



NSW Police Annual Report 2002 - 2003



This year's NSW Police Annual Report features images of police at work during the past year taken by photographers from all NSW major metropolitan newspapers.

NSW Police work closely with news media every day. The relationship is a crucial one. Its effectiveness can influence the outcome of much police work and determine how well both parties satisfy the public's right and expectation to be kept informed.

Our news media help police daily with appeals for information, warnings of public danger and by informing the community about the job of policing. Police help reporters and photographers to obtain the information and pictures they need to meet the enormous public interest in police-related stories.

This connection is symbolised and given expression in press photographs.

These images are often the most enduring impressions people retain of the important work performed by police and the media.

Our thanks go to the editors, photographic editors and staff photographers of:

The Australian;

The Australian Financial Review;

The Daily Telegraph;

The Sunday Telegraph;

The Sun Herald; and

The Sydney Morning Herald.

Photographs appearing in this document may be purchased directly from the newspapers.

The Australian, The Sunday Telegraph, and The Daily Telegraph:

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and The Sydney Morning Herald:

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COVER

NSW Police Commissioner, Ken Moroney
at the NSW Police Wall of Remembrance.

Photo by Brett Costello, Daily Telegraph

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Letter of transmission

29 October 2003

The Hon John Watkins
Minister for Police
Parliament House
Sydney 2000

Dear Minister,

I am pleased to submit to you the NSW Police Annual Report for the year ending 30 June 2003, for tabling in Parliament.

The report was prepared in accordance with the provisions of the *Annual Reports (Departments) Act 1985*, the *Annual Reports (Departments) Regulation 2000* and *Public Finance and Audit Act 1983*, as amended, and 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 web site - www.police.nsw.gov.au

Yours sincerely



K E Moroney APM
Commissioner

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Commissioner's Review

It gives me great pleasure to present the Annual Report of the NSW Police 2002 – 2003, my second year as Commissioner of Police.

In commenting on the performance of the NSW Police in the reporting year 2001 – 2002, I gave a firm commitment that we would remain focussed on the fundamental requirement to drive down crime.

This focus remains vitally important in maintaining our partnership with the NSW public and the confidence they have in NSW Police to do our job.

I am pleased to report that we maintained this primary focus and reached a number of important goals over the intervening 12 month period.

These achievements, however, do not allow for any complacency on our part. Instead, they provide a range of new challenges for the NSW Police as we further seek to ensure the ongoing safety and wellbeing of the community.

We began the reporting year with a range of clear and achievable operational and business targets. The most challenging was the introduction of a major restructure of the NSW Police on July 1, 2002.

The restructure from eleven regions to five was designed to ensure that regions and local area commands better reflected the needs and expectations of their communities.

The restructure, coupled with the introduction of Police and Community Accountability Teams (PACTS), means there is now, more than ever, a tangible

commitment to delivering agreed outcomes that are locally based and endorsed by police and the communities they work in.

Whilst not being complacent about our performance, I am confident that the independent reporting by the Bureau of Crime Statistics and Research (BOCSAR) in March 2003, endorses the many and varied approaches we have taken to driving down crime and ensuring public confidence in our ability to do so.

Another focus throughout the year for the NSW Police has been to provide local and regional autonomy in daily and strategic decision making.

At the same time, the role of the Senior Executive, including regional and specialist commanders, has been to provide guidance and direction to achieve workable outcomes. We have not operated a 'one size fits all' model.

A major key to our successes of the past 12 months has been the commitment to our high visibility tactic, Operation Vikings in metropolitan locations initially, and now statewide. Whilst the results are detailed elsewhere in the report, Vikings will remain a key strategy for providing both reassurance to the NSW public and deterrence to those who break the laws of this state.

The commitment of Vikings funding until the year 2007 will ensure the maintenance of this important initiative and we remain committed to achieving a range of key goals within its boundaries.

NSW Police Commissioner, Ken Moroney
talking with locals at St Clair.

Photo: Troy Bendeich, Daily Telegraph



We have also maintained our focus on high volume crime. We have achieved this by targeting repeat offenders, repeat crime locations and repeat victims. We have target-hardened victims and high-risk locations through strategies such as our Suspect Target Management Plan.

Intelligence and its application remains crucial to combating crime in the future. The employment of both police and civilian intelligence analysts remains a primary focus for both the year in review and the future.

Remembering Colleagues

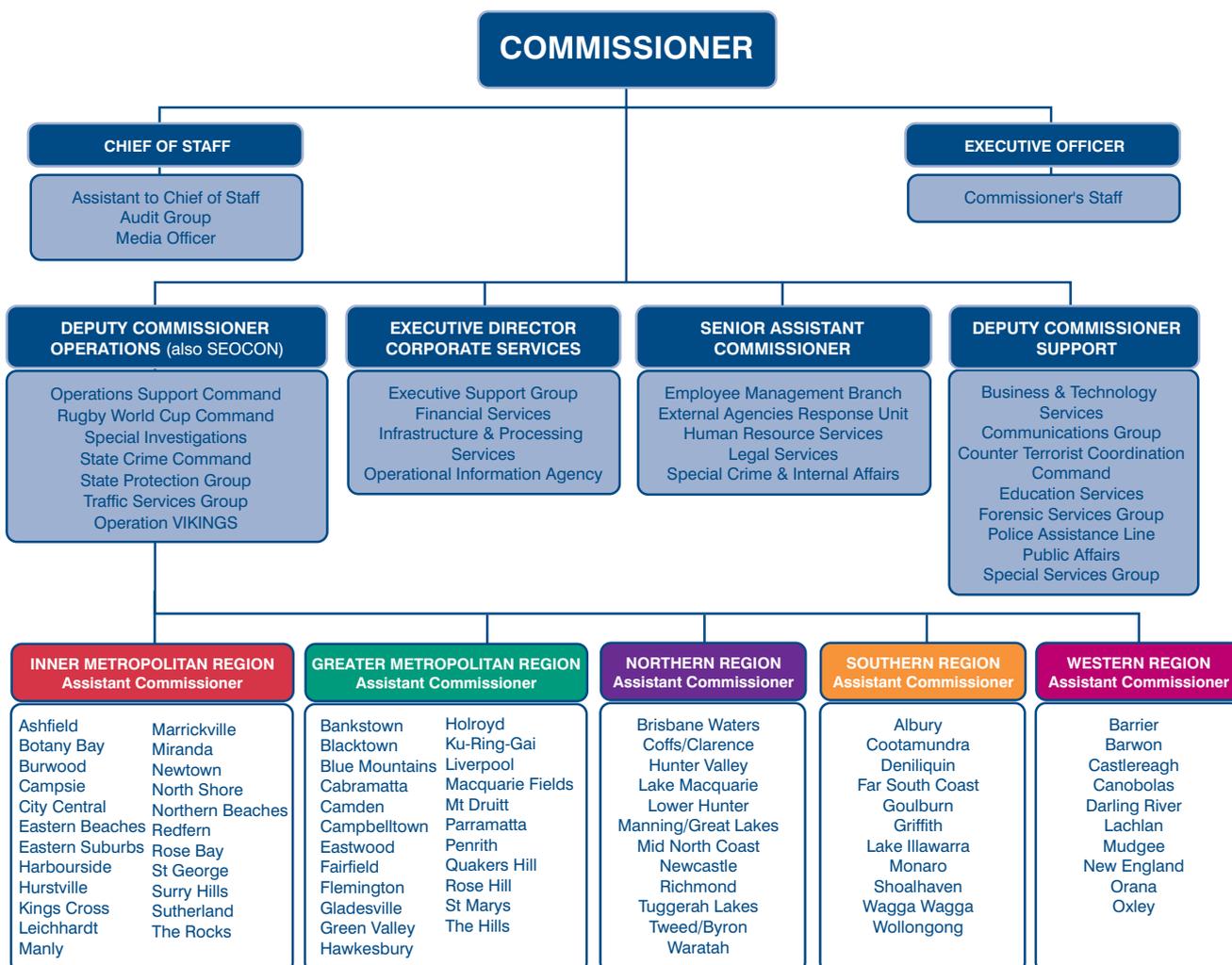
In the last 12 months to July 2003, one NSW Police officer died while on duty.

Tragically, Constable Kylie Smith of Richmond LAC was killed in a motor vehicle accident as she travelled to work at Casino Police Station on February 3, 2003.

Kylie was married to Senior Constable David Mackie who, with the support of the couple's respective families, now cares for the couple's young daughter, Ella.

In the coming year we need to develop a range of support strategies that complement our existing policies, in terms of the care and well-being of the children of our former colleagues.

Focus will be given to the development of an education base which we hope will support the wishes of our deceased colleagues in respect of their children.



In developing such a legacy, it's hoped that when the children of Police, who have died or been killed on duty, come of age, they too will know that in paying the ultimate sacrifice, their loved ones will never be forgotten.

Shaping The Future

In developing our local, regional and state-based operating systems, national considerations have been integral to the decision making process. In the new environment in which we live, our strategies must reflect an Australia-wide approach to crime reduction and the provision of safer communities.

This requirement was never more apparent than when we were asked to respond to the devastating events of the terrorist bombing in Bali on October 12, 2002.

During the year in review we assisted our federal colleagues in Dili, East Timor and Bali, Indonesia. Our officers served with distinction in these locations, in the most challenging of circumstances.

The tragic events in Kuta, Bali, saw the development of the new Counter Terrorism Co-ordination Command, a worldclass policing model, which has since been emulated by many other jurisdictions.

These new and emerging operational and technological trends are shaping the future directions of the NSW Police.

While we will need to remain responsive to the traditional or domestic issues in the community, we must also identify a range of complex issues that seek to place NSW Police at the forefront of community-based policing. It is a strategic direction that will

be supported by new and innovative policing techniques.

In conclusion, policing for the future will depend on a number of key factors, including technological development, the application and cohesion of current and new forensic technology at state and national levels, and the meeting of those most fundamental of all requirements, namely recruiting the right people, sworn and unsworn.

In the last 12 months we have taken on a record number of new recruits, with more than 1800 probationary constables sworn in at NSW Police College. It is our duty to ensure these police are equipped with the skills and technology modern policing requires. And in return, we simply ask that they stay true to their oath of office, serving the community of NSW to the best of their ability.

As in the past 12 months, we must, as an organisation, remain committed to ethical performance.

Our cooperation with the Police Integrity Commission and NSW Ombudsman remains crucial to our future success, and to ensuring that important measure of success – the maintenance of public support of Police.

Our future is being shaped now. The coming 12 months presents challenges and opportunities NSW Police will not only accept, but embrace. For only by facing these challenges will we continue to succeed.



Our People

The Executive Team

Commissioner of Police: Ken Moroney

Commissioner Moroney heads the Commissioner's Executive Team (CET). This is the top decision making body of NSW Police and is responsible for overall policing direction on behalf of the NSW Government. CET's role is to:

- develop and implement overall strategic direction
- monitor and oversight performance against targets and expectations
- ensure compliance with external and internal controls and processes
- be the primary policy making forum for NSW Police
- oversight reform in NSW Police.

CET comprises:

- Deputy Commissioner Operations
- Deputy Commissioner Support
- Senior Assistant Commissioner
- Executive Director, Corporate Services

Plus, as ex-officio members:

- Director, Executive Support Group
- Executive Director, Human Resources
- General Manager, Business Technology Systems.

Deputy Commissioner Operations: David Madden

The Office of the Deputy Commissioner Operations is responsible for:

- the five policing regions
- State Crime Command
- Operations Support Command
- Traffic Services Group
- Operation VIKINGS
- State Protection Group
- Special Investigations.
- Rugby World Cup.

Deputy Commissioner Support: Andrew Scipione

The Office of the Deputy Commissioner Support is responsible for:

- Special Services Group
- Forensic Services Group
- Counter Terrorist Coordination Command
- Police Assistance Line
- Education Services
- Communications Group
- Public Affairs
- Business and Technology Services.

Senior Assistant Commissioner: Peter Walsh

The Office of the Senior Assistant Commissioner is responsible for:

- Special Crime & Internal Affairs (SCIA)

Left to Right: Deputy Commissioner, Support Andrew Scipione,
Deputy Commissioner, Operations David Madden, Commissioner of Police Ken Moroney.





Senior Assistant Commissioner Peter Walsh

- Legal Services
- External Agencies Response Unit
- Human Resource Services
- Employee Management Branch.

**Executive Director, Corporate Services:
Colin Plowman**

The Office of the Executive Director,
Corporate Services is responsible for:

- Executive Support Group
- Operational Information Agency
- Infrastructure & Processing Services
- Financial Services.

**Assistant Commissioner, Inner
Metropolitan Region: Dick Adams**

**Assistant Commissioner,
Greater Metropolitan Region:
Robert (Bob) Waites**

**Assistant Commissioner, Northern
Region: Peter Parsons**

**Assistant Commissioner,
Southern Region: Terry Collins**

**Assistant Commissioner,
Western Region: Morris West**

NSW Police Distinguished Service Awards

COMMISSIONER'S VALOUR AWARD (awarded for heroism)

Abernethy, DR	Cst
Affleck, J	Snr Cst
Auld, M	Snr Cst
Bush, D	Cst
Dalkeith, M	Cst
Hanrahan, W	Sgt
McEnallay, G	Cst
Patrech, C	Cst
Prott, M	Snr Cst
Scott, DL	Sgt

COMMENDATION (awarded for courage and outstanding service)

Abbott, S	Snr Cst
Alexander, TJ	Snr Cst
Allison, SL	Cst
Allman, B	Snr Cst
Allport, SA	Snr Cst
Barham, C	Snr Cst
Baxter, M	Snr Cst
Beckinsale, M	Prb Cst
Bills, G	Snr Cst
Bird, A	Cst
Bird, T	Cst
Brabrook, M	Det Snr Cst
Brazzill, A	Snr Cst
Breed, MG	Snr Cst
Bugden, S	Snr Cst
Burgess, B	Snr Cst
Callanan, M	Det Snr Cst
Carmichael, BD	Snr Cst
Carr, BA	Snr Cst
Carty, DA	Late Cst
Collins, T	Asst Comm
Cornale, PB	Snr Cst
Cramp, R	Snr Cst
Cunningham, M	Cst
Dalton, T	Snr Cst
Davidson, W	Snr Cst
Dean, B	Cst
Donnelly, D	Snr Cst
Driver, D	Insp
Falkiner, BM	Cst
Fenton, J	Snr Cst
Galletta, MA	Det Insp
Gassman, K	Det Snr Cst

Gordon, W	Det Supt
Gorton, M	Det A/Sgt
Graham, BT	Snr Cst
Griffin, IJ	Snr Cst
Hinckley, J	Sgt
Hogan, BJ	Prb Cst
Hogan, M	Snr Cst
Hogg, T	Snr Cst
Holmes, M	Director
Horne, M	Snr Cst
Hulm, D	Snr Cst
Humphrey, W	Det Sgt
Jones, B	Snr Cst
Kearney, PA	Sgt
Kelly, ME	Cst
King, WB	Snr Cst
Koppman, G	Snr Cst
Kriss, SL	Snr Cst
Kuruppu, P	Mr
Lawrence, N	Snr Cst
Leyshon, RA	Sgt
Loone, D	Det Insp
Lukacs, A	Det Snr Cst
Macpherson, D	Snr Cst
Mahlberg, K	Cst
Mahon, P	Det Snr Cst
Mannall, MF	Snr Cst
Markham, AM	Ch Insp
McDowell, S	Snr Cst
McKay, K	Det Supt
McLaren, PT	Snr Cst
McNulty, J	Sgt
Morgan, G	Asst Comm
Moroney, M	Det Snr Cst
Nairn, G	Snr Cst
Neal, G	Snr Cst
Nelson, MC	Cst
Newman, T	Sgt
Norval, RN	Det Insp
Parker, G	Det Snr Cst
Passau, MJ	Snr Cst
Pedrosa, G	Cst
Peters, B	Sgt
Power, M	Cst
Radmore, G	Det Sgt
Ray, PC	Snr Cst
Redfern, R	Supt
Robertson, P	Snr Cst
Robinson, B	Snr Cst
Rose, P	Prb Cst
Rumble, RG	Sgt
Semken, B	Cst

Shearer, L	Supt
Smith, C	Insp
Smith, J	Det Snr Cst
Smith, MR	Snr Sgt
Smith, PT	Snr Cst
Sorrenson, R	Supt
Stephens, R	Snr Cst
Stephens, R	Snr Cst
Strong, K	Snr Cst
Strong, KR	Cst
Thomas, KR	Snr Cst
Thompson, A	Mr
Thornton, C	Snr Cst
Tobys, M	Snr Cst
Tranby, MT	Sgt
Vincent, AR	Snr Cst
Walsh, E	Det Snr Cst
Walter, TE	Snr Cst
White, K	Snr Cst
White, K	Snr Cst
Wild, S	Det Snr Cst
Wild, T	Snr Cst
Wilkinson, R	Snr Cst
Williams, P	Snr Cst
Young, C	Snr Cst
Zimmer, M	Det Snr Cst
Zimmerman, J	Cst

COMMISSIONER'S COMMUNITY SERVICE COMMENDATION (for voluntary service to the community)

Senior Constable J Beard
 Chief Inspector G Beresford
 Senior Constable L Bleakley
 Sergeant J Currie
 Senior Constable M Elm
 Superintendent W Fletcher
 Senior Constable B Goodall
 Inspector J Graham
 Chief Superintendent Phil Holder
 Senior Constable M Keating
 Commander J Laycock
 Superintendent R Mahoney
 Senior Sergeant D McConville
 Senior Constable P Moroney
 Senior Constable M Scott

COMMISSIONER'S UNIT CITATION (awarded to groups, units, squads, commands or people, engaged in a common objective, displaying meritorious service)

Tweed/Byron SPSU
 Strike Force Sayda
 Rescue Squad
 Strike Force Raglan
 Electronic Interview Investigation
 Support Strike Force Sibret
 Tactical Operations Unit
 Strike Force Sibutu and Tumen
 Marine Command
 Strike Force Tronto
 Special Crime and Internal Affairs

NSW Police Medal (awarded to Police for ethical and diligent service)

550 medals with clasps were approved

AUSTRALIAN SYSTEM OF HONOURS AND AWARDS

Public Service Medal (PSM) - for outstanding public service

Mr B Ings
 Mr A Thompson

Australian Police Medal (APM) - for distinguished service

Senior Constable K Anderson
 Superintendent V Arender
 Chief Superintendent B Aust
 Superintendent A Becke
 Superintendent G Commins
 Superintendent D Cruickshank
 Senior Sergeant A Ezzy
 Senior Constable J Gerits
 Deputy Commissioner D Madden
 Chief Superintendent G Moore
 Superintendent J Richardson
 Deputy Commissioner A Scipione
 Insp G Smith
 Superintendent P Wadsworth
 Assistant Commissioner R Waites
 Detective Chief Inspector P Woods



Photo: Sam Rutty, Daily Telegraph

Awards for bravery and other achievements at Sydney Town Hall.

