgt R McKillop
Sgt R Perry
Insp M O'Rourke

St John Ambulance Australia (NSW) Emergency Service Award

Awarded for successful life sustaining first aid and support to the public by police while on duty.

Cst K Lalor
L/Snr Cst S Johnson
L/Snr Cst S McCann



GLOSSARY

ABS Australian Bureau of Statistics	COMPASS Command Performance Accountability System	NIFS National Institute of Forensic Science
ACLO Aboriginal community liaison officers	COPS Computerised Operational Policing System	NSWPF NSW Police Force
ACLOs Aboriginal community liaison officers	CSU Charles Sturt University	OMCG Outlaw motorcycle gang
AFP Australian Federal Police	DAL Division of Analytical Laboratories	Operation Taipan targeting street racing
AGD Attorney General's Department	DET Department of Education & Training	PAL Police Assistance Line
AIC Australian Institute of Criminology	DNA Deoxyribonucleic acid, or a set of genetic blueprints.	PCA Prescribed concentration of alcohol
AIPM Australian Institute of Police Management	DV Domestic violence	PIPP Act <i>Privacy & Personal Information Protection Act 1998</i>
ALEC Alcohol & Licensing Enforcement Command	EAPS The NSWPF Ethnic Affairs Priorities Statement	PPD partial and permanent disability
AM Member of the Order of Australia	EOCs Emergency operation centres	PSES Police Senior Executive Service
ANPR Automated number plate recognition	FOI Freedom of information	PSM Public Service Medal
ANSTO Australian Nuclear Science & Technology Organisation	FSG Forensic Services Group	RES Region Enforcement Squad
ANZPAA Australia New Zealand Policing Advisory Agency	GRN Government Radio Network	REVS Register of Encumbered Vehicles
ANZPAA NIFS Australia New Zealand Policing Advisory Agency National Institute of Forensic Science	HR Human resources	RTA Roads and Traffic Authority
APM Australian Police Medal	HVP High visibility policing	SAP NSW Police Force's electronic finance and human resource management system
ASIO Australian Security Intelligence Organisation	HWP Highway patrol	SCICP Special Commission of Inquiry into Child Protection
ATM Automated teller machine	ICS Internal Customer Services	SEOCON State Emergency Operations Controller
AVO Apprehended domestic violence order	IPROWD Indigenous Policing Recruitment Out West Delivery	SMANZFL Senior Managers of Australia & New Zealand Forensic Laboratories
BM Australian Bravery Medal	IRC Industrial Relations Commission	SOPs Standard operating procedures
BOCSAR Bureau of Crime Statistics & Research	ISSN International Standard Serial Number	SPA State Property Authority
BTS Business & Technology Services	JIRT Joint Investigation Response Team	SSG Special Services Group, includes Marine Area Command, Aviation Support Branch, State Technical Investigation Branch, State Electronic Evidence Branch, State Surveillance Branch, Undercover Branch, Telecommunications Interception Branch, Advanced Technology Centre and Professional Development Branch
c@ts.i Complaints Management System	JRU JIRT Referral Unit	TASER Electronic control devices
CAD Computer Aided Dispatch	LAC Local area command	TMF Hindsight Adjustment Recalculation of past years' workers compensation insurance premium
CALD Culturally and linguistically diverse	LEPRA <i>Law Enforcement (Powers & Responsibilities) Act 2002</i>	TMF Treasury Managed Fund
CAPI agent Commercial agent or private inquiry agent	LIDAR Light detection and ranging: an optical remote sensing device that measures distance to a target	TPD total and permanent disablement
CAPP Community Awareness of Policing Program	MAC Marine Area Command	UWS University of Western Sydney
CCRP Commissioner's Advisory Council on Culturally Responsive Policing	MCLO Multicultural community liaison officer	VIEW A multi-million dollar project that will change the way police handle digital imagery. VIEW stands for 'Video image evidence on the web'
CCTV Closed circuit television	MERIT Magistrates Early Referral into Treatment	VIP Volunteers in Policing
CET Commissioner's Executive Team	MHIT Mental Health Intervention Team	VKG Police radio
COAG Council of Australian Government	MP&SP Multicultural Policies & Services Program	
	NATA National Association of Testing Authorities	

RANK ABBREVIATIONS

Asst Com Assistant Commissioner

Ch Chief

Cst Constable

Det Detective

Insp Inspector

L/Snr Cst Leading senior constable

Prb Probationary

Sgt Sergeant

Snr Senior

Supt Superintendent



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POLICE, FIRE, AMBULANCE

TRIPLE ZERO (000)

IN AN EMERGENCY

USE TRIPLE ZERO (000) ONLY FOR EMERGENCIES AND LIFE-THREATENING SITUATIONS.

POLICE ASSISTANCE LINE

131 444

FOR NON EMERGENCIES

IF YOU ARE A VICTIM OF A CRIME, OTHER THAN LIFE THREATENING OR TIME CRITICAL EMERGENCY SITUATIONS, CONTACT THE POLICE FORCE ASSISTANCE LINE (PAL).

CRIME STOPPERS

1800 333 000

REPORT CRIME ANONYMOUSLY

IF YOU HAVE INFORMATION ABOUT PEOPLE WHO ARE WANTED BY POLICE; UNSOLVED CRIMES OR A CRIME BEING PLANNED; SUSPICIOUS OR UNUSUAL ACTIVITY, CALL CRIME STOPPERS. OR VISIT THEIR WEB SITE:

www.crimestoppers.com.au

YOU DON'T HAVE TO GIVE YOUR NAME AND THE INFORMATION WILL BE PASSED IMMEDIATELY TO RELEVANT INVESTIGATORS.

WE WELCOME YOUR FEEDBACK ON OUR PERFORMANCE

The NSW Police Force welcomes constructive feedback on the performance of our officers and staff so that we can improve the service we provide to you.

Contacts

NSW POLICE FORCE HEADQUARTERS

1 Charles Street PARRAMATTA NSW 2150

POSTAL ADDRESS

Locked Bag 5102 PARRAMATTA NSW 2124

WEBSITE www.police.nsw.gov.au

TELEPHONE

Triple Zero (000) – 24 hours
(Telstra ask for police)

Police Assistance Line 131444 – 24 hours
Customer Assistance Unit
1800 622 571 – 24 hours (free call)

Crime Stoppers
1800 333 000 – 24 hours (free call)

Police Switchboard
General enquiries 131 444 – 24 hours

TTY (deaf and hearing impaired)
(02) 9211 3776 – 24 hours

REGION OFFICES

CENTRAL METROPOLITAN

Level 7, Sydney Police Centre
151-241 Goulburn Street
SURRY HILLS NSW 2010
(02) 9265 4920 – Business hours

NORTH WEST METROPOLITAN

Level 9, Ferguson Centre
130 George Street
PARRAMATTA NSW 2150
(02) 9689 7638 – Business hours

SOUTH WEST METROPOLITAN

6 Fetherstone Street
BANKSTOWN NSW 2200
(02) 8700 2499 – Business hours

NORTHERN

Newcastle Police Station
Cnr Church and Watt Streets
NEWCASTLE NSW 2300
(02) 4929 0688 – Business hours

SOUTHERN

Level 3, 84 Crown Street
WOLLONGONG NSW 2500
(02) 4226 7705 – Business hours

WESTERN

143 Brisbane Street DUBBO NSW 2830
(02) 6883 1704 – Business hours

*Police are listed under 'Police NSW' in the
White Pages – Business and Government*