**AUSTRALIAN BRAVERY
DECORATIONS**

Bravery Medal

Sergeant D Scott

Commendation for Brave Conduct

Constable S Carpenter

**Centenary Medal (services to the
community)**

Sergeant W Airs

Detective Sergeant P Albury

Superintendent V Arender

Sergeant P Atkinson

Constable D Baunach

Sergeant B Chapman

Sergeant M Conway

Chief Inspector P Crumblin

Inspector T Dalton

Inspector B Doyle

Senior Sergeant A Ezzy

Senior Sergeant J Foggo

Senior Constable W Friend

Sergeant P Hand

Sergeant E Jones

Inspector W Laney

Senior Con C Lofts

Senior Constable G Martin

Senior Constable D McCann

Senior Constable A Mensforth

Sergeant J Mooney

Sergeant G Perry

Sergeant W Perry

Senior Constable M Reilly

Superintendent P Rogerson

Detective Insp M Rustja
Inspector A Slattery
Insp W Starling
Senior Constable K Steel
Sergeant M Taylor
Senior Constable V Turner
Senior Assistant Commissioner,
P Walsh

**Police Overseas Service Medal
(peace-keeping in East Timor)**

East Timor 8th Contingent

Detective Senior Constable D Hooper
Constable J Kay-Clough
Constable A Liewes
Sergeant B Peters
Constable P Sharkey

East Timor 10th Contingent

Detective Senior Constable D Cahill
Senior Constable W Friend
Detective Sergeant D Moss
Constable P Tilling

**National Medals and clasps
(awarded to police for long and
diligent periods of 15, 25 and 35
years)**

286 medals and 250 clasps were
approved.

STATE AWARDS

**Premier's Emergency Services
Award (for outstanding community
assistance)**

Sergeant Anderson
Mt. Druitt Local Area
Senior Constable Cramp
Senior Constable Harrison
Senior Constable J Purcell
Senior Constable P Williams

**Royal Humane Society of NSW (acts
of bravery in rescue situations)**

Bronze Medal

Probationary Constable B
Hogan
Senior Constable G Koppman
Constable D Wittenden
Senior Constable J Zimmerman

**St John Ambulance of NSW
Emergency Service Awards (for
preservation of life, including
resuscitation, under emergency
situations)**

Senior Constable C Baxter
Senior Constable C Baxter
Senior Constable M Berriman
Constable D Brown
Constable D Browning
Constable R Curll
Detective Senior Constable J Darcy
Probationary Constable M DeManuele
Inspector M Giles
Senior Constable D Goodwin
Constable N Lloyd
Senior Constable R McGready
Probationary Constable D Nelson
Senior Constable D Noble
Constable T O'Brien
Constable P Roe
Senior Constable J Sieverts
Senior Constable G Smith

RSL Awards

Senior Constable K Anderson

**Peter Mitchell Award – for
performance during Constable
Development Program**

Constable M Allsopp

Managing Our Resources

1000 Additional Frontline Police

As at June 30, 2003 there were 14 739 police officers across NSW (commissioned and non-commissioned), an increase of 1023 on the previous year. Reflecting this rise, almost 36% of all police have 0-5 years of service and almost 60% are aged under 36. NSW Police is committed to resourcing the frontline :ie, local area commands (LACs) and the specialist areas supporting them. More than 90% of all staff work in operation and support commands.

Recruiting Initiatives

This year saw a record level of activity to attract new recruits to NSW Police. A major television and cinema campaign, launched in June 2002, continued through to December.

In support, there was an integrated mix of:

- press, radio and internet advertising in mainstream and culturally and linguistically diverse (CALD) media
- display material, including a comprehensive CD-ROM

April 2003: Some of the 545 students at the NSW Police College who have completed their training, rehearse their attestation which took place on May 2nd.

Photo: Rick Stevens, Sydney Morning Herald



- police career days, police open days and initiatives including indigenous and culturally and linguistically diverse (CALD) communities.

To ensure recruitment initiatives remain effective, NSW Police has carried out two major studies into public attitudes: *How to Effectively Recruit People from Chinese and Arabic Backgrounds* and *Attitudes of Muslim Australians to a Policing Career*. These studies are part of an ongoing program of research.

During the year, 1874 probationary constables were sworn in at the NSW Police College, contributing to the overall rise in police numbers across NSW (972 recruits in 2001-02). There were 1319 men (70%) and 555 women (30%), with 103 coming from non-English speaking and 28 from indigenous backgrounds as NSW Police strives continually to reflect the community it serves.

Training

NSW Police recognises that modern policing requires its officers to have a diverse range of skills as they engage with the community, undertake complex investigations and manage resources. NSW Police has developed quality training programs and formed strategic partnerships to expand learning opportunities.

In 2002-03, 200 people completed the Constable Education Program (CEP), while 3700 applications were processed for entry into the Diploma of Policing Practice. Other highlights include:

- New sergeants' course, with 590 participants.
- Duty Officer Development Program, providing specific training and education to 102 participants.
- Detectives' Education Program, using 70 guest lecturers to train 360 officers.

Local Policing

During the year, there has been a focus on attracting police to hard-to-fill locations, especially in the Western Region. New incentives for these positions include:

- a one off payment
- a retention allowance for extended tenure
- provision of computers and internet access to help educational needs
- higher payments under the Spousal Allowance program.

There has been significant progress in reviewing the *Transfer and Tenure Policy* and developing the Workforce Distribution System.

NSW Police made a number of changes and improvements to the promotion and selection process during the year and the *Report of the Ministerial Inquiry into the Police Promotions System* will be handed down in 2003-04.

Civilianisation

The 'civilianisation' program, undertaken in 2002-03, released 160 police into the field for front-line duties. NSW Police has appointed civilian staff as intelligence analysts, communications officers, scene of crime officers (SOCOs) and other



Photo: Nick Moir, Sydney Morning Herald

Officers from City Central police cruise through Sussex Street on the new issue police bicycles.

duties that do not require the experience or powers of a police officer. There are 98 civilian SOCOs working in LACs throughout the state.

Policy Development

NSW Police established a Restricted Duties Coordination Unit to help place officers under the new *Restricted Duties Policy*.

Classification and placement of a number of officers in non-operational positions provides a long term alternative to medical discharge. The aim is to reduce the number of staff on long term sick

leave, by finding them suitable positions and new career paths. In 2002-03, 51 police were placed successfully in permanent restricted duties positions.

HR Strategy and Equity has reviewed, developed and implemented policies on a wide range of HR issues including equity and diversity. The HR Web Based Knowledge Bank within the NSW Police intranet has been expanded and enhanced, and remains one of the most visited state-wide sites.



Photo: Brendan Esposito, Sydney Morning Herald

NSW Police officers from the diving unit searching Wanda Beach Ponds for the body of missing British tourist Rita Braidwood.

STRUCTURAL CHANGES

NSW Police has introduced a number of changes to enhance its corporate performance and community service and provide for a more inclusive approach to decision making.

Counter Terrorist Coordination Command (CTCC): has been established, absorbing the Protective Security Group into an enhanced, larger command to counter terrorism. Under the command of Detective Chief Superintendent Norm Hazzard, the CTCC mission is to provide a comprehensive and coordinated response to potential terrorist acts or politically motivated violence. The Command does this through intelligence analysis and investigation services and protection for dignitaries, national icons, business interests and critical infrastructure.

State Crime Command (SCC):

amalgamated Crime Agencies and the Information & Intelligence Centre (IIC). The new command moved from the primarily reactive role of Crime Agencies to setting the direction and providing leadership to attack major crime in NSW. The SCC builds on the strengths of Crime Agencies and the IIC by better focusing investigations and intelligence against crime. As well as high level investigations, the SCC provides direction and support to local area commands to reduce and prevent crime. There are nine specialised crime squads focusing on homicide; drugs; gangs; robbery and serious crime; car theft/rebirthing and property (arson); child protection and sex crimes; firearms and regulated industries; fraud; and South East Asian crime.

Metropolitan Robbery Unit (MRU): was established in February 2003 to investigate serial and high volume robberies of lower monetary value than the major offences handled by the SCC. The MRU has charged 69 people with 262 offences. Based at Ashfield, the unit is a joint initiative of the Greater Metropolitan and Inner Metropolitan regions and the SCC.

Special Services Group (SSG) has established a State Electronic Evidence Branch, a cutting edge command with 21 staff to combat 'e-crime' and 'cyber terrorism'. The SSG completed more than 2600 operations in 2002-03, resulting in 2270 charges against 600 offenders. Staff were also involved in

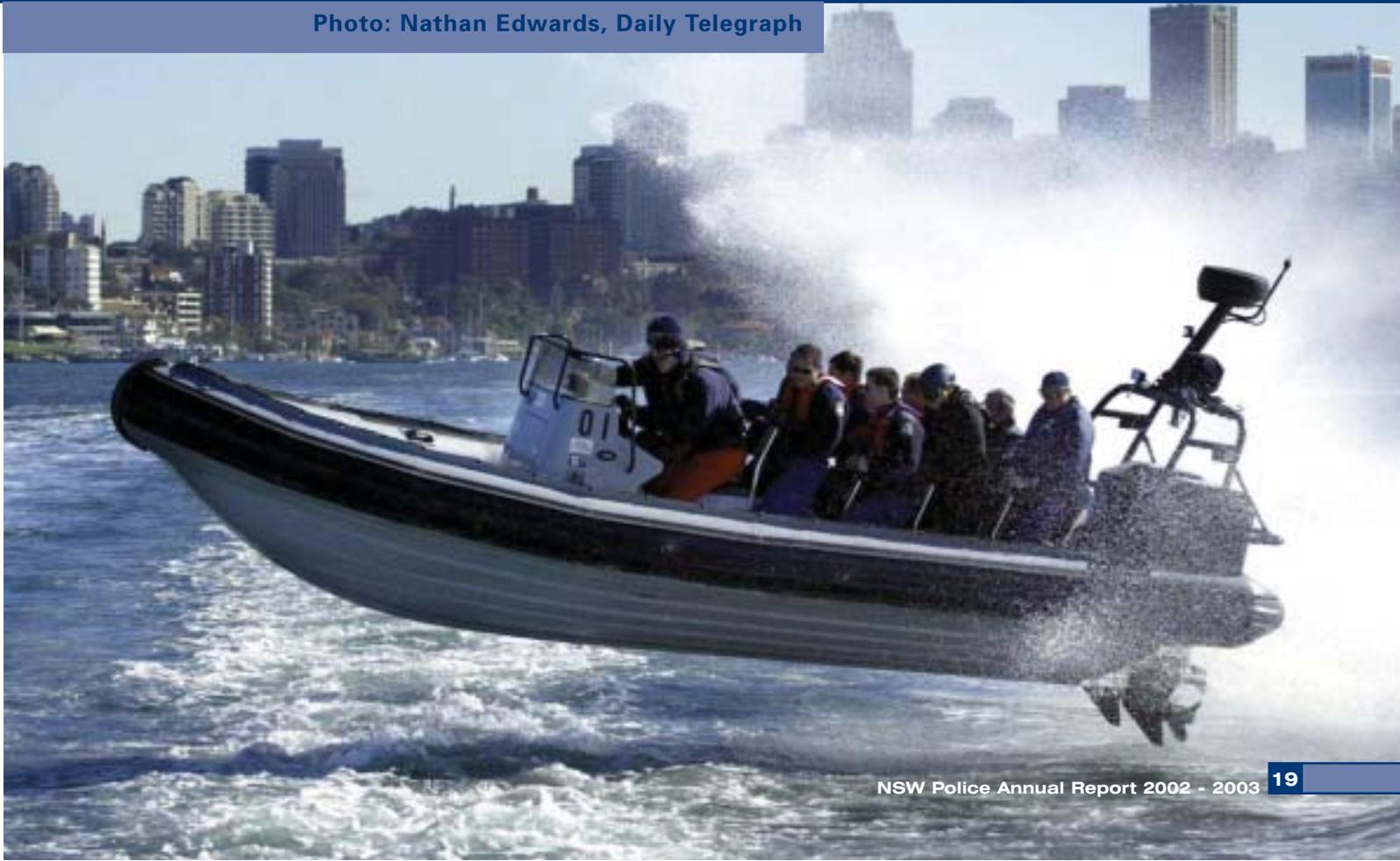
intercepting the Korean vessel, Pong Su, as part of a multi-agency drugs operation.

Crime Stoppers has relocated to the Police Assistance Line (PAL), operating 24 hours a day, seven days a week. In seven months since the relocation, it has answered 12 728 calls, created 6605 information reports and received and processed 3127 emails from the Commonwealth's National Security Hotline.

Operations Support Command (OSC): This new command brings together the Crime Management Support Unit (CMSU), Crime Faculty, Operational Policy and Programs (OPP), Schools Response Unit and Police Youth Clubs and Community Support Group. The CMSU helped

Police launch the newly established Marine Operation Support Team (MOST).

Photo: Nathan Edwards, Daily Telegraph



establish a minimum operation benchmark, visiting all 80 LACs and implementing improved crime management plans.

The Crime Faculty hosted professional development days for criminal investigators, with subjects including sibling abuse, gangs and drug trafficking, crime clear up rates, stalking and suspect identification. The Crime Faculty also manages a database of experts in specific forensic or investigative fields, handling almost 40 requests a month for help.

OPP coordinated training and support to 32 new officers around the state to improve rural crime investigations and management. This year saw the launch of BizSafe, an educational crime prevention program for small business owners and operators. OPP held comprehensive consultations on recruiting and retaining police from culturally and linguistically diverse backgrounds and will launch an action plan in 2004 to continue this work.

The Schools Response Unit's database records information about all reported criminal activity in schools. In six months, 2160 actions were recorded. It also launched a 24 hour hotline for schools needing support and advice to deal with serious incidents.

Shared Services Project Team (SSPT): Following ongoing review of Personnel Services by SSPT, many administrative processing functions will be transferred to Police Business Services (PBS)

as part of the Police Headquarters relocation to Parramatta. NSW Police created the SSPT to oversee implementation in early 2003-04 of shared services, concentrating initially on Finance and Human Resource transaction processing.

Operational Informational Agency (OIA): On 1 September 2002, the former Information & Intelligence Centre (IIC) was devolved. In its place, two new agencies were created; the Operational Information Agency (OIA), and the State Crime Command.

The OIA was created to manage and lead the provision of specific operational information to police, for immediate investigative and other operational purposes. Dedicated units within the OIA achieve this through the provision of operational information products and services. In addition, the OIA maintains related business systems and implements modern information management developments, through dedicated corporate level projects.

New Uniforms

Members of NSW Police can work in trying and very differing conditions across the state. In the Western Region, a new uniform designed to accommodate the area's unique and difficult work environment is being trialed. Police are trialing search gloves and cold weather clothing for snow areas. Polartec jackets have also been introduced.

NSW Police helicopter assisting in the search for missing bodies in bushland off the M5 motorway at Mt Annan.

Photo: Fiona-Lee Quimby, Sun Herald



Results

Positive community perceptions and attitudes to police remain strong. More people are generally satisfied with police in NSW than are dissatisfied and most agree that police are professional, honest and treat people fairly (see Table 1 below).

Response times to calls for help are considered satisfactory, with 80% of people satisfied with their last contact with police (see Table 5 page 26). Satisfaction with police dealing with public order problems has risen from 46% to 51%. Feelings

of safety and concerns about becoming a crime victim remain steady, even though recorded crime for most categories has fallen (see Table 3 page 25).

Community satisfaction with policing has risen from last year. The public's positive perception of police has also increased in the area of professional conduct. Community confidence remains steady with regard to police honesty and fair treatment (see Table 1 below).

Table 1 - Key Corporate Performance

	2002-03 ^a	2001-02 ^a	2000-01	1999-00	1998-99
General Satisfaction^a					
Satisfied with police services – %	70	64	65	63	63
Confidence in police - agree/strongly agree					
Police perform their job professionally – %	79	74	77	77	73
Most police are honest – %	75	72	71	70	70
Police treat people fairly and equally – %	68	64	61	60	57
Have confidence in police – %	80	79	81	80	NA ^c
Ethical Behaviour^b					
Public – complaints	3411	2392	3622	3601	3988
Public – issues	5275	4290	6457	7715	7395
Internal complaints	1744	701	1130	1260	975
Internal issues	2216	1082	1630	2208	1939

a. General community satisfaction with policing and perceptions are measured by the Community Attitudes to Policing Survey (CAPS). Up to November 2000, the Australian Bureau of Statistics (ABS) conducted the survey, using face to face interviews. AC Nielsen has done it since July 2001 by 'phone. Recent survey results are not strictly comparable with previous years. Earlier years are for 12 months to May.

b. 2002-03 complaint information contains data from c@ts.i (introduced June 2002) and the Complaints Information System (CIS). The current year's data includes all complaints recorded by NSW Police. In previous years complaints of a minor nature were not recorded in the CIS system and therefore not reported on. As a result, the current year's data is not comparable with earlier years.

c. NA – Statistics not available.

Sources: Community Attitudes to Policing Survey; Complaints Management System (c@ts.i).

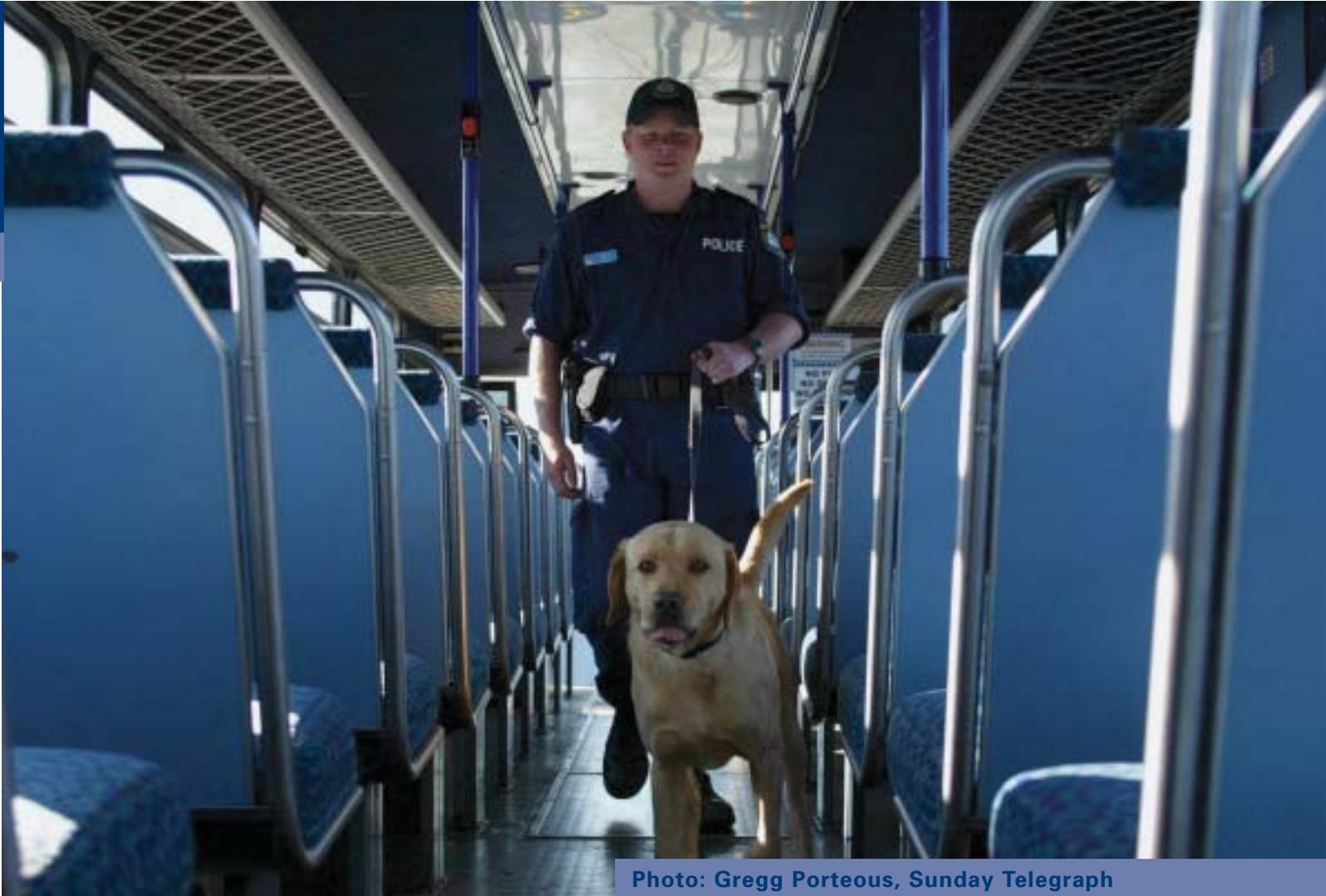


Photo: Gregg Porteous, Sunday Telegraph

Constable David Cole and detection dog London aboard a Sydney train as police target illegal guns.

The Police Assistance Line (PAL) provides the community with a single point of contact for 24 hour reporting and processing of minor crime and incidents. NSW Police answered 528 300 calls in 2002-03, with 293 000 events created and 60 400 despatch messages sent. Customer Assistance received 522 332 calls. PAL also received 1000 calls to the government's Graffiti Information line and 9250 to the Department of Local Government's Pet Find line.

Complaint statistics (see page 60) for 2002-03 are compiled from the new Complaints Management System

(c@ts.i), which includes local management issues. A rise in complaint raw numbers is due largely to the inclusion of these local management issues.

About 2.3 million people, aged 15 and over in NSW had a total of more than 6.5 million personal contacts with police during the year. Only about one in every 650 people, (one in every 2000 contacts with police) led to a complaint. In 2002-03, 42% of issues were considered serious, 44% related to service standards and 10% to management issues.

Community Support

Community service is the main focus of NSW police. The delivery of policing services is provided in three main ways:

- 24 hour service.
- Crime prevention services.
- Events and emergency management.

NSW Police has a strong commitment to the frontline operations of local area commands and the specialist commands supporting them. More than 90% of all staff work in operations and support commands. While the survey is not strictly comparable with earlier years, the appropriateness of policing priorities can be gauged from the following table:

At the state level, the top three issues concerning the community are illegal drugs, car theft and housebreaking – rated 2.5 or above (see Table 3 page 25). Louts and gangs, speeding cars, dangerous or noisy driving and sexual assault are rated 2.4. Of issues canvassed, the community rates each as a problem to some extent.

Recognising community feedback, NSW Police has:

- concentrated attention on the high volume property offences of break and enter, car theft and stealing
- targeted crime hotspots to reduce street assaults, robberies and drug activity
- focused on repeat offenders
- maintained its commitment to improving road safety

Table 2

	2002-03	2001-02	2000-01	1999-00	1998-99
Police at frontline	95%	93%	92%	90%	89%
People who perceive as a problem in local area^a					
Housebreaking - %	75	77	63	62	66
Vehicle theft - %	71	73	52	51	55
Speeding/dangerous driving - %	76	76	73	72	74
Graffiti/other vandalism - %	62	63	48	44	49
Louts or gangs - %	55	55	39	36	43
Drunken or disorderly behaviour - %	57	56	38	35	38
Problems in the state^a					
Family violence - %	79	78	76	74	81
Sexual assault - %	85	83	73	73	80
Physical assault - %	88	87	80	80	84
Illegal drugs - %	92	93	88	87	89

a. Results for 01-02/02-03 are for 12 months to June. Figures for 00-01 are 12 months to November 2000. Other years are 12 months to May. Source: Community Attitudes to Policing Survey, A C Nielsen & ABS.



Photo: Rob Homer, Australian Financial Review

Police with M1 protesters blockading the Australian Stock Exchange.

Table 3 - Concern about problems and about being a victim, NSW, 2002-03

	Extent to which [crime category] is a problem:		How concerned about being the victim of:
	In state	In local area	
Family violence	2.2	1.7	NA
Sexual assault	2.4	1.7	1.6
Physical assault	2.4	1.8	1.8
Illegal drugs	2.6	2.2	NA
Housebreaking	2.5	2.1	2
Motor vehicle theft	2.5	2	2
Speeding cars, dangerous or noisy driving	2.4	2.1	NA
Graffiti or other vandalism	2.3	1.8	NA
Louts and gangs	2.4	1.7	NA
Drunken or disorderly behaviour	2.1	1.7	NA
Fraud or credit card theft	NA	NA	2
Internet based crime	NA	NA	1.8

Mean value shown based on a scale from 1 to 3, where 3 is Major problem/Very concerned, 2 is Somewhat of a problem/Somewhat concerned and 1 is Not a problem/Not concerned. Don't know/Never considered is weighted zero. NA - not available. Source: Community Attitudes to Policing Survey.

- implemented a victim-based strategy for handling domestic violence to encourage further reporting
- implemented special procedures for handling child abuse and adult sexual assault allegations.

24 hour service

NSW Police responded to about 1.5 million calls for help in the past year, with about 8% designated as urgent. More than 80% of urgent calls were

attended within 12 minutes and 80% of non-urgent calls within 50 minutes. Police communications centres can change the priority (to urgent) for assistance calls that have not been responded to within a reasonable time. Therefore, the actual response time to genuine urgent calls is faster than shown in Table 4 below. The number of these calls is small in relation to all calls and is unlikely to affect the response times for non-urgent calls.

Table 4

	2002-03	2001-02	2000-01	1999-00	1998-99
Time to attend					
Urgent calls					
- 50%	6 min	5 min	6 min	5 min	5 min
- 80%	12 min	13 min	12 min	11 min	10 min
Non-urgent calls					
- 50%	18 min	21 min	14 min	15 min	17 min
- 80%	50 min	57 min	43 min	40 min	40 min

Figures for 1998-99 relate to period Jan to June only. Source: NSW Police Computerised Incident Dispatch System.

Table 5

	2002-03	2001-02	2000-01	1999-00	1998-99
Satisfied/very satisfied with police					
Personal contact - %	79	78	76	80	77
Support for community programs - %	62	63	61	64	65

Results for 2001-02 and 2002-03 are for the 12 months to June. Figures for 2000-01 are for 12 months to November 2000. Other years are for 12 months to May. Source: Community Attitudes to Policing Survey.

Table 6

	2002-03	2001-02	2000-01	1999-00	1998-99
People who feel safe/very safe					
At home alone at night -%	80	78	85	80	79
On public transport at night - %	21	20	24	21	19
Jogging/walking at night - %	39	38	43	42	36

Results for 01-02 and 02-03 are for 12 months to June. Figures for 00-01 are for 12 months to November 2000. Other years are for 12 months to May. Source: Community Attitudes to Policing Survey.

Table 7 - Crime rate for particular incident types

	2002-03	2001-02	2000-01	1999-00	1998-99
Households (%), victims of -					
Break and enter	NYA	5	6	6	6
Vehicle theft	NYA	2	2	2	2
People (%), victims of -					
Robbery	NYA	1	1	1	1
Assault	NYA	5	4	4	4
Recorded crime -					
Assault	73 520	69 984	66 253	60 610	58 133
Break and enter	106 750	122 000	135 721	129 385	127 385
Malicious damage	96 016	94 966	96 443	93 991	93 703
Robbery	10 837	12 384	14 284	12 287	12 472
Sexual Assault	5223	5316	5837	5289	4774
Stealing	202 003	222 544	235 467	222 993	197 861
Stolen vehicle/ vessel	42 870	56 292	62 890	57 821	53 591
Total, major personal and property crime	537 219	583 486	616 895	582 376	547 919

Relates to 12 months to April each year. Figures for 12 months to April 2003 are expected to be released in December 2003. NYA - Not yet available. Source: ABS, Crime & Safety Survey; COPS.

Photo: Nathan Edwards, Sunday Telegraph



Satisfaction with police contact remains a high 79% (see Table 5 page 26). The main responses given are: took appropriate action/did their job (16%); professional/fair (15%); courteous (14%); prompt (10%).

14% of people were dissatisfied with their last police contact. The main reason given was 'Didn't do enough/took no action' (19%). 'Kept waiting/too slow' and 'Unfriendly/impolite' were cited by 8% and 'Unprofessional/unfair' by 6%.

Police support for community programs is rated as satisfactory. Participation in programs such as Neighbourhood Watch is affected by factors such as the number of households with all adults working.

Over the past five years, the proportion of people feeling "very safe" at home alone after dark has increased (see Table 6 page 27). Overall, the community's feeling of safety at home alone after dark remains unchanged.

Percentage feeling unsafe or very unsafe on public transport has fallen (43-36%).

Crime

Crime victimisation results for 2002-03 are not yet available, but are expected to be constant overall, with break and enter around 6% and car theft at 2%. About 5% of people are victims of robbery or assault in any year.

NSW Police is committed to targeting any identified crime hotspots through special patrols and operations such as Vikings - the tactical deployment of high visibility

police targeting street offences, anti-social behaviour, alcohol related crime and street level drug offences. The proportion of people satisfied with police handling of public order problems is up to 51% (from 46%). According to BOSCAR, only Steal from retail store showed a significant upward trend in the 24 months to June 2003 (up 15%). The following offences showed a significant downward trend:

- robbery with a firearm (down 15%).
- robbery with a weapon not a firearm (down 24%).
- break & enter dwelling (down 11%).
- break & enter non-dwelling (down 18%).
- motor vehicle theft (down 24%).
- steal from motor vehicle (down 18%).
- steal from dwelling (down 4%).
- fraud (down 10%).

Events and emergency management

During the past year, police responded to several major emergency situations: train accidents at Waterfall and Hexham, and flooding and bushfires in NSW/ACT. Police also were on emergency alert after the Bali Bombing, HMS Nottingham grounding on Lord Howe Island and monitoring the re-entry of space debris.

More than 2100 marine emergencies were attended during the year including: almost 400 calls to boats adrift or aground, 66 collisions, 100 needing help with fuel and 1000 mechanical or electrical failures.

Table 8

	2002	2001	2000	1999	1998
Outcome of Investigations: 30 days' status					
% of incidents finalised					
Assault	62	62	62	63	60
Unlawful entry with intent^a	6	6	6	7	6
Car theft	7	7	7	6	5
Stealing	12	10	11	12	11
Robbery	16	17	18	18	15
Sexual assault	29	31	33	35	35
Murder	53	59	66	64	60
	2002-03	2001-02	2000-01	1999-00	1998-99
Alleged offenders^{b,c} (000s):					
- identified	264.9	238.2	220.8	205.5	188
- Proceeded against	147.2	145.9	146.5	143.8	140.7
Crime scenes:					
- attended	95 854	62 569	67 429	62 897	44 346
- fingerprints lifted	24 343	19 401	23 734	22 424	17 732
- people identified	8573	7369	6337	6334	5858

a. Includes break, enter and steal from house. b. From December 2000, traffic infringement notices (TINs) were entered into COPS. Alleged offenders identified and proceeded against is shown exclusive of all notices for 01-02. Figures for 01-02 are not comparable with earlier years, which include some non-TINs.

c. New series includes traffic and other infringement notices. r. Revised.

Source: ABS, Recorded Crime – Victims, Australia; COPS.

Crime Investigation

For most incident types, investigation outcomes remain relatively constant (see Table 8 above). The number of people identified for offences of all types has risen each year, 11% in the past year.

Drug detection incidents have declined by 14% in five years (22 000 in 2002-03). Street level detections, however, have dropped by only about 5%. Similarly, goods in custody or receiving incidents have also fallen considerably (16%, to 10 000).

Scene of Crime Officers go to more than double the number of crime scenes attended in 1998-99.

As a result, the number of latent fingerprints lifted and people identified has increased by more than 30%.

Traffic

Fatal vehicle collisions have remained steady at around 500 over the past five years. Injury accidents are at about the same level as 1998-99 (see Table 9 page 31).

Table 9

	2002-03	2001-02	2000-01	1999-00	1998-99
Fatal collisions	497	513	497	514	498
Injury collisions	19 822	22 184	21 904	21 637	20 329
Drivers charged with PCA (000s)	28 298	25 892	26 142	23 164	22 809
People aged 18 and over^a :					
- wear a seatbelt always/mostly	NA	NA	98	98	98
- never/sometimes not wear seatbelt – %	84	85	NA	NA	NA
- never/sometimes exceed speed limit by 10km or more – %	85	79	70	70	73
- never/sometimes drive over 0.05 – %	85	86	84	84	84
- never/sometimes drive when over tired – %	82	84	NA	NA	NA
- never/sometimes drive when impaired by medication/drugs – %	85	86	NA	NA	NA

a. 01-02 and 02-03 relate to 12 months to June and are not strictly comparable with earlier years. Figures for 00-01 are for 12 months to November 2000. All other years are for 12 months to May. Sources: COPS, Traffic Services; Community Attitudes to Policing.

Sergeant Steve Blair checking driver speeds with hand-held speed gun on M4, St Marys.

Photo: James Knowler, Sunday Telegraph

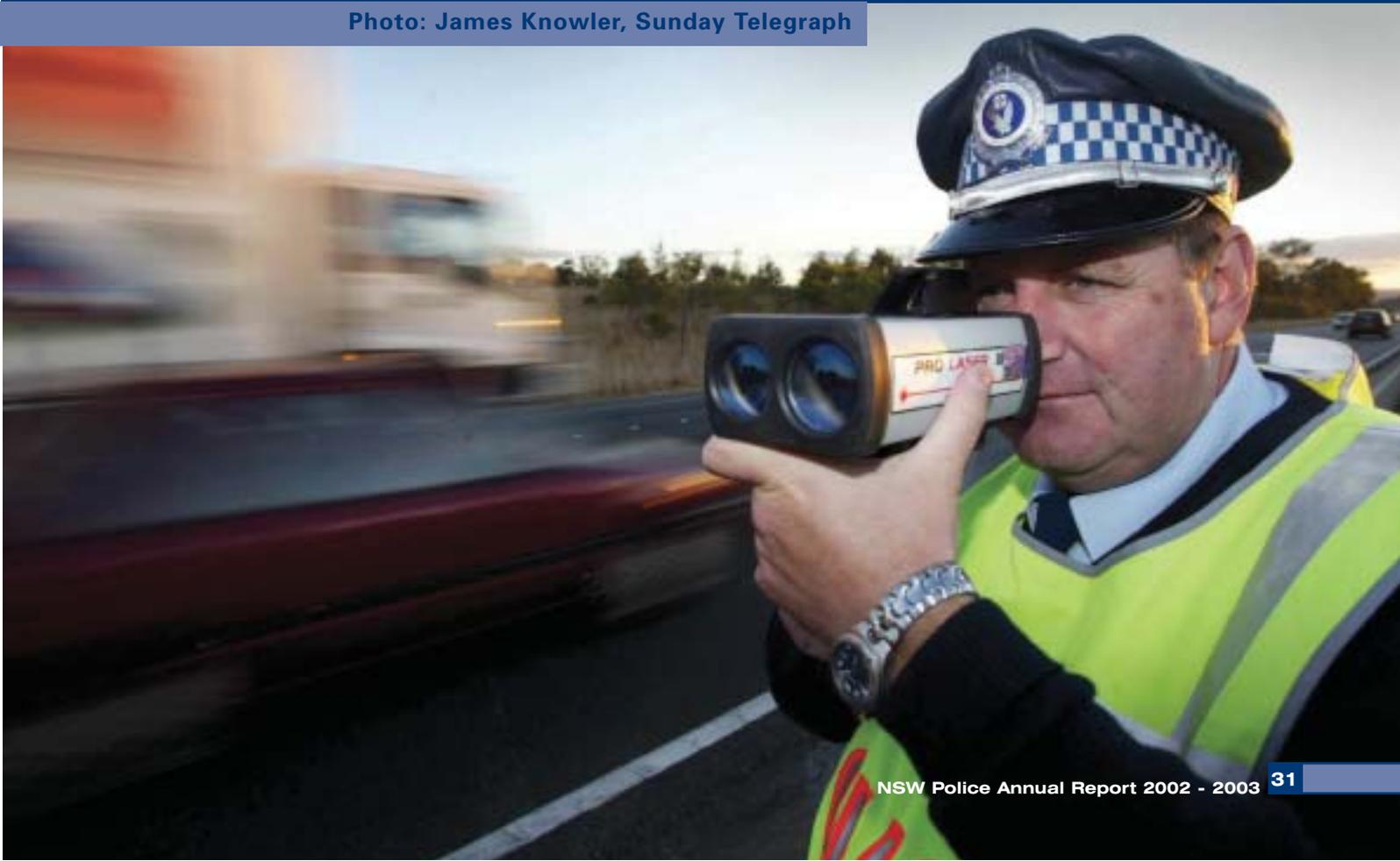


Table 10

OPERATION NAME	PERIOD	DATES
Slowdown	Labour Day	4/10-7/10/02
Drink Drive 11		14/11-16/11/02
Safe Arrival	Christmas/New Year	20/12/02-3/1/03
Safe Return	Australia Day	24/1-27/1/03
Drive Drink 1		13/3-15/3/03
Tortoise	Easter	17/4-21/4/03
Stay Alert	Queen's Birthday	6/6-9/6/03

Speed, alcohol and to a lesser extent, fatigue, are major contributing factors to collisions. There is relatively high compliance with road rules, with fewer than 1% of drivers involved in crashes or exceeding the 0.05 alcohol driving limit. Police carried out enforcement operations at traffic blackspots, co-ordinated with local crime prevention initiatives. There were also seven statewide operations over long weekends and peak holiday periods to encourage safe driving (see Table 10 above).

Additionally, NSW Police coordinated 22 traffic and 22 Vikings operations. In Western Region, during Operation Westroads, road deaths decreased 43% and injuries/major crashes by 9%. It is a major strategy of the Roads & Traffic Authority (RTA) and police in the Chifley, Canobolas, Mudgee and Orana LACs to raise awareness and promote safe driving on country roads.

JUDICIAL SUPPORT

Under the *Young Offenders Act*, police are required, except for very serious crime, to consider warnings or cautions and diverting juvenile offenders to youth conferencing. Officers use arrest and charge as a last resort but, for domestic violence and matters affecting the safety of children, NSW Police has a proactive intervention policy.

In 2001-02, NSW Police took legal action (other than infringement notices) against about 167 000 alleged juvenile offenders and took no formal action against another 98 000. Court action was taken against almost 50% of alleged offenders.

Almost 57 000 juveniles represented 21% of all alleged offenders. 10 300 were sent to court and no formal action was taken against 14 500. About 31 700 were dealt with by some formal diversionary process, warnings were given to 19 500, cautions to 10 000 and youth community conferences scheduled for 2000.

Table 11

	2002	2001	2000	1999	1998
% of finalised incidents where an offender has been proceeded against^a					
Assault	84	83	83	83	86
Unlawful entry with intent^a	69	71	71	72	74
Car theft	76	79	78	79	85
Stealing	86	86	87	88	90
Robbery	70	74	71	73	79
Sexual assault	56	52	55	63	63
Murder	87	95	93	94	93
Local court appearances finalised					
People charged (000s)	130.6	133.2	124.2	132.6	117
% Guilty	87	88	88	88	86
Children's Courts appearances finalised					
People charged	8547	8562	9368	13 672	15 672
% Proven	63	64	71	75	77
NSW higher courts, trials and sentences finalised					
People charged	3664	3733	3831	3912	3998
% Guilty	80	75	76	72	69

^a Includes cautions and conferencing. r Revised.

Sources: ABS, Recorded Crime Australia; BOCSAR, NSW Criminal Courts Statistics

Conviction rates in local courts remain high at 87%. In District or Supreme courts, the rate was 80% in 2002 (75% in 2001). In children's courts, 63% of matters were proven in 2002, similar to 2001. People were convicted ex parte (in their absence) in about 23% of matters finalised in local courts in 2002 (slightly up on

previous years). Only 31% of appeals against conviction were upheld in 2002, indicating high integrity in the process of police investigations and the preparation and presentation of evidence.

Significant Events and Achievements

OPERATIONAL

Bali Bombings

The NSW Police Operational Information Agency (OIA) and Forensic Services Group (FSG) responded to the Bali disaster, as part of the Australian Federal Police (AFP) led operation to identify victims.

The OIA and FSG also deployed officers, on a rotational basis, to the AFP operations centre in Bali. The OIA set up a NSW Ante-Mortem (AM) Command Centre to coordinate information on NSW victims, work with affected families and return their property from Bali. OIA officers led interview teams with grief counsellors from the NSW Coroner's Office and worked with families throughout NSW to collect identification information. Forensic dentists also consulted dental practitioners to decode the AM records.

68 fully dedicated OIA staff worked normal shifts and 2000 additional hours, nine went to Bali and there were about 1330 recorded actions.

FSG staff were involved in fingerprint examinations and analysis of various crime scenes and related exhibits, Disaster Victim Identification (DVI) and IT support work. There were 11 staff in Bali and three staff in Canberra.

Waterfall Train Disaster

On 31 January 2003, seven people died and 42 others were injured in a commuter train derailment near Waterfall, south of Sydney. St George, Sutherland and Wollongong local area commands (LACs) responded initially. Crime scene investigators and the OIA provided Disaster Victim Identification, resulting in all seven victims being identified in 48 hours. NSW Police also set up a strike force to assist Justice McInerney's judicial inquiry into the train disaster.

Bushfires

NSW and the ACT were hit again by major bushfires in 2002-03. Faced with the severity and geographical spread of the fires, NSW Police set up Strike Force Tronto after the loss of 11 homes at Engadine on Sydney's southern outskirts. Tronto's investigation of almost 900 fires across NSW over six months, resulted in 24 arrests for arson offences and the processing of another 120 people for breaching relevant laws. The most devastating fire spread into the ACT, resulting in four deaths and 500 homes lost. Tronto was involved in various inquiries into this fire, referring 18 matters to the Coroner. The strike force assisted local area commands with intelligence and other investigative help and with compiling relevant databases.

31 January 2003: Police and colleagues from other emergency services help carry an injured commuter from scene at Waterfall.

Photo: Gareth Morgan, Daily Telegraph



NSW Police has developed new protocols to record bushfires for the Coroner which will have a significant impact on future responsibilities.

Sutherland Police responded to fires at Engadine, Holsworthy, Sandy Point and the Royal National Park where residents were evacuated, housing damaged or destroyed and significant park areas burnt out. Strike Force Tronto 2 investigated these fires and another that killed one man and destroyed several houses in Cessnock. Elsewhere, Greater Metropolitan Region officers protected life and property in the Blue Mountains, Hawkesbury, The Hills and Ku-ring-gai LACs. Southern Region coordinated 1600 police from Monaro, Goulburn, Far South Coast and Shoalhaven LACs as one million hectares were burnt out. These personnel also helped Australian Federal Police to maintain law and order in Canberra suburbs.

Vikings

Operation Vikings involves strategic, high visibility policing targeting street offences and hoodlum/criminal activity such as anti-social behaviour, alcohol related crime, street level drug possession and traffic offences. From its commencement on 24 May 2002 to June 2003, Vikings:

- conducted more than 250 centralised/region/local area command operations
- made 2270 arrests, resulting in 3900 charges and 450 drug detections

- carried out 2425 person searches with 129 weapons confiscated
- gave 3600 move on directions
- patrolled 4670 train, 460 bus and 130 ferry journeys
- undertook 144 000 random breath tests
- issued almost 19 000 infringement notices
- allocated 12 000 extra police shifts; and
- generated 5500 intelligence reports.

Operation Vikings is a successful policing strategy with strong community and police support. The NSW Government has endorsed the program and committed \$20m in funding over the next four years. Vikings puts significant numbers of police at the frontline and supports them with intelligence, resources, leadership and motivation. Its philosophy is firm but fair, honest and ethical policing, coupled with the effective use of police powers and legislation.

Pong Su

In April 2002, Marine Command police were involved in intercepting the Korean vessel, Pong Su, off the NSW coast and the seizure of heroin worth \$40m. The two day pursuit was part of a joint federal-state investigation. Three Water Police launches operated in 10 metre waves and two officers were injured in the difficult conditions. It was the first time NSW Water Police had worked so far offshore in such conditions.

November 2002: Two policemen and their vehicle dwarfed by huge flames as a bushfire jumps the Hume Highway north of Mittagong, NSW.

Photo: Dallas Kilponen, Sun Herald



Other Drug Operations

The State Crime Command and Northern Region police combined to shut down the drug distribution network of the NSW and Gold Coast chapters of an Outlaw Motor Cycle Club. A strike force arrested 51 people on 304 charges. Investigators recovered stolen vehicles and equipment worth \$5.5m, seized property and assets (\$2.5m), dismantled seven clandestine amphetamine labs and seized hundreds of firearms, ammunition and explosives. They charged the principal target with manufacturing more than one tonne of amphetamines with an estimated street value of \$49m.

Special Crime Unit (SCU) members in cooperation with US Customs were involved in the arrest of 20 people in Sydney, California and Denmark over the planned importation of 30 kgs of cocaine. Investigators carried out extensive covert physical and electronic surveillance (including in South America) as the syndicate planned to import 100 kgs of cocaine into Australia every two months. SCU members also worked with Dutch police to achieve Australia's biggest ecstasy seizure (254 kgs). Extensive operations in Holland, elsewhere in Europe and Australia led to the alleged principals being arrested.

A task force dismantled a drug and organised crime syndicate in the Illawarra, charging 15 people with 224 offences. Further south, an operation was responsible for a cannabis haul (street value more than \$30m) that had a major impact on the drug trade in the Monaro LAC.

Child Protection/Sex Crime

NSW Police formed a strike force to fight internet child exploitation after receiving CD-ROMs depicting the sexual and physical abuse of unidentified children. The strike force identified an offender and laid 86 child sexual assault charges.

Another strike force investigated a series of sexual assaults by groups of offenders in Sydney (Ashfield) from November 2001-July 2002. Investigations led to the seizure of forensic and video evidence and the charging of seven people with 19 offences relating to the sexual assault of seven girls aged 16 and under.

In the Richmond area, a strike force targeted offenders for numerous historical sexual assaults. Investigators charged two people with 20 sex offences.

Operation Vendas

This operation targeted volume crime offences through the timely and integrated management of crime scenes, intelligence and investigative processes. Trialed at three local area commands (Miranda, Lake Illawarra and Brisbane Water) Vendas targeted offenders and achieved substantial reductions in break and enter and car theft. The aim of Vendas was to successfully integrate enhanced forensic science and technology techniques with improved operational practices in a focused policing environment.



Photo: Renee Nowytarger, The Australian

The Australian flag on the site of the Sari Club bombing in Bali. NSW Police played a key role in the investigation.

Public Order Management

There were demonstrations in the Sydney CBD and Olympic Park during the World Trade Organisation meeting in November 2002. NSW Police deployed almost 6000 officers, resulting in a number of arrests and charges for public order offences.

In June 2003, US warships visited Sydney Harbour. The NSW Police Operations Centre co-ordinated the response with the Operational Support Group (OSG), explosive detection dogs, general duties and highway patrol officers, Traffic Support Group, Aviation, Transit and Water Police and the Police Media Unit.

NSW Police responded to numerous other demonstrations, including 'Books not Bombs', 'Walk against War', M1 demonstrations, a student strike and rally (war on Iraq) and Anti-War Coalition.

Rugby World Cup Command

NSW Police established this command in mid 2002 to plan and co-ordinate the police response to the Rugby World Cup, which will be the world's largest sporting event during 2003. With a television viewing audience of about 4 billion, the event will be conducted over seven weeks during October-November, 2003.

Computer Theft

A strike force working with the Department of Education and Training closed down a criminal syndicate in the Southern Region, responsible for stealing school computer equipment and selling it through retail outlets. The activity had spread into the greater metropolitan area.

Missing Persons

In 2002-03, NSW Police located 8537 people and reviewed 260 cases, with an emphasis on working with local area commands (LACs) and the Homicide Squad to place long term disappearance cases before the NSW Coroner. NSW Police reviewed 610 long term cases and sent suggested actions to LACs and interstate agencies, according to Coronial recommendations.



Photo: Louie Douvis, Australian Financial Review

March 2003: Schools "Anti-War" protest at Sydney Town Hall.

NEW TECHNOLOGY

eNotices

This project improves the management of warrants and delivery of apprehended violence orders (AVOs) and subpoenas. It is a Treasury funded, two year, major capital program initiated, managed and led by the Operational Information Agency (OIA). Outcomes include design and implementation of the Warrant Management System (mainframe); converting 65 000 warrants to the new system; design of the intranet Service Management System (SMS); and part completion of the COPS interfaces to the SMS.

Source (Informant) Management

This project automates the previous manual processes for managing informants. It is also a Treasury funded, two year, major capital program initiated and led by the OIA. Outcomes include revised policy and procedures for confidential source management; design and implementation of an intranet source management system; an on-line learning module; and help with developing field training and education programs.

PhotoTrac

This project provides investigators with digital capability in capturing, retrieving and using suspects' images. The NSW Police OIA initiated and manages this Treasury funded, two year, major capital program. Phase 1 outcomes include a Digital Image Capture System; a central image repository and interfaces; and 10 charge stations provided with digital video cameras (another 100 by 31/12/03). Phase 2 is at the tendering stage and will boost investigative capabilities for suspect identification, providing biometric facial recognition with text search and photo line up capacities across NSW, 24 hours a day. This will be implemented in 2003-04.

Livescan Phase 2

Livescan is an inkless fingerprinting process, using electronic and laser technology to scan finger and palm prints directly onto a flat glass plate. This technology produces clear and undistorted fingerprint image data, that can be transmitted electronically for search in 'real time' against the prints of known offenders and latent prints developed at crime scenes. Livescan devices are operational at 86 locations across NSW, with approval for 24 more in the next two years. NSW Police has the world's largest number of Livescan devices, processing an average 200 prints a day in 20-40 minutes per time.

Interactive Voice Response (IVR)

The introduction of IVR has seen a dramatic reduction in non-emergency 000 calls over the past 12 months, allowing improved processing of genuine emergency

calls. A national awareness campaign highlighted that 000 is an emergency number not an information line.

CrimTrac

Three officers co-ordinate NSW Police involvement with the National CrimTrac Agency. Key projects include the Minimum Nationwide Person Profile (MNPP), National Hand Gun Buy Back Support System, National Child Sex Offender System and the National Automated Fingerprint Identification System. NSW Police, Victoria Police and CrimTrac are developing the MNPP project, providing enhanced personal details to improve community/officer safety and aid investigation.

Pawnbrokers' Weblink

With the development of the Weblink system managed by the OIA, pawnbrokers can send transaction details of pawned items daily to NSW Police, via the Internet.

iASK3

NSW Police has developed iASK3 to facilitate requests for information from a wide range of government and commercial sources. We are enhancing the application to allow external agencies to make on-line requests.

Communications

The Communications Group has completed more than 100 projects, totalling \$6.6m, for radio blackspot reduction; communications centre and system development; logistic and operations support; replacing obsolete equipment and facilities; and buying radio terminals. A digital special operation channel has been extended to Newcastle.

Photo: Andy Baker, The Australian



Infringements

NSW Police has developed a system (ePayments) to allow the public to pay fines on line (www.police.nsw.gov.au).

SAP

Final implementation of the SAP computerised information and processing system within Personnel Services ensures efficient administration of leave and allowances, payroll and management information.

Security Industry Registry

Amendments to the Security Industry Act 1997 have reduced opportunities to manipulate the security licensing process. All applicants must be permanent Australian citizens and provide fingerprints to confirm their identity. There is mandatory ballistic testing of all master licence holders' firearms, and armed security guards must wear recognisable uniforms that conform to agreed guidelines. NSW Police may consider criminal intelligence information when determining licence applications and can issue penalty notices for minor offences.

About NSW Police

Vision

To be recognised as a world class police service, providing excellent service to the community.

Mission

To have police and the community working together to establish a safer environment by reducing violence.

We Value

- Customer Focus
- Improvement
- Integrity
- Our People
- Practicality
- Teamwork

Objectives

- Reduce crime and violence to maximise the community's sense of safety and security.
- Reform NSW Police to attain a high level of public trust and confidence in police integrity.
- Deliver effective, appropriate, quality policing services.

Profile

NSW Police:

- is Australia's oldest and largest police organisation and one of the biggest in the English speaking world
- has 18 798 employees, including 14 739 police*
- operates on land, sea and from the air
- is responsible for an area of more than 800 000 square kilometres (comparable to Texas, and double the size of England, Scotland and Wales)
- serves more than 6.7 million people, who speak more than 130 languages
- is a NSW Government department, funded in 2002-03 at a net cost of \$1.7 billion.

History

- In August 1789, Governor Arthur Phillip set up the first civilian police force in Australia.
- NSW Police was established by the *Police Regulation Act 1862*, that was replaced by the *Police Regulation Act 1899*.
- In mid 1987, the NSW Police Force (operations) and the NSW Police Department (policy and administrative support) were amalgamated by the *Police Service Act 1990* which, as amended, is the legislation governing the organisation.
- In July 1997, a restructure created 80 local area commands and 11 regions to promote community based policing.
- A restructure, effective from July 2002, saw the 11 regions decrease to five.
- The Commissioner's Executive Team is responsible for support, operations and administrative commands that serve the community and meet the needs of NSW Police.
- The Executive Team reports directly to the Commissioner.
- The Commissioner is Chief Executive Officer of NSW Police.

* As at June 30, 2003

Financial Summary

Major Expenses

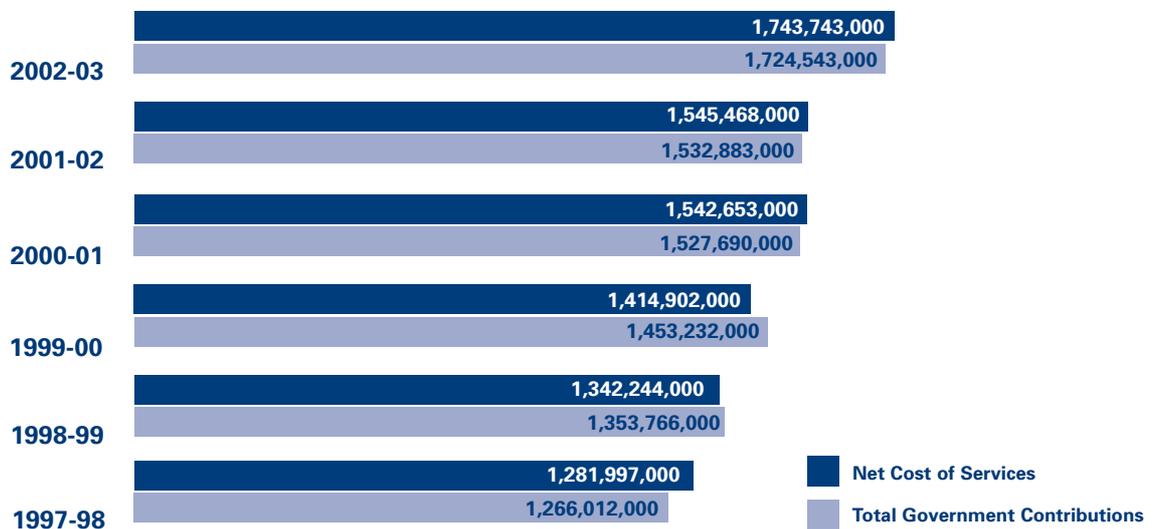
The total expense of services was \$1,798.6m. About 78% of this amount represented employee related expenses (\$1,401.9m), with \$1,078.6m or 76% spent on salaries, wages and benefits. Employee-related expenses, as a percentage of total expense of services, remained unchanged from 2001-02.

Maintenance of police stations, residences and leased premises totalled \$12.4m.

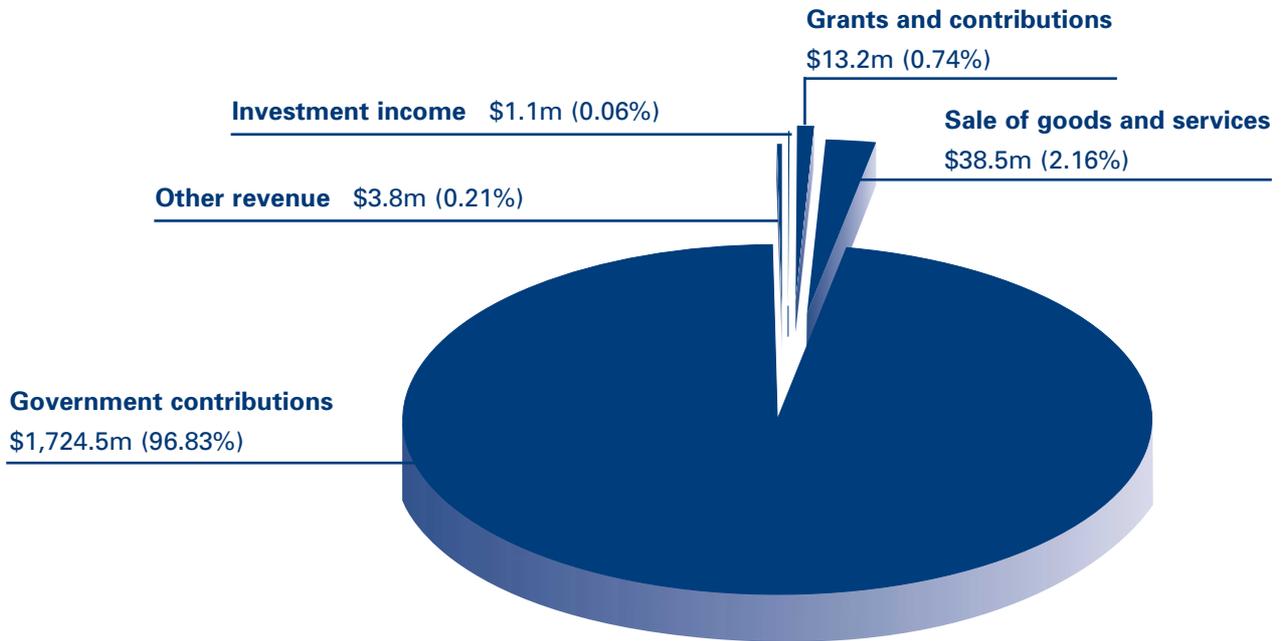
Contributions and Revenue

Total Government contributions were \$1,724.5m. 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 \$82.1m. Revenue from the sale of goods and services was \$38.5m, about 8% more than 2001-02, while revenue from grants and contributions was \$13.2m. Major revenue contributions were \$17.7m from the Commercial Services Unit, Infringement Processing Bureau, \$8.2m from minor user charges, and \$0.6m from inventory sales to other agencies. The Roads and Traffic Authority (RTA) contributed \$4.8m as part of its Road Trauma Program.

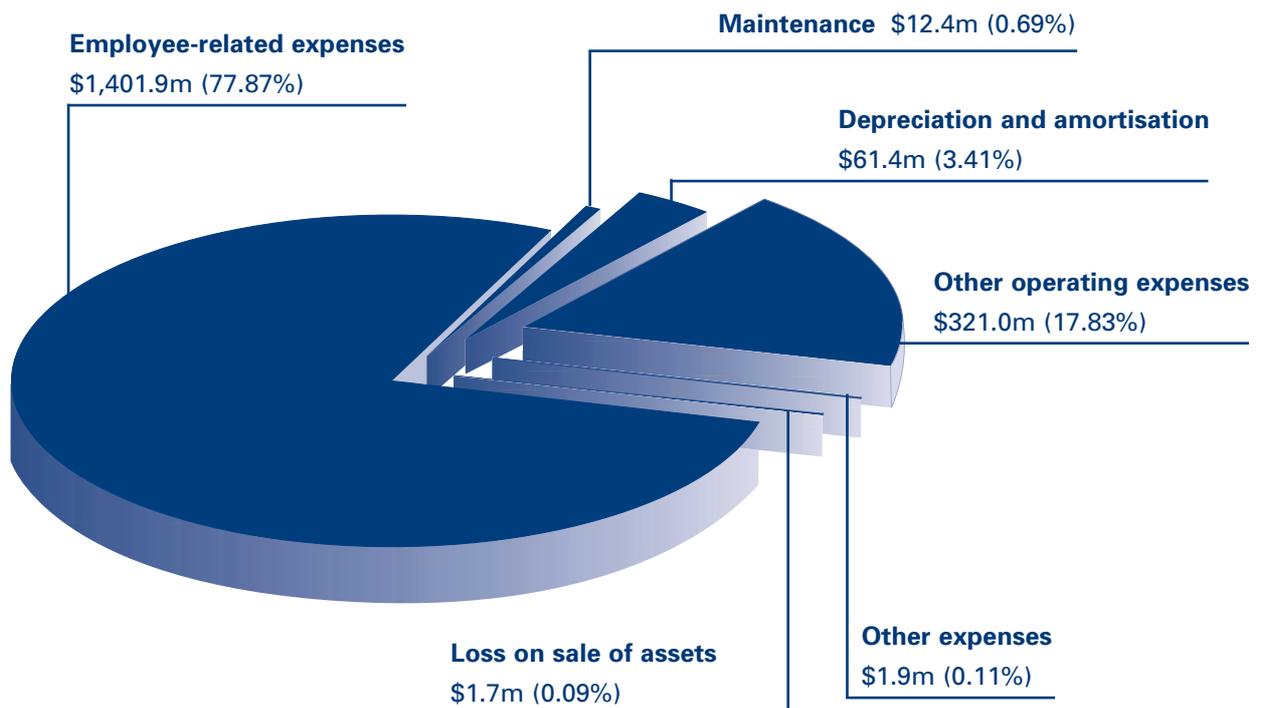
Costs and Contributions



Total Revenue \$1,781.1 million



Total Expenditure \$1,800.3 million



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1. Employee Statistics 1998-99 to 2002-03

Employee	2002-03	2001-02	2000-01	1999-2000	1998-99
Police Officers *	14 739	13 716	13 614	13 483	13 471
Administrative, Ministerial and Other Employees	4059	4019	3887	3820	3789
TOTAL	18 798	17 735	17 501	17 303	17 260

* Includes a small number of officers seconded to other public sector agencies.

2. Summary of Total Strength Details at 30 June 2003

Police Officers *	14 739
Administrative Officers	3891
Ministerial Officers	168
Total	18 798

* Of these, 48 were on secondment to other public sector agencies.

3. Strength Details (Police Officers) at 30 June 2003

Rank	Internal Police	External Seconded Externally Funded	External Seconded Internally Funded	Total
Executive Officers*	11	0	0	11
Senior Officer#	619	0	2	621
Snr Sgt/Sgt	2238	2	8	2248
Snr Cst/Cst/Prb Cst	11 823	6	30	11 859
Total	14 691	8	40	14 739

*Includes ranks of Commissioner, Deputy Commissioner and Senior Assistant Commissioner.

#Includes ranks of Chief Superintendent, Superintendent, Chief Inspector and Inspector.

4. Senior Executive Officers

NSW Police Senior Executive Service Officers (PSSSES)

PSSSES Level	Number of officers June 2003	Number of officers June 2002	Number of officers June 2001	Number of officers June 2000	Number of officers June 1999
Above 6	1	1	1	1	1
6	3	3	3	3	2
5	9	5	5	5	5
4	7	9	8	10	8
3	5	7	7	8	10
2	2	2	2	4	4
1	0	0	1	1	5
Total	27	27	27	32	35

(ii) Female PSSSES Officers

2002-03	2001-02	2000-01	1999-2000	1998-99
0	1	3	4	4

5. Age of Staff

Age	Police	%	Other Staff	%	Total Employees
Up to 25	2121	14.39	286	7.05	2407
26-30	3048	20.68	507	12.49	3555
31-35	3623	24.58	625	15.4	4248
36-40	2429	16.48	565	13.92	2994
41-45	1734	11.76	621	15.3	2355
46-50	997	6.76	635	15.64	1632
Over 50	787	5.34	820	20.2	1607
Total	14 739	100	4059	100	98

6. Years of Service of Staff

Years	Police	%	Other Staff*	%	Total
0-5	5285	35.86	2071	51.02	7356
6-10	2555	17.33	721	17.76	3276
11-15	2830	19.2	694	17.1	3524
16-20	1936	13.14	264	6.5	2200
21-25	1048	7.11	112	2.76	1160
Over 26	1085	7.36	197	4.85	1282
Total	14 739	100	4059	100	18 798

*Includes Administrative and Ministerial Officers.

7. Police Separations

	Rank				Total
	Executive Officers*	Senior Officers#	Sen Sgt & Sgt	SenCst/Cst /Prb Cst	
Retire	0	31	26	16	73
Death	0	0	2	5	7
Resign	0	0	17	266	283
Medically Unfit	0	42	201	271	**514
Dismissed	0	0	2	8	10
Termination of Contract	0	1	0	0	1
Transfer	0	0	1	3	4
Voluntary Redundancy	0	0	0	0	0
Total	0	74	249	569	892

* Includes Officers at the rank of Commissioner, Deputy Commissioner and Assistant Commissioner.

Includes Officers at the rank of Chief Superintendent, Superintendent, Chief Inspector and Inspector.

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

Commissioner's Confidence

Under Section 181D of the Police Act 1990 the Police Commissioner has the power to remove officers if he does not have confidence in their competence, integrity, performance or conduct.

During the year, the Commissioner considered 52* 181D nominations, with eight officers being removed under confidence provisions. Eight officers resigned while subject to 181 nomination** and NSW Police medically discharged another 19. There was no further action against 16 officers and NSW Police dealt with another 16 by way of other management action.

*NB: Nominations received in a year do not always relate to those finalised in a year.

**NB: In January 2003, mandatory nominations were replaced by mandatory notifications.

8. Administrative and Ministerial Officer Separations

	Category				Total
	Clerical	Professional	Other	Ministerial	
Retire	13	2	0	2	17
Death	0	0	0	1	1
Resign	158	17	34	116	325
Medically Unfit	8	0	8	0	16
Dismissed	3	0	0	0	3
Temp	110	6	1	1	118
Transfer	57	7	4	0	68
Secondment Ended	3	0	0	0	3
Secondment to other Govt Body	0	0	1	0	1
Voluntary Redundancy	68	2	0	29	99
Total	420	34	48	149	651

9. Employment EEO Target Groups

Employees provide EEO data on a voluntary basis.

EEO Target Groups (Police officers)

RANK	Total	Women	ATSI	CDB	PWPD
Executive Officer*	11	0	0	0	0
Senior Officers#	621	48	2	13	12
Snr Sgt/Sgt	2248	231	10	65	61
Snr Cst/Cst/Prb Cst	11 859	3233	112	347	108
Total	14 739	3512	124	425	181

* Includes ranks of Commissioner, Deputy Commissioner and Assistant Commissioner.

Includes ranks of Chief Superintendent, Superintendent, Chief Inspector and Inspector.

EEO Target Groups (Administrative officers)

CATEGORY	Total	Women	ATSI	CDB	PWPD
SES	10	0	0	0	0
Grades 6 - 12	837	538	3	41	19
Grades 1 - 5	2169	1779	11	128	49
Other	875	337	29	21	17
Total	3891	2654	43	190	85

EEO Target Groups (Other Officers)

GROUP	Total	Women	ATSI	CDB	PWPD
Security officers	117	13	1	3	0
Police Band Members	26	7	0	0	1
Nurse etc	25	19	0	0	0
Total	168	39	1	3	1

Note: ATSI - Aboriginal or Torres Strait Islander.
 CDB - Culturally Diverse (non-English speaking) Background.
 PWP - People with a physical disability or disabilities.

Disability Action Plan

Over 2002-03, NSW Police continued to implement strategies under the *Disability Action Plan 2000-02*, training staff to conduct disability awareness audits and amending codes to ensure all new buildings meet disability access standards.

NSW Police has taken part in the Justice Portfolio Disability Plan Senior Officers' Group and is developing a new *Disability Action Plan 2003-05*, demonstrating a commitment to provide continued excellent service to the whole community. Significant progress has been made in developing disability related training packages for NSW Police staff.

NSW Police has developed cross-agency protocols for the effective management of people with impaired intellectual functioning (intellectual disability, mental illness or dual diagnosis) who come to police attention. The needs of Aboriginal and Torres Strait Islanders and people of non-English speaking backgrounds have also been considered.

NSW Police has monitored and reviewed implementation of the *Memorandum of Understanding* on effective management of people with

a mental illness, when all agencies' services are needed, and worked with health agencies to identify other problem areas.

NSW Police has also taken part in a project to provide community services for people with an intellectual disability and who are in contact with the criminal justice system. We have also advised on personal safety issues to create an education package on protective behaviour for women with an intellectual disability.

We have devised guidelines for police to more productively interview people with a disability, and produced a policy on using alternative formats of communicating information about services for these people. NSW police has reviewed standards to improve the readability of documents for the majority of the community.

Aboriginal Employment Strategy

The NSW Police *Aboriginal Employment Strategy 2003-05*, approved on 1 April 2003, aims to increase the number of Aborigines recruited into and retained by NSW Police. Other goals are to:

- * enhance awareness of Aboriginal issues throughout NSW Police

- * increase the number of permanently employed Aboriginal women.

NSW Police implemented a review of the Indigenous Network in 2003 and launched new terms of reference and meeting guidelines for the Aboriginal Employees' Support Network at the Aboriginal Network Annual Conference and Annual General Meeting.

Career Planning and Development

In late 2002, NSW Police implemented an intranet based Career Planning and Development Program for employees. It includes information on career paths, progression and planning; education, training and professional development opportunities; mentoring and leaving NSW Police.

More than 150 career advisors (located throughout NSW) have been trained to support the program. As part of the career planning and development strategy, NSW Police has established a process for capturing exit interview data (exit interviews).

Performance Management Scheme

NSW Police reviewed its Performance Management Scheme after extensive consultation, identifying this area as an important tool for commanders and managers to improve staff potential. When linked to other Human Resource strategies, performance management will benefit all staff. NSW Police has developed a revised Career Management Plan and policy for staff at inspector/clerk Grade 9/10 level and above.

Commissioners' Australian Women in Policing Advisory Committee (CAWIPAC)

NSW Police is a member of this committee that represents the legitimate aspirations of women in Australian policing. The committee's mission is to maximise the contribution and value of women in policing organisations.

ANZEOCC

NSW Police is participating in the Australia and New Zealand Opportunity Coordinators' Committee (ANZEOCC) that is made up of representatives of all Australian and New Zealand Police jurisdictions. The committee supports commissioners with best practice and principles relating to equity and workplace diversity, and provides strategic advice and recommendations.

NSW Government Action Plan For Women

The NSW Government, through its annual Action Plan for Women, is committed to the principles of access, equity, rights and participation for women. It also focuses on early intervention and prevention, and the provision of more accessible and responsive services.

In terms of policing, the Government continues to seek reduction in violence against women (and children) and improved safety within communities.

To this end, NSW Police has continued its efforts in 2002-03, operationally and strategically.

In terms of employment and opportunities, the *Action Plan for*

Women seeks to boost the number of women police recruits to 50%. NSW Police is also committed to this goal, steadily increasing percentages of women officers over the past few years. In 2002-03, women made up 29.6% of probationary constables while 23.8% of all police were women.

NSW Police is also committed to increasing the number of women in senior positions. In 2002-03, 276 women achieved the rank of Sergeant or above, an increase of 21% on the previous year (228).

10. Occupational Health and Safety

Provided in accordance with ARDR (OHS) Regulation 2000. Sch.1.

NSW Government Occupational Health, Safety & Rehabilitation (OHS&R) Management Improvement Initiative

NSW Police was one of a number of agencies that took part in the NSW Government's OHS&R Management Improvement Initiative over three years. The final review of NSW Police identified a number of areas to be addressed. In 2002, the Government announced the initiative would be extended for a further three years.

NSW Police OHS&R Improvement Plan

NSW Police has developed an OHS&R Improvement Plan to address the issues arising from the Management Improvement Initiative. The plan will be implemented over three years, subject to ongoing audit and regular progress reports provided to senior officers.

Performance Targets

NSW Police has included risk management and workers compensation targets in senior officers' performance contracts. Progress against these targets is very encouraging.

OHS&R Management Policy

NSW Police has revised its OHS&R Management policy. It places increased emphasis on legislative compliance, consultation, and development and implementation of systems to manage OHS&R in the workplace.

Consultative Committees

NSW Police has established 107 committees within the organisation and 503 committee members have completed the WorkCover NSW accredited training course during this reporting period.

Accident/Incident Reporting System (SAP)

NSW Police continues to develop a computerised accident and incident reporting system. Statistical data derived from the current reporting system are shown in Tables 1 & 2.

Hazard Identification, Risk Assessment and Risk Control

The various stages of this system have been finalised. They are being implemented at operational level and risk registers will be maintained at this level of the organisation.

Accident Investigation

The NSW Police accident investigation system has been finalised and is being implemented.

Table 1.

Total number of accidents/incidents, recorded on the SAP System.

2001-02	2002-03	Variance	%
6618	6759	141	2

Table 2.

The data below represent the ten most significant causes of accidents/incidents recorded on the SAP System during 2002-03.

Cause	2001-02	2002-03	Variance	%
Physical assault	1372	1422	50	4
Slips/trips/falls	1236	1263	27	2
Contact with body fluids	456	486	30	6
Struck by object	277	304	27	9
Motor vehicle accident	266	288	22	8
Lifting/carrying object	250	287	37	13
Step on/strike object	314	286	-28	-10
Physical exercise	230	170	-60	-35
Psychological factors	-	160	-	-
Caught in between objects	159	142	-17	-12

NB: The overall total of these constitutes 71% of accidents/incidents recorded. The remaining 29% is made up of lesser significant notifications.

The figures show physical assaults still represent a significant proportion (21%) of total accidents/incidents. There has been a significant decrease (35%) in accidents/incidents resulting from physical exercise, compared to the previous year. Also this year, psychological factors are included among the top 10 causes.

Audit Systems

NSW Police has developed audit tools to measure implementation of the OHS&R Improvement Plan. We will undertake regular audits of the various commands and derive reports and numerical profiles from the audit results.

OHS&R Resources

NSW Police has recruited and allocated a number of specialist OHS officers to the regions. When recruitment action is finalised, all regions will have a full time OHS resource. In addition, each region was required to nominate a senior officer to act as its

OHS&R sponsor and be responsible for monitoring the implementation of the improvement plan.

Policies and Programs

During 2002-03, NSW Police reviewed the organisation's *Infectious Diseases Control Policy* to address developments and issues in infection control.

Workers Compensation and Review

During 2002-03, the Workers Compensation & Review section:

- received 968 new claims for hurt on duty benefits, comprising:

- 786 claims for physical injuries
- 182 claims for psychological injuries
- Paid \$7.5 m in hospital, medical and pharmaceutical expenses
- Medically discharged 503 police, comprising:
 - 471 pre-1988 officers (PSAC)
 - 32 post 1988 officers (HealthQuest)

Restricted Duties Coordination Unit

During the year, the Commissioner's Executive Team endorsed the NSW Police Restricted Duties policy and established the Restricted Duties Coordination Unit to manage its implementation.

The policy provides a broad framework to place permanently injured police into suitable positions and, in many cases, new career paths.

At 30 June 2003, 51 officers had been placed successfully in permanent restricted duties positions. In the same period, 31 police were unable to be placed and opted for medical discharge.

11. Alcohol and Drug Testing

Provided in accordance with s211A(6), Police Service Act.

In 2002-03, NSW Police conducted 7706 random alcohol tests, compared to 8560 tests in the previous year. 14 targeted and 22 follow up tests were also conducted. 13 officers tested positive (above 0.02).

Random drug testing began in September 2001 and 915 officers have been tested. Last financial year, 499 officers were tested - none returned positive results to illicit substances.

NSW Police also conducted nine targeted drug tests, compared to 24 the previous year. One officer tested positive to cannabis.

In accordance with the NSW Police *Drug and Alcohol Policy*, all officers who test positive to alcohol are offered rehabilitation counselling. Officers testing positive to drugs are liable to dismissal.

Since July 1998, NSW Police has conducted mandatory drug and alcohol tests after any police operation in which someone is killed or seriously injured. During the year, there were 34 such incidents requiring the testing of 165 officers. None tested positive to drugs or alcohol.

12. Ethnic Affairs Priorities Statement (EAPS)

Provided in accordance with ARDR 2000 Sch.1.

NSW Police is classified as a key agency for reporting against EAPS. It has a plan for 2001-04 with a range of initiatives to ensure policing services are accessible by, and appropriate for, culturally and linguistically diverse communities. Each project, at corporate and local levels, must respond to the five performance areas spelt out in the Community Relations Commission's

EAPS Standards Framework. In 2002, the Commission rated the NSW Police performance for all areas as good, satisfying our reporting requirements to parliament. The plan remains valid for 2004 and outlines initiatives we will continue to implement, including:

- Innovative Models of Police and Community Training (IMPACT)
- Establishment of the Workplace Diversity Training Program
- Review of language services in NSW Police
- Expansion and coordination of the Ethnic Community Liaison Officer Program
- Support for frontline police on issues of service delivery and policing in a culturally and linguistically diverse society
- Collaboration with the Australasian Police Multicultural Advisory Bureau.

Significant achievements in the past year under EAPS include:

- Establishment of a coordinated project to look at recruitment and retention of police from culturally, religious and linguistically diverse backgrounds
- Implementation of new projects under the IMPACT program in the Flemington, Bankstown, Campsie and Rosehill local area commands (LACs)
- Establishment of 10 new Ethnic Community Liaison Officer (ECLO) positions in the Campbelltown,

Macquarie Fields, Northern Beaches, Manly, Wollongong, Blacktown, Ashfield, Flemington, Hurstville and Eastwood LACs

- Addition of two community representative positions to the Police and Ethnic Communities Advisory Council (PECAC)
- Publication in 34 community languages of fact sheets on contacting police and reporting crime, the role of ECLOs, and domestic violence
- Production and distribution of multilingual phrase books and interpreter cards to all police.

In the coming year, NSW Police will start work on its EAPS Plan for 2005-08, building on the achievements of the current plan and incorporating feedback from the Community Relations Commission in its Standards Framework Report for 2002.

13. Performance Statements for Senior Officers

Provided in accordance with TC 00/24; ARDR C7, 8; PC 92/4.

Minister for Police, John Watkins, prepared the following statement:

Mr Ken Moroney held the office of Commissioner of Police during the period of this annual report (1 July 2002-30 June 2003), demonstrating strong and effective leadership of NSW Police in a complex operating environment.

He has a clear vision for the future,

placing considerable emphasis on operational performance aimed at crime reduction. Local area commands continue to benefit from extra resources after a successfully completed restructure.

NSW Police is training and deploying record numbers of officers to the frontline, integrating new technology into operations and adopting smarter policing strategies.

Commissioner Moroney remains committed to corruption prevention and significant reform of NSW Police.

During 2002-03, performances of the following CET members were satisfactory:

- Deputy Commissioner, Operations, David Madden
- Deputy Commissioner, Support, Andrew Scipione
- Senior Assistant Commissioner, Peter Walsh
- Executive Director, Corporate Services, Colin Plowman
- General Manager, Business Technology Services, Tony Rooke
- Acting Director, Executive Support Group, Sean Crumlin
- Executive Director, Human Resources Services, Ian Peters.

This annual report represents a statement of the activities and achievements of NSW Police and, as such, reflects the terms of all officers.

14. Code of Conduct and Ethics

Provided in accordance with ARDR 2000 05, TC00/16.

NSW Police Code of Conduct and Ethics was introduced in 1997. It sets standards of behaviour and provides guidance in ethical decision making for all employees of NSW Police.

The code calls on all officers and staff to perform duties with integrity and professionalism and ensure decisions meet appropriate standards.

Encouragingly, surveys indicate widespread understanding of behavioural standards expected by NSW Police. After wide internal and external consultation some areas have been clarified. Amendments to sections dealing with Conflicts of Interest, Acceptance of Gifts, Endorsements, Sponsorship or Benefits and Drugs and Alcohol have been made.

NSW Police is undertaking a further review of the code. The outcome is expected in the next reporting period.

The code is available on the NSW Police website:

www.police.nsw.gov.au

15. Guarantee of Service

Provided in accordance with
Schedule 1, ARDR 2000 Sch 1.

The Guarantee

NSW Police guarantees to provide a satisfactory level of service to any person or organisation with whom we have contact - our customers.

We will rectify the problem if unsatisfactory service results from failure to adhere to our standards of professionalism, courtesy, equity or any other factors under our control.

Customers

NSW Police acknowledges the community it serves is a complex, multicultural and multi-dimensional mix of people and expectations.

To achieve equity, we believe it is important to respond to the diverse needs of different groups. For this reason, and following wide and ongoing consultation, we have implemented programs and services specific to the needs of ethnic communities, youth, the aged, the gay and lesbian community and Aboriginal people.

The needs of NSW residents are identified through ongoing customer research that links to our corporate plan. In each local area command, we have Police Accountability Community Teams (PACTs) that help identify the policing needs of communities and report on the actions to meet them.

Satisfactory Service

Satisfactory service means meeting all reasonable customer expectations in matters over which NSW Police has authority. If we fail to meet those expectations, we will act to correct the problem.

How You Can Help

Help NSW Police to identify the causes of dissatisfaction with police services by telling us about them.

Discuss any matter with your local police or, if you prefer, our Customer Assistance Unit can help you with any concern, problem, question, complaint or compliment about police service.

You can call toll free on
1 800 622 571.

In cases where you suspect serious misconduct or criminal behaviour involving bribery or corruption, you can make a complaint to any police officer. You can complain directly to the Ombudsman or any member of Parliament. Complaints can be made orally or in writing and can be anonymous if you wish.

16. Complaints

Provided in accordance with
Schedule 1, ARDR 2000.

Summary Review of Operations

The Complaints Management Unit (CMU) within SCIA (Special Crime and Internal Affairs Command) has corporate responsibility for the complaints administration system (c@tsi) and policy, and quality assurance of category 1 complaints.

The Commissioner has endorsed a *Complaint Management Team Policy*, developed by the CMU, that is responsible for its implementation. Complaint management teams are mandatory for all local area and region commands and specialist areas.

NSW Police is developing a *Complaints Management Manual*. A trial is due to start on 18 August 2003, with state wide rollout set to begin in mid January 2004. The manual will address all aspects of complaints management in detail.

The CMU is developing improved ad hoc reporting tools for better complaints management of timeliness, deficient matters, and complainant and subject officer satisfaction. The specification of c@ts.i is being revisited by the CMU to confirm its continued validity in the contemporary complaint administration process. Through change requests, the unit achieves ongoing enhancement within c@ts.i for all stakeholders.

Complaints Managements

Performance

NSW Police receives complaints each year, internally and externally, on a wide variety of issues. They are carefully assessed and managed and the NSW Ombudsman and Police Integrity Commission (PIC) oversight this activity. Complaints are investigated formally or managed at the local area level, depending on their nature.

Following is a summary of complaints made to NSW Police in 2002-03. The data has been generated from the c@ts.i system and differs from previous years due to the nature of the records in the new system. C@ts.i was developed in partnership with the Ombudsman and PIC and phased in during 2002. Agreements between the PIC and NSW Ombudsman from time to time determine which complaints are notifiable to those agencies.

Issues Raised in Complaints Received 2002-03

	Internal Complainants	External Complainants
Arrest	9	103
Corruption/Misuse of Office	80	222
Custody	21	130
Customer Service	33	468
DNA Evidence and Sampling	0	1
Drugs (other than 'Searches' or 'Evidence' matters)	26	72
Failure to observe Service Standards	971	415
False Complaint	2	6
Harassment and Discrimination	76	296
Investigations	125	624
Miscellaneous Property and Exhibits	49	104
Misconduct	76	111
Misuse of information and information systems	110	176
Other criminal act or omission (not specified elsewhere)	40	84
Pervert the Course of Justice (Evidence)	39	229
Prosecution	83	74
Searching	3	118
Service Delivery	214	1135
Shooting Incidents	5	3
Theft/Misappropriation/Damage	15	58
Traffic Offences	35	42
Unreasonable use of force (including assault)	43	552
Untruthfulness/Lying/Dishonesty	65	28
Use of Service Resources	38	15
Total	7224	

* The NSW Police received 5005 complaints in 2002-'03, with 7224 issues raised.

* 66% were made by external people, while 34% were made by NSW Police staff.

Complaint Management Performance Indicators

Four performance indicators measure complaint management quality within NSW Police. The figures below come from c@ts.i. These reports continue to be refined.

Complainant Satisfaction

Records the level of complainant satisfaction with how their complaint was managed.

Investigations Completed	Satisfied		Unsatisfied		Total Contactable	Not Contactable/ Not Contacted**
	No.	%	No.	%		
1383	724	80	185	20	909	457

**Includes refused to respond and anonymous complainants.

The complainant satisfaction data above do not include complaints resolved locally under s122(2) of the Police Act 1990. NSW Police is working with the Ombudsman to add this functionality to the Complaints Management System.

Subject Officer Satisfaction

Records the subject officer's satisfaction level with how the complaint was managed.

Information on subject officer satisfaction is not captured, but NSW Police is working with the Ombudsman to add this functionality to the Complaints Management System.

Deficiency Rates

Based on the number of matters not ratified by the Ombudsman.

Ombudsman Closed Complaints	Ombudsman Oversight Investigations	Investigation Deficiency		Action Deficiency		Investigation Remedied		Action Remedied		Timeliness Deficiency	
		No.	%	No.	%	No.	%	No.	%	No.	%
1496	509	7	1.38	3	0.59	5	71.4	1	33.3	29	5.7

Timeliness

Measures the turnaround time for the investigation of complaints.

0-30 days		31-60 days		61-90 days		91-180 days		181days -1yr		Greater than 1yr		Under investigation		Total
%	No. Comp	%	No. Comp	%	No. Comp	%	No. Comp	%	No. Comp	%	No. Comp	%	No. Comp	
4.3	81	9.3	174	11.9	223	21	392	10	187	0.1	2	43.4	809	1868

The Ombudsman found 5.7% of complaint investigations to be deficient in terms of timeliness (see deficiency rates table above).

17. Research and Development

Provided in accordance with ARDR 2000, Schedule 1.

The following commands undertook research into a number of areas:

Crime Management Faculty

- Review of historical DNA samples, with a number of sexual assault cases being profiled and successfully linked.

Forensic Services Group

- Digital capture of fingerprint images at crime scenes.
- Animal cruelty and the link with criminal behaviour.

Public Affairs Branch

- Attitudes of Chinese and Arabic speaking persons to policing as a career: Cultural Partners.
- Muslim attitudes to policing as a career: Cultural Partners.

State Crime Command

- Development days to disseminate criminal investigation knowledge and develop leadership skills. The Command's Training Unit ran the days in partnership with individual squads.
- The Homicide Squad conducted two homicide investigators' courses and gave lectures to Detectives Education Program participants to further investigator development.
- Firearms & Regulated Industries hosted the National Firearms Trafficking Seminar in Sydney on 1-2 July 2002.

- Research into producing an Arson Investigation Guide. Det Sgts Trevitt and Leddon are undertaking the project as squad investigators increase their skill base and expertise in this field. Investigators will use the guide to assist in structural fire investigations.

Traffic Services Branch

- Reviewed OH&S at RBT locations to ensure compliance with WorkCover standards.
- Reviewed standing operating procedures of Lidar Speed Enforcement.
- Developed tamper proof speedo to ensure integrity of the speed checking process.
- Traffic infringement notices (TINs) on COPS – targeted traffic operations.
- Ongoing research into BAS court evidence to improve scientific evidence levels.
- Speed camera activities to further the development of test bench regarding NATA procedures and equipment.
- Developed safe handling procedures and equipment for needle stick injuries.
- Driving history of controllers and involvement in fatalities.
- Continued development of TRIU intranet site for the information of police.
- Staff training in MapInfo and other computer courses.

- Development of vehicle dynamic course with TAFE.
- A six phase training package for Crash Investigation Unit (CUI) investigators.
- Development of Collision Summary on COPS, BAS downloads, drug results from DAL on fatal crashes.
- Survey on uniform standards.

Uniform Services

- Replacement for police lather jacket.
- Alternate load carrying arrangements for police appointments.

Fleet Management

- Selection of appropriate tyres and tyre pressure for Highway Patrol vehicles.
- Selection of appropriate braking system components to meet braking demands of police vehicles.
- Design and development of appropriate procedures for police vehicle brake evaluation.
- Determining optimum service life for police vehicles with respect to lease and fit up costs and operational reliability.
- Trial prisoner transport sedans for use by general duties and highway patrol operations.
- Enhancements to Fleet Management System to improve organisational efficiency and productivity.
- Evaluation of an electronic log book system.

Operational Information Agency

- Phase two of the PhotoTrac project due to be implemented in 2003-04. This will give police improved investigative capabilities for suspect identification by providing biometrical facial recognition with text search and photo line up.

Special Crime and Internal Affairs

- Developing a Complaints Management Unit intranet site.
- Further developing c@tsi systems to improve key functions.

Communications

- Radio Engineering Services performed a number of tests on devices designed to limit high level noises being heard by VKG radio and telephone operators.

Scholarships and Fellowships

Ongoing projects funded by the Sir Maurice Byers Research Fellowship Scheme during the 2002-03 include:

- Profiling missing people for appropriate response to the likelihood of violent crime, phase 1 (\$49 000) – Professors Bossomaier and Thomson, Charles Sturt University.
- Implementation of the Crimes Legislation Amendments (Police and Public Safety) Act 1988: operational police practice and youth (\$49 000) – Dr Sutton, University of Western Sydney, and Dr Brown, Macquarie University.
- Review of sick leave (55 000) – Urbis Keys Young.

- Repeat break and enter victimisation (\$18 000) – Dr Stephanie Taplin.
- Predictors of performance: psychological testing and subsequent performance of NSW Police recruits (\$65 500) – Dr Robert Westwood, Australian Graduate School of Management.

State Crime Command chaired the Michael O'Brien Scholarship. The successful applicant conducted a Study of International Cold Case Homicide Investigations Methodologies and Processes.

The Police Tertiary Scholarship Scheme (PTSS) funded research:

- Field assessment of "Crime Prevention Through Environmental Design Crime Risk Evaluation" (\$49 000).
- Critical evaluation of integrated approaches to domestic violence: NSW Police-Manning District Emergency Accommodation Partnership Project (\$10 000).

Linkage projects, funded by the Australian Research Council (ARC):

- Police interviewing of suspects: Professor Dixon, University of NSW.
- Catching recidivist offenders; improving crime detection rates by utilising criminal modus operandi and geographical profiling. Layton, Charles Sturt University, and Dr Devery, NSW Police.
- Improving police competency in investigative interviews of children. Powell, Deakin University; Superintendent McKay, NSW Police; Victoria Police.

Other research conducted by external researchers:

- Systematic risk management in a dynamic setting: a study into decision making under risk and uncertainty towards an integrative theory of risk. Khoo, PhD candidate, Macquarie University.
- Monitoring injuries in police custody. M McMahon, NSW Police, in partnership with the Australian Institute of Criminology.
- Young people and enforcing drug use laws: what informs police discretion? Foley, University of Western Sydney and Australian National University.
- Linkages between housing, policing and other interventions for crime and harassment reduction on public housing estates. Drs Judd and Samuels, University of NSW.
- Investigating the impact of shiftwork and other stressors on an individual's psychological and physiological well being; validating positive coping strategies of police. S Knowles, PhD candidate, University of Newcastle.
- Inherent requirements of frontline policing. Kemp et al, University of NSW.
- An investigation into the spatio-temporal nature of the fear of crime. Doran, PhD candidate, Australian National University.
- Perception and management of job change and job (in)security among male and female police in two states. D Bartrum, PhD candidate, Griffith University.

- Secondary post traumatic stress disorder among professionals, including police. Cheshire, PhD candidate, James Cook University, and Queensland Police.
 - Geographical profiling of serial sex offenders, effectiveness and applicability of Dagnet software to Australian serial sex offender data. Spencer, PhD candidate, University of Melbourne.
 - Sentencing as a deterrent to homicide convictions in NSW. Torpey, PhD candidate, University of Newcastle.
 - Police attitudes and knowledge about gun ownership and violence. Kohn, post doctoral student, Sydney University.
 - Selecting optimal team members: a focus on personality and cognitive ability. Burrows, Masters student, University of NSW.
 - Personality, job characteristics and stress in members of Forensic Services Group. Golberg, Masters student, University of NSW.
 - Lay versus expert knowledge of the consequences of sexual harassment. Goodman-Delahunty, University of NSW.
 - A preliminary examination of the NSW Police psychological firearm and operational safety assessment: does it lead to a reduction in stress related symptoms? Hart, Masters student, University of Western Sydney.
 - Health and well being of internal witnesses 2000-02. Urbis Keys Young.
 - Evaluation of the NSW pilot program for perpetrators of domestic violence. Urbis Keys Young.
 - Civil litigation against Australian police, 1994-2002. McCulloch, Deakin University.
 - Employee management in NSW Police: the role of local area commanders. Miller and Summers, Charles Sturt University.
 - Self harm behaviour in NSW Police custody. Morris, Masters student, University of New England.
 - Police opinions of co-witnesses discussion. Paterson, PhD candidate, University of NSW.
- External researchers are conducting the following research, commissioned and/or fully funded by the NSW Police Drug Program Coordination Team:
- Problem orientated policing program to reduce the prevalence of alcohol related incidents: Dr Wiggers, et al, Hunter Centre for Health Advancement and University of Newcastle.

18. Significant Committees of NSW Police

Provided in accordance with Schedule 1, ADRA 2000

Aboriginal Employees Support Network: Elizabeth Casey

Aboriginal Employment Strategy Steering Committee: Commander Steve Bradshaw (Chair), Elizabeth Casey

Academic Board: Assistant Commissioner Garry Dobson (Chair), Director Employee Relations

Adult Sexual Assault Policy & SOP Review Committee: Detective Superintendent Kim McKay

Animal Cruelty/Violent Crimes Steering Committee: Superintendent Carlene York

Australian Road Rules Maintenance: Sergeant Ron Dorrough

AS/NZS799 Information Security Standards Committee: Bruce Lewis

Assessment Board: Inspector Lesley Dickins (Chair)

Bravery Awards Assessment Committee: Senior Assistant Commissioner Peter Walsh (Chair)

Change Strategy/Corruption Prevention: Detective Superintendent Mark Wright,

Commissioner's Advisory Panel: Bronwyn Jones, Joe Vass, Elizabeth Casey

Commissioner's Executive Team: Commissioner Ken Moroney, Deputy Commissioner David Madden, Deputy Commissioner Andrew Scipione, Senior Assistant Commissioner Peter Walsh, Colin Plowman (Ian Peters and Tony Rook members prior to April 2003)

Commissioner's Executive Team – Business Risk Committee: Colin Plowman, Tony Rooke

Complaints Management Steering Committee: Senior Assistant Commissioner Peter Walsh, Assistant Commissioner Garry Dobson, Commander Employee Management Branch, Diane Elphinstone, Commander SCIA

Computer Audit Committee: Inspector Cath Cole

Continuous Improvement Executive Team: Tony Rooke

COPS 2 Policy Advisory Group: Gillian O'Malley

COPS 2 Project Steering Committee: Deputy Commissioner Andrew Scipione, Colin Plowman, Tony Rooke, Chief Superintendent Reginald Mahoney, Dr Tony Raymond, Superintendent Mark Rattenbury

COPS2 Technical Committee: Assistant Commissioner Garry Dobson, Chief Inspector Dave Meurant

Criminal Infringement Notices Project Steering Committee: Deputy Commissioner David Madden (Chair).

Criminal Investigation Project Workload Evaluation Committee: Assistant Commissioner Graeme Morgan, Vic Baueris

Criminal Law Committee of the Law Society of NSW: Michael N Holmes, NSW Police Representative

Criminal Suspect Identification System Steering Committee (Photo Trac):

Colin Plowman (Chair), Assistant Commissioner Robert Waites, Detective Superintendent Paul Jones, Tony Rooke, Dr Tony Raymond

Data Management Committee: Superintendent Jenny Young (Chair), Inspector Cath Cole, Vic Baueris

Detectives Review Steering Committee: Deputy Commissioner David Madden (Chair), Assistant Commissioner Garry Dobson, Detective Superintendent Paul Jones, Detective Superintendent Nick Kaldas, Detective Inspector Ian Waterson, Inspector Peter Williams,

Detectives Review Steering Committee – Communications Work Group:
Detective Superintendent Nick Kaldas (Chair)

Diploma of Policing Practice Board of Management: Hugh McKay (Presiding Officer), Deputy Commissioner Andrew Scipione, Assistant Commissioner Garry Dobson, Chief Superintendent Greg Moore, Bernie O'Donnell, Ross Chambers, Tracey Green, Commissioner Ken Moroney and Ian Goulter (Ex-officio members)

Dubbo Policing Complex Steering Committee: Superintendent Ian Lovell, Gai Gauci, Adam James

e@gle.i Steering Committee: Assistant Commissioner Graeme Morgan

E Communication Project Steering Committee: Detective Superintendent Nick Kaldas

E Notices Steering Committee: Colin Plowman (Chair,) Tony Rooke

Ethics Training Working Party 2002: Inspector Marea Rayment (Chair)

Exemption Review Committee: Director Human Resource Services (Chair), Chief Superintendent Phil Holder, General Manager Financial Services

Firearms Trafficking – National Overview Project Team: Sergeant Adam Byrne, Sergeant Megan Webster

Firearms Trafficking Network: Detective Superintendent Helen Begg

Future of Police Service Delivery: Deputy Commissioner David Madden

Hand Held Recorders: Sergeant Alexander Vogt

High Visibility Police Steering Committee: Assistant Commissioner Garry Dobson, Detective Inspector Ian Waterson

Human Resources Managers Forum: Human Resource Managers- Region and Specialist Commands

ICOPS Steering Committee: Deputy Commissioner Andrew Scipione, Assistant Commissioner Graeme Morgan, Assistant Commissioner Garry Dobson, Inspector Cath Cole, Dr Tony Raymond,

ICOPS-Traffic: Sergeant Kerry Hobson

IMPACT Management Committee: Assistant Commissioner Garry Dobson (Chair), Ms Cheryl McCoy (Co-chair), Ms Chitrita Mukerjee, Superintendent David Hudson

Implementation Advisory Group: Deputy Commissioner Andrew Scipione (Chair), Ian Peters, Tony Rooke, Chris Beatson, Assistant Commissioner Garry Dobson

In-Car Video Project Steering Committee: Tony Rooke, Manager Fleet Management

Informant (SOURCE) Management Steering Committee: Colin Plowman (Sponsor), Assistant Commissioner Terry Collins, Tony Rooke, Detective Superintendent Nick Kaldas, Superintendent Jenny Young, Inspector Cath Cole, Inspector Mark Jones, Helen Scott

Institute of Criminology: Michael N Holmes, delegate of the Commissioner

Integrity and Promotions Policy Group: Commander Employee Management Group

Integrity Review Committee: Superintendent John Carroll, Commander Employee Management Branch

Internal Review Panel: Commander, Employee Management Branch (Chair), Special Crime and Internal Affairs, Legal Services, Human Resource Services, Director Industrial Relations

Integrated Crime Management Model: Assistant Commissioner Graeme Morgan

Intoxicated Persons Protocol (IPP) State Reference Group: Detective Superintendent Frank Hansen

Law Week Board: Michael N Holmes, delegate of the Commissioner

Livescan Steering Committee: Assistant Commissioner Terry Collins, Tony Rooke, Detective Senior Sergeant Allan Morris (Coordinator)

Local Courts Reform Project Steering Committee: Superintendent Robert Redfern (Chair), Tony Rooke, Assistant Commissioner Garry Dobson, Superintendent Carlene York, Superintendent Mark Rattenbury

Management Improvement Group: John Pirie

Mobile Data Terminal Steering Group: Manager, Fleet Management

New Vehicle Selection Committee: Manager, Fleet Management

Northern Region Aboriginal Advisory Council: Assistant Commissioner Peter Parsons

NSW Police Council of Sport: Assistant Commissioner Dick Adams

On line with BAS CONTROL/DATA: Sergeant Hobson, Sergeant Betcher

Parramatta Relocation Committee: Colin Plowman (Chair)

Police Aboriginal Strategic Advisory Council (PASAC): Commissioner Ken Moroney (Chair), Peter Lalor

Police Tertiary Scholarship Scheme Committee: Assistant Commissioner Garry Dobson (Chair)

Professional Standards Review: Commander Employee Management Branch

Promotions and Selections Working Party: Assistant Commissioner Garry Dobson

Regional Coordinators Management Group: Assistant Commissioner Terry Collins

Region Training Coordinators: Senior Sergeants – Darren Boyden, Mary Dorahy, Tricia Hughes, Belinda Jacobs, Scott Sagg, David Simmons

Repeat Offenders Senior Officers Group: Assistant Commissioner Garry Dobson

Reward Evaluation Advisory Committee: Colin Plowman (Chair), Superintendent Jenny Young

Rewards and Recognition Committee Project: Detective Sergeant Catherine Cullen

SAP / Roster Upgrade Project Steering Committee: Tony Rooke (Chair)

Standing Committee of Attorneys General and Australasian Police Ministers Council Joint Working Group on National Investigation Powers: NSW Police Representative Michael N Holmes

State Pursuit Management Committee: Sergeant Ron Dorrough

Technology Management Board: Deputy Commissioner Andrew Scipione (Chair), Deputy Commissioner David Madden, Colin Plowman, Assistant Commissioner Robert Waites, Assistant Commissioner Garry Dobson

Telecommunications Steering Committee: Chris Beatson

TINS on COPS Team: Sergeant Alexander Vogt

Tripartite Committee: Senior Assistant Commissioner P Walsh, Deputy Commissioner Andrew Scipione, Director, Human Resource Services

Web Council: Sean Crumlin, Tony Rooke, Assistant Commissioner Garry Dobson, Assistant Commissioner Robert Waites, Ross Neilson, Inspector Cath Cole, Sergeant Kerry Hobson

Uniform Standards Committee: Assistant Commissioner Dick Adams (Chair), Ian Mondon, George Kay, Bill McRae

Volunteers in Policing: Senior Assistant Commissioner Peter Walsh

Workforce Distribution Systems Steering Committee: Assistant Commissioner Garry Dobson

19. Significant Committees Established

in 2002-2003 Provided in accordance with ADRA 2000, Schedule 1.

Aboriginal Network: Assistant Commissioner Morris West

Centenary of Fingerprinting in Australia Conference Steering Committee: Dr Tony Raymond, Superintendent Carlene York

Child Sexual Assault Jurisdiction Project Team: Detective C/Inspector Stirling

Commissioners Advisory Panel: Commander, Employee Management Branch (Chair), Special Crime and Internal Affairs, Legal Services, Human Resource Services

Commissioners Bail Working Party: Chair Mr Michael Holmes, Inspector Kel Clowry, Inspector Peter Morgan, Inspector Kevin Dodds, Senior Sergeant Col Kennedy, Senior Sergeant John Boyd, Sergeant Mark Death

Crime Managers Review Committee: Inspector Peter Williams

Crime Managers Communications Sub Committee: Inspector Peter Williams (Chair)

Crime Managers Professional Development Sub Committee: Inspector Peter Williams (Chair), Sergeant Stewart White

Criminal Infringement Notices Project Steering Committee: Superintendent Carlene York

Deputy Commissioner's E-Crime Working Party: Deputy Commissioner Andrew Scipione

Executive Complaint Management Team: Commander Employee Management Branch

Future LAC Administrative Working Group: Norm Angelkovic

GSO Working Group: Norm Angelkovic

IMPACT - Innovative Models of Policing and Community Training Management Team: Assistant Commissioner Garry Dobson

Intelligence Professionalism Council: Assistant Commissioner Morgan & Vic Baueris (Sponsors), Inspector Peter Williams, Sergeant John Hill, Sergeant Stewart White

Jewellers Association of Australia: Detective Inspectors Olen & Campbell

Law Enforcement (Powers and Responsibilities) Steering Committee (LEPRA): Chaired by Inspector Kel Clowry, Assistant Commissioner John Laycock, Chief Superintendent Greg Moore, Superintendent Max Mitchell, Superintendent Gary Warboys, Inspector Ian Duncan, Inspector Leslie Dickens, Sandra Bilson, Helen Scott, Barry Hanley, Glenn Brazel

National On-line Sex Abuse Working Party: Detective C/Inspector Sullivan

NSW Police Inter-Agency on Adult Sexual Assault: Detective Superintendent Kim McKay (Chair), Detective C/Inspector Sullivan

NSW Police Internal Steering Committee on the Recruitment and Retention of Police Officers from Culturally and Linguistically Diverse Backgrounds: Assistant Commissioner Garry Dobson (Chair), Superintendent John Richardson, Chief Superintendent Phil Holder, Ms Elizabeth Casey, Mr Michael Chesworth, Inspector Joseph Mey, Director Industrial Relations, Mr Joseph Vass, Ms Chitrita Mukerjee, Senior Constable Chris Shai-Hee, Sergeant Ahmet Agas, Detective Sergeant Arpad Szabo, Andy Wright

NSW Policing and Security Working Group (2003 Rugby World Cup): Commander, Chris Evans (Chair)

Police Association and NSW Police Joint Committee on Education and Training: Assistant Commissioner Garry Dobson

Professional Standards Resource Group: Detective Senior Sergeant Cullen

Review into the Feasibility of Developing Region Based Crime Squads: Chief Superintendent Brian Reith

Rugby World Cup Specialist Command Planning Meeting: Assistant Commissioner Chris Evans, Chief Superintendent Reginald Mahoney, Superintendent Carolyn Smith, Chief Inspector Dave Meurant,

Search Warrant Working Party: Chaired by Chief Inspector Arthur Kopsias, Assistant Commissioner John Laycock, Inspector Kel Clowry, Inspector Ian Dickson, Inspector Pat Wunsch, Inspector Leslie Dickins, Inspector Scott Whyte

Security & Allied Industry Federation: Detective Superintendent Inkster

Security Training Policy Committee: Detective Superintendent Begg & Detective Sergeant Long

Shared Services Steering Committee: Colin Plowman (Chair), Chief Superintendent Reginald Mahoney, Piyush Bhatt, Gary Hams, Robyn Foster, Peter Wood

Sibling Abuse Committee: Detective A/Senior Sergeant Holton

Squad Advisory Councils: Squad Commanders (Chair)

Strengthening Joint Investigation Response Teams Steering Committee:

Detective C/Inspector Stirling

Vessel Theft Reduction Task Force: Superintendent Terence Dalton (Chair)

20. Significant Committees Abolished in 2002 -2003

Provided in accordance with ADRA 2000, Schedule 1.

2002 Region Restructure: Commander Chris Evans (Chair)

American Society for Industrial Security (NSW Chapter): Detective Inspector Rustja

Armed Holdup Industry Consultative Group: Detective Inspector Rustja

Audio/Videotaping Children's Evidence Reference Group: Detective Superintendent John Heslop (Convenor).

Australian Computer Crime Managers Group: Detective Inspector Bruce van der Graaf

Australian Standard Committee (Destruction of Drug Exhibits): Detective Superintendent Ken McKay

Child Protection Register Steering Committee: Detective Superintendent John Heslop

Complaints Administration Management Systems (CAMS) Steering Committee: Assistant Commissioner Brian Reith (Chair), Nova Reece-Hall, Mark Langworthy

Crime Agencies/IIC Amalgamation Committee and associated sub-committees: Assistance Commissioner Morgan, Commander John Laycock

Criminal Histories Interagency Working Party (EECO): Dr Tony Raymond

Drug Testing Policy Review Working Party: Detective Chief Inspector Mark Wright, A/Detective Inspector J Middlemiss, Senior Constable M Pulford

Drugs Misuse and Trafficking Act Legislation Review Working Group: Detective Inspector Willingham

E-Crime Law Reform Working Party: Detective Inspector Bruce van der Graaf

Joint Investigation Teams Evaluating Steering Committee: Detective Superintendent Heslop

Harassment and Discrimination Working Party 2002: Inspector Marea Rayment

Informant Management Project Steering Committee: John Laycock (Chair), Superintendent Jenny Young, Inspector David Johnson, Inspector Cath Cole, Sergeant Tracy Chapman, Rosie Birch

Interagency Crime Management Model Working Party: Dr Tony Raymond

Internal Investigations Training: Inspector Marea Rayment

Investigation of Adult Sexual Assaults Working Party: Detective Superintendent Nick Kaldas,

Local Courts Reform Steering Committee: Dr Tony Raymond, Dr Chris Devery

Ministerial Reference Committee on Violence in the Correction System: Detective Superintendent Inkster, Detective Superintendent Begg, Sgt Byrne, Sgt Webster

National Heroin Signature Program: Detective Inspector Willingham
National Working Party on Child Pornography (ABCI): Detective Superintendent Heslop
Occupational Health & Safety Committee: A/ Inspector Michael Gorman (Chair)
NSW Police Service Video Conferencing Working Party: Dr Tony Raymond
PCCM Program Review Group: Assistant Commissioner Brian Reith, Nova Reece-Hall
Police Complaints Case Management (PCCM) Program Working Committee: Nova Reece-Hall, Mark Langworthy, Ruben Vezoso
Police Complaints Case Management (PCCM) Security Group: Ian Appleby (Chair), Ruben Vezoso
Review of the Role and Function of Professional Standards Manager 2002: Inspector Marea Rayment
Search Warrants Act Legislation Review Working Group: Detective Inspector Willingham
Security Industry (Legislation Amendment): Detective Superintendent Kerlatec, Detective Inspector Oxford, Detective Sgt Long, Detective Senior Constable Kostakidis, members
Strike Force Var (NSW Dept Education – Violence in Schools): Detective Superintendent Ken McKay
Wellington Police Station Steering Committee: Superintendent Lovell, Lyn Nelson, Gai Gauci, Ron Johnson

21. Membership of Significant Statutory Bodies and Interdepartmental Committees

Provided in accordance with ADRA 2000, Schedule 1.

Authority/Committee	Members	Office Held
Aboriginal Justice Advisory Council	Peter Lalor	Member
Adolescent Sex Offenders Treatment Program Board of Management	Detective Superintendent John Heslop	Member
Adult Sexual Assault Advisory Group	Tamahra Manson	Member
Apprehended Violence Legal Issues Coordinating Committee	Tracy Hales	Member
Association Fraud Task Force: NSWP	Detective Superintendent Megan McGowan	Member
Attorney Generals Bail Act Review Committee:	Inspector Kevin Dodds Inspector Kel Clowry	Member Member
Attorney Generals Community Aid Regulation Establishment Committee:	Inspector Kel Clowry	Member
Australasian Communication & CAD Users Group (ACUG)	Chief Superintendent Reginald Mahoney	Member
9th Australasian Conference on Child Abuse and Neglect Organising Committee	Detective Superintendent Kim McKay	Member
Australasian Crime Commissioners Forum	Assistant Commissioner Graeme Morgan	Chair
Australasian Heads of Human Resources Standing Committee	Executive Director, Human Resources	Chair

Authority/Committee	Members	Office Held
Australasian Police Fleet Managers Group	Manager Fleet Management Services	Member
Australasian Police Industrial Relations Group	Director Industrial Relations	Member
Australasian Police Multicultural Advisory Bureau	Assistant Commissioner Garry Dobson	Member
Australasian Police Professional Standards Council Steering Committee (APPSC)	Asst Comm Garry Dobson	Member
Australasian Working Group on Undercover Policing	Chief Inspector Ian Bown Inspector Mark Jones	Member Member
Australian and New Zealand Equal Opportunity Coordinators Committee	Elizabeth Casey Tamara Rosinanyi	Member Member
Australian Bankers Association: Security Issues Forum	Detective Superintendent Robert Inkster	Liaison
Australian Communications Industry Forum (AICF)	Chief Superintendent Reginald Mahoney	Member
Australian Centre for Police Research	Superintendent Colin Roddan	Member
Australian Corporate Lawyers Association	Michael Holmes	Member
Australian Crime Commission Coordination Committee	Detective Ch Superintendent Peter Dein	Member
Australian Crime Commission (Strategic Directions Working Group)	Assistant Commissioner Graeme Morgan	NSW Representative
Australian Gaming Regulators - Probity Workshop	Detective Superintendent Helen Begg	Member
Australian Graduate School of Policing (CSU) Board of Management	Assistant Commissioner Garry Dobson	Member
Australian Graduate School of Policing (CSU) Board of Studies	Assistant Commissioner Garry Dobson	Member
Australian High Tech Crime Managers Group	Detective Inspector William van der Graaf	Member
Australian Institute of Judicial Officers Association	Michael Holmes	Member
Australian Institute of Police Management (AIPM) Board of Studies	Assistant Commissioner Garry Dobson	Member
Australian Police Ministers Council – Firearms Policy Working Group	Detective Superintendent Helen Begg	Member
Australian Police Ministers Council – Radio Spectrum Working Party	Chief Inspector Dave Meurant	Member

Authority/Committee	Members	Office Held
Australian Retailers' Association	Detective Inspector Steven Raines	Liaison
Australian Road Rules Committee Maintenance	Sergeant Ron Dorrough	Member
Bus and Coach/Police Security Forum	Senior Sergeant Paul Whyte	Member
Call Centre Framework Committee	Bruce Lewis	Member
Car Rebirthing Legislation Committee	Detective Inspector Terry Campbell	Liaison
Car Theft Action Group (CTAG)	Detective Superintendent John Kerlatec	Chair
Casino Control Authority Standing Committee	Detective Superintendent Helen Begg	Member
Casino Executive Intelligence Committee	Detective Superintendent Helen Begg	Member
Casino and Star City Committee	Detective Superintendent Helen Begg	Member
Child Death Review Team	Detective Superintendent Kim McKay	Member
Commissioners' Australasian Women In Policing Policy Advisory Committee	Superintendent Lee Shearer Elizabeth Casey	Member Member
Commonwealth Rugby World Cup 2003 Security Working Group	Commander Chris Evans	Member
Commonwealth/State Youth Policy Forum	Belinda Forrest	Member
Community Solutions Working Group	Assistant Commissioner Mark Goodwin	Member
Corruption Prevention Network	Inspector Steve Chalmers	Member
Counter Terrorism Management Committee	Deputy Commissioner Andrew Scipione	Member
Crime Stoppers	Assistant Commissioner Robert Waites Ross Neilson	Member Member
Criminal Law Committee, Law Society of NSW	Michael Holmes	Member
Crim Trac/NAFIS II Users Group	Det Senior Sergeant Allan Morris	Member
Custodial Witness Protection Committee	Detective C/Superintendent Peter Dein	Member
Department of Health/ NSW Police Liaison Group	Deputy Commissioner David Madden	Member
DNA Advisory Committee	Deputy Commissioner Andrew Scipione	Member
DPP/ Police Standing Committee	Michael Holmes Superintendent Alain Baines	Member LAC Representative

Authority/Committee	Members	Office Held
DPP Sexual Assault Review Committee	Tamahra Manson	Member
Drug & Alcohol Multicultural Education Centre (DAMEC) Management Committee	Detective Superintendent Frank Hansen	Member
Drug Misuse and Trafficking Act 1985 Working Group	Dr Tony Raymond	Member
Drug Trends Monitoring Group	Detective Superintendent Frank Hansen	Member
Drug Use Monitoring Australia NSW Steering Committee	Assistant Commissioner Dick Adams Sarah Groenewegen	Member Member
DUMS Drug Driving	Sergeant Kerry Hobson	Member
Electronic Surveillance Group	Superintendent Colin Roddan	Member
Emergency Services Advisory Committee (ESAC)	Chief Superintendent Reginald Mahoney	Member
Exchange of Information/ Police & Department of Corrective Services Steering Committee	Superintendent Carlene York	Member
Expert Reference Group	Detective Inspector Terry Campbell	Member
Fatigue Management Program	Sergeant Ron Dorrough	Member
Fatigue Management RTA National Policy Section	Sergeant Ron Dorrough	Member
Firearms Policy Working Group	Manager Firearms Registry	Member
Forensic Pathology & Clinical Medicine Working Party	Dr Tony Raymond	Member
Freight Theft Action Group of the National Freight Council	Detective Sergeant Megan Lewis	Member
Handbrake Turn	Senior Constable Julian Llewelyn	Member
Hand Held Recorders	Sergeant Alexander Vogt	Member
Heavy Vehicle Fatigue Management (MAA)	Sergeant Ron Dorrough	Representative
Hydroponics Working Group	Detective Inspector David Laidlaw	Member
ICPMR/ DAL DNA Steering Committee	Dr Tony Raymond	Member
Illicit Drugs Monitoring Group	Detective Superintendent Frank Hansen	Member
Illicit Drugs Trends Monitoring Group	Detective Superintendent Paul Jones	Member
Industry/Government Crisis Management Commitment (Therapeutic Goods/Product Contamination)	Detective Superintendent Robert Inkster	Member

Authority/Committee	Members	Office Held
Infectious Disease Emergency Response Working Group – Laboratory Policy Sub Group	Dr Tony Raymond	Member
Institute of Criminology	Michael Holmes	Commissioners Representative
Interagency Committee on Victims of Crime	Cheryl McCoy	Member
Interagency Fraud Forum Australian Bankers	Detective Superintendent Megan McGowan	Chair
Interbank Fraud Forum	Detective Superintendent Megan McGowan	Member
Interdepartmental Committee on Closed Circuit Television	Donald Urquhart	Member
Interdepartmental Committee On Drugs (EGCD)	Detective Superintendent Frank Hansen	Member
Interdepartmental Committee on Forensic Mental Health	Cheryl Clarke	Member
Interdepartmental Committee on Gay, Lesbian and Transgender Issues	David Toolan	Member
Interdepartmental Committee on Intellectual Disabilities	Cath Mackson	Member
Interdepartmental Committee on Mental Health	Cheryl Clarke	Member
Interdepartmental Committee on Youth and Fire	Tony Jenkins	Member
Interdepartmental Computer Aided Despatch Project Steering Committee	Tony Rooke	Member
Interdepartmental Steering Committee for Information Management for Emergency Services	Tony Rooke	Member
Inter-Governmental Committee on Drugs	Assistant Commissioner Graeme Morgan	NSW Representative
Inter-Governmental Committee on Drugs Working Group (Toxic By-Products of Illicit Drug Laboratories)	Detective Inspector Paul Willingham	Member
Inter-Governmental Road Safety Forum	Sergeant Kerry Hobson	Member
Inter-Governmental Spectrum Harmonisation Committee (ISHC)	Chief Superintendent Reginald Mahoney	Member
Interlock Steering Committee	Sergeant Ron Dorrrough	Representative

Authority/Committee	Members	Office Held
Internal Witness Advisory Council	Senior Assistant Commissioner Peter Walsh Executive Director Human Resources Inspector Glynnis Lapham	Chair Member Member
JACG Management Committee (JMC)	Assistant Commissioner Graeme Morgan	Member
Joint Investigation State-Wide Management Committee	Detective Superintendent Kim McKay	Convenor
Joint Research Committee into 181D and Early Warning Systems	Inspector Cath Cole Coordinator EMB	Member
Joint Standing Committee Between NSW Police and NSW Ombudsman	Commissioner Ken Moroney Senior Assistant commissioner Peter Walsh Chief Superintendent Brian Reith Superintendent Peter Gallagher Diane Elphinstone	Member Member Member Member
Justice Safety Task Force	Superintendent Carolyn Smith	Member
Juvenile Crime Prevention Advisory Committee	Belinda Forrest	Member
Law Enforcement Advisory Committee on Telecommunications (LEAC)	Chief Inspector Arthur Kopsias Rick Loebler	Member Member
Law Enforcement (Powers & Responsibility) Implementation Steering Committee	Commander John Laycock	Chair
Law Society of NSW	Michael Holmes	Member
Law Week Board	Michael Holmes Commissioners	Delegate
Level Crossing Strategy Committee	Sergeant Ron Dorrough	Member
MAA Youth Online Intranet Project	Sergeant Kerry Hobson	Member
Magistrates Early Referral Into Treatment (MERIT) State-Wide Steering Committee	Detective Superintendent Frank Hansen	Member
Major Hazards Interagency Committee	Detective Inspector Paul Willingham	Member
Marine Disaster Response Plan for Sydney Harbour	Inspector Grahame Welsh	Member
Medically Supervised Injecting Centre Statutory Review Committee	Detective Superintendent Frank Hansen	Member
Ministerial Fraud Task Force Implementation Group	Detective Superintendent Megan McGowan	Member

Authority/Committee	Members	Office Held
Ministerial Inquiry into Long Term Sick	Senior Assistant	
	Commissioner Peter Walsh	Member
	Executive Director	
	Human Resources	Member
Ministerial Inquiry into Police Promotions System	Garry Jackal	Executive Officer
	Inspector Sue Trusty	Member
	Senior Assistant	
Ministerial Working Group on Recruitment, Training & Retention	Commissioner Peter Walsh	Member
	Chief Superintendent Phil Holder	Member
	Executive Director	
Monitoring and Evaluation Coordination Committee of the Intergovernmental Committee on Drugs	Human Resources	Member
	Assistant Commissioner	
	Garry Dobson	Member
Motor Sports Advisory Committee	Vic Baueris	Member
	Sergeant Ron Dorrough	Representative
National CBR Committee	Det Chief Inspector Mark Edwards	Member
National Committee for Agencies Responsible for the Occupational Licensing of the Private Security Industry	Detective Superintendent	
	Helen Begg	Member
	Phillip Houlton	Member
National Counter Terrorism Committee	Deputy Commissioner Andrew Scipione	Member
National Counter Terrorism Committee – Capability Development Subcommittee	Chief Superintendent	Member
National Counter Terrorism Committee –Training Advisor on Police Command	Norm Hazzard	Member
National Counter Terrorism Executive	Deputy Commissioner Andrew Scipione	Member
National Criminal Investigations DNA Database User Group	Dr Tony Raymond	Member
National Drug Law Enforcement Research Fund (NDLERF)	Chief Superintendent	
	Frank Hansen	Member
National DVI Committee	Det Chief Inspector Mark Edwards	Member
National Emergency Communications Working Group (NECWG)	Chief Superintendent	
	Reginald Mahoney	Member
National Expert Advisory Council on Illicit Drugs	Detective Superintendent	
	Frank Hansen	Member
	Detective Inspector Paul Willingham	

Authority/Committee	Members	Office Held
National Firearms Managers Conference	Detective Superintendent Helen Begg	Member
National Heads of Fraud	Detective Superintendent Megan McGowan	Member
National Institute Board of Control	Dr Tony Raymond	Member
National Livestock Identification Scheme Implementation Committee	Bronwyn Steel	Member
National Motor Vehicle Theft Reduction Council	Assistant Commissioner Dick Adams	Deputy Chair
National Police Consultative Group on Missing Persons	Sergeant Jeff Emery	Member
National Police Drug and Alcohol Coordination Committee (NPDACC)	Detective Superintendent Frank Hansen	Member
National Policing Project (APPSC) – Entry Requisites to the Policing Profession	Chief Inspector Jennifer Choat	Member
National Standard BAS	Inspector John Lipman	Representative
National Supply Reduction Strategy on Illicit Drugs	Detective Inspector Paul Willingham	Member
National Working Group on Diversion of Precursor Chemicals	Detective Inspector Paul Willingham	Ministers Representative
National Surveillance Committee	Controller State Surveillance Branch	Member
NIFS Innovation Steering Committee	Dr Tony Raymond	Member
NRTC Compliance and Enforcement Mass Loading And Access	Sergeant Ron Dorrrough	Member
NRTC Driver Specific Monitoring Devices Trial	Sergeant Ron Dorrrough	Member
NSW Boxing Authority	Superintendent David Shorrocks	Member
NSW Car Theft Action Group	Assistant Commissioner Dick Adams	Member
NSW CBR Committee	Det Chief Inspector Mark Edwards	Member
NSW Council on Violence Against Women	Tracey Hales	Member
NSW DVI Committee	Det Chief Inspector Mark Edwards	Member
NSW Emergency Management Committee	Assistant Commissioner Dick Adams	Member
NSW Government Contact Call Centre Consolidation Task Force	Chris Beatson	Member
NSW Government Rugby World Cup 2003 Taskforce	Commander Chris Evans	Member

Authority/Committee	Members	Office Held
NSW Government Working Group for Replacement Motor Vehicle Disposal Contract	Manager Fleet Management Services	Member
NSW Government Working Group for Replacement Motor Vehicle Lease Facility	Manager Fleet Management Services	Member
NSW Law Society Criminal Law Committee	Michael Holmes	Representative
NSW Police Interagency on Adult Sexual Assault	Detective Superintendent Kim McKay	Chair
NSW State Emergency Management Committee	Deputy Commissioner David Madden	Ex- Officio Member
NSW State Rescue Board	Deputy Commissioner David Madden Assistant Commissioner Dick Adams	Ex- Officio Member Member
Oceanic DNA Monitoring Expert Group Interpol	Det Chief Inspector Mark Edwards	Member
ODPP/FSG/DAL Steering Committee	Dr Tony Raymond	Member
On Line BAS Control/Data	Sergeant Kerry Hobson	Representative
Parliamentary Staysafe Committee	Chief Superintendent John Hartley	Spokesperson
Police and Community Youth Clubs Board	Deputy Commissioner Andrew Scipione Superintendent Frank Hansen	Director Member
Police-DPP Prosecution Liaison Standing Committees	Michael Holmes	Co-Chair
Police and Ethnic Communities Advisory Council (PECAC)	Commissioner Ken Moroney Assistant Commissioner Garry Dobson Chitrita Mukerjee	Chair Member Member
Police Integrity Commissioner Executive Meeting	Senior Assistant Commissioner Peter Walsh	Member
Police Ministers Advisory Advisory Sub-Committee - Implementation Group for Fraud	Deputy Commissioner David Madden	Member
Police Oversight Data Source (PODS)Tri Agency Committee	Inspector Cath Cole	Member
Police Service Appeals Tribunal Hearing	Assistant Commissioner Garry Dobson	Representative
Police Superannuation Advisory Committee	Bronwyn Jones	Member
Premier's Department Media and Communications Group	Ross Neilson	Member

Authority/Committee	Members	Office Held
Premier's Department – Regional Coordination Management Group (Northern Region)	Superintendent David Swilks	Member
Premier's Department – Regional Coordination Management Group (Western Region)	Assistant Commissioner Morris West	Member
Protected Disclosures Act Implementation Steering Committee	Inspector Glynnis Lapham Detective Senior Sergeant Michael Cook	Member Member
Public Information Functional Area Committee	Ross Neilson	Chair
Public Safety Around Schools	Sergeant Ron Dorrrough	Representative
Redfern Waterloo Partnership Project	Superintendent Dennis Smith	Member
Risk Assessment Intelligence Forum (RAIF)	Inspector Cath Cole Bass Masri	Member Member
Road Freight Advisory Committee	Sergeant Ron Dorrrough	Representative
Road Safety Advisory Council	Chief Superintendent John Hartley	Representative
Road Safety Officers Forum	Sergeant Ron Dorrrough	Representative
Road Safety Task Force	Deputy Commissioner David Madden Chief Superintendent John Hartley	Member Representative
Roads and Traffic Authority /NSW Police Liaison Group	Deputy Commissioner David Madden	Member
Royal Humane Society	Senior Assistant Commissioner Peter Walsh	Councillor
SACPAV Advisory Group	Superintendent Colin Roddan	Member
Security Services Spectrum Committee (SSSC)	Chief Superintendent Reginald Mahoney	Member
Senior Managers Australia & New Zealand Forensic Laboratories National Committee	Dr Tony Raymond	Chair
Senior Managers Australia & New Zealand Forensic Laboratories National Committee – Biology – Specialist Advisory Group	Dr Tony Raymond	Chair
Senior Officers Group on Aboriginal Issues	Peter Lalor	Member
Senior Officers Group on Child Protection	Kevin Gardner	Member

Authority/Committee	Members	Office Held
Senior Officers Work Group on Developing a Wireless Communication Strategy	Chief Superintendent	
	Reginald Mahoney	Member
	Chief Inspector Dave Meurant	Member
Sentencing Council	Commander John Laycock	Member
Standing Committee of Attorneys General & Australasian Police Ministers Council (SCAG APMC) – Joint Working Group on National Investigation Powers	Michael Holmes	Representative
State Driver Reviver	Senior Constable Bradley Donald	Representative
State Emergency Management Committee	Ross Neilson	Member
State Emergency Management Group – Critical Infrastructure Review Group	Chief Superintendent Norm Hazzard	Member
State Licensing Council – BAS	Sergeant Kerry Hobson	Member
State Pursuit Management Committee	Sergeant Ron Dorrough	Member
	Sergeant Bill Airs	Member
State Rail Authority – /NSW Police Liaison Group	Deputy Commissioner David Madden	Member
Steering Committee Protection for Children And Young People	Inspector Wayne Smith	Member
Steering Interlock Committee	Senior Sergeant Ron Dorrough	Member
Sydney East District Emergency Management Committee	Assistant Commissioner Dick Adams	Chair
Task Force VAR	Deputy Commissioner David Madden	Co-Chair
	Assistant Commissioner Mark Goodwin	Member
	Assistant Commissioner Robert Waites	Member
	Assistant Commissioner Cheryl McCoy	Member
Taxi Advisory Committee	Senior Sergeant Paul Whyte	Member
Technology Management Board	Assistant Commissioner Robert Waites	Member
Telecommunications Services Contract Management Committee	Bruce Lewis	Member
TINS on COPS Team	Sergeant Kerry Hobson	Member
Tow Truck Industry Committee	Chief Superintendent John Hartley	Representative
Traffic and Crime Committee	Sergeant Ron Dorrough	Member
Transport Safety Advisory Committee	Senior Sergeant Paul Whyte	Representative

Authority/Committee	Members	Office Held
Tri Agency Business Advisory Panel	Mr Richard Butler	Representative
Victims Advisory Board	Commander John Laycock	Deputy Member
Victims Interagency Meetings	Cheryl McCoy Commander John Laycock	Member Member
Volunteer Marine Rescue Committee	Inspector Glenn Finniss	Senior Member
Youth as Victims of Crime Interagency Committee	Belinda Forrest	Member
Youth Justice Advisory Group	Assistant Commissioner Mark Goodwin	Member

22. 2002/2003 Sponsorship and Donations

Business Unit	Sponsor & Donor	Initiative	Value	Type
Penrith LAC	Police Credit Union	EDO Conference	\$3,500	Cash
Penrith LAC	State Super	EDO Conference	\$4,000	Cash
Bondi Lac	Alfa Romeo Australia	Crime Prevention and Youth Liaison Resourc.	\$29,000	Goods
Special Services Group	NRMA Insurance	Maritime Theft Forum	\$5,000	Cash
Special Services Group	Datadot	Maritime Theft Forum	\$5,000	Cash
Richmond	Lismore Shopping Centre	Community Safety Vehicle	\$6,000	Goods
Special Services Group	Club Marine Insurance	Maritime Theft Forum	\$5000	Cash
Brisbane Waters LAC	Nationwide News	Bike Squad Resource	\$20,000	Cash
Fraud Squad	Mastercard	Credit Card Fraud Kits	\$ 12,000	Cash
Blacktown LAC	The Van Man	Police Operation Resource	\$ 2,000	Goods
Kuring-Gai LAC	Honda Australia	Car	\$ 8,460	Goods
Coffs Harbour	H A Barock Pty Ltd	Resources for a shopfront outside Park Beach Plaza Shopping Centre	\$25,000	Services
City Central	BMW Group Australia	Crime prevention and youth liaison officer's vehicle	\$ 7,000	Goods

Business Unit	Sponsor & Donor	Initiative	Value	Type
Marketing	Charles Sturt University	'Operation Recruit' Easter Show advertising and stand resources	\$8003	Cash
Kings Cross	Sutton City Holden	Police operation resource	\$10,000	Goods
Miranda	Toyota Australia	Police operation resource	\$14,400	Goods
Miranda	Toyota Australia	Police operation resource	\$10,200	Goods
Fraud Crime Team	Visa International	Operation Resource	\$60,000	Services
State Crime Command	Mayne Logistics - Armaguard	Michael O'Brien Scholarship	\$10,000	Goods
Blue Mountains LAC	Police Ministry	Rescue Equipment	\$10,000	Goods
Green Valley LAC	NSW Attorney General's Department	Police and Youth Camps	\$7,000	Goods
Tweed/Byron LAC	South Coast Automotive	Car purchased for crime prevention activities	\$6,000	Goods
Northern Region	Permanent Building Society, Greater Building Society, NIB Health Fund	Equipment for the Northern Region Facial Identification Unit	\$10, 621	Goods
Tuggerah Lakes	Westfield's	Equipment for bike squad	\$2,5000	Goods
Newcastle LAC	NRMA	Registration for covert vehicle for Newcastle TAG	\$5,000	Services
Northern Region	NRMA and NBN	Media campaign – targeting stealing	\$80,000	Services
Canobolas LAC	Orange Motor Traders Association	Vehicle provided for "Never Again" program	\$20,000	Goods
Barrier LAC	Williams Hyundai	Vehicle provide to Volunteers in Policing	\$23,000	Goods
Far South Coast	Bega Valley Motors	Vehicle provide to Volunteers in Policing	\$23,500	Goods

23. Details of Overseas Travel for year ending 30 June 2003

Provided in accordance with Schedule 1 ARDR, 2000.

(1) Full Funded by NSW Police

Name and Position	Dates	Country Visited
Jenine Parlett Detective Sergeant	7 – 18 July 2002	United States of America
Wayne Gordon Detective Inspector	7 – 18 July 2002	United States of America
Luc Nguyen Detective Sergeant	20 – 26 July 2002	Kuala Lumpur
Eugene Stek Detective Sergeant	20 – 26 July 2002	Kuala Lumpur
Sharon Butterfield Detective Senior Constable	25 – 30 July 2002	New Zealand
Bryne Ruse Detective Sergeant	25 – 30 July 2002	New Zealand
Jerry Bowden Detective Senior Constable	30 July – 1 August 2002	Solomon Islands
Brett Coman Detective Sergeant	30 July – 1 August 2002	Solomon Islands
Dr Judith Perl	4 – 9 August 2002	Canada
Glen Smith Senior Constable	24 – 29 August 2002	Tonga
John Macnamara Detective Sergeant	24 – 29 August 2002	Tonga
Ken McKay Detective Superintendent	14 – 25 September 2002	Canada
Darren Bennett Detective Sergeant	14 – 25 September 2002	Canada United States of America
Cameron Whiteside Detective Sergeant	17 – 28 September 2002	United Kingdom
Dr Tony Raymond	7 – 24 October 2002	Switzerland Netherlands United Kingdom USA
John Klepczarek Acting Sergeant	12 – 19 October 2002	Canada
Kim Gaudion Acting Sergeant	16 – 20 October 2002	New Zealand
Kristina Illingsworth Detective Senior Constable	19 October - 23 December 2002	Canada USA

Purpose of Travel	Cost
11th Annual National Gang Violence Conference	\$7,651
11th Annual National Gang Violence Conference	\$7,076
Conduct inquiries regarding Strike Force Paget	\$2,628
Conduct inquiries regarding Strike Force Paget	\$2,546
Conduct inquiries regarding Strike Force Seabrook	\$1,599
Conduct inquiries regarding Strike Force Seabrook	\$2,410
Conduct inquiries regarding Strike Force Wigtown	\$2,304
Conduct inquiries regarding Strike Force Wigtown	\$2,158
International Conference on Alcohol, Drugs & Traffic Safety	\$6,243
Conduct inquiries regarding Strike Force Clarines	\$2,260
Conduct inquiries regarding Strike Force Clarines	\$2,131
28th Annual International Outlaw Motorcycle Gang Investigators Association	\$5,705
28th Annual International Outlaw Motorcycle Gang Investigators Association	\$5,808
Conduct inquiries regarding murder investigation	\$4,598
University of Lausanne The Hague & Inst Crim Invest RCMP – DNA futuristic FBI Quantico	\$18,274
Crime Prevention Through Environmental Design Conference	\$1,242
International Blue Light Light Conference	\$910
Criminal Investigative Analysis Training	\$24,186

Name and Position	Dates	Country Visited
Peter Crumblin Chief Inspector	20 – 25 October 2002	United States of America
Peter Gilliam Chief Superintendent	21 – 24 October 2002	New Zealand
Chris O'Brien A/Senior Sergeant	21 – 24 October 2002	New Zealand
Geoff Leonard Detective Inspector	20 – 27 November 2002	United States of America
Gary Dobson Assistant Commissioner	7 – 11 December 2002	France
Brian Reith Chief Superintendent	21 – 24 January 2003	Hong Kong
Richard Broome Detective Senior Constable	22 – 25 February 2003	New Zealand
Rodney Pistola Detective Senior Constable	22 – 25 February 2003	New Zealand
Jason Breton Detective Inspector	28 February – 10 March 2003	Greece
Colin Richards Sergeant	3 – 14 March 2003	New Zealand
Les Wales Superintendent	7 – 10 March 2003	East Timor
John Lehman Inspector	18 – 21 March 2003	South Pacific Region
John Watson Detective Sergeant	29 March - 7 April 2003	South Pacific Region
Gilbert Laverdure Detective Senior Constable	4 – 15 April 2003	South Pacific Region
Scott Furrer Detective Constable	4 – 15 April 2003	South Pacific Region
Peter Hennessy Detective Senior Constable	13 – 17 April 2003	New Zealand
Richard Sinclair Detective Senior Constable	13 – 17 April 2003	New Zealand
Mark Jones Inspector	24 May - 7 June 2003	Canada
Martin Killen	26 – 28 May 2003	New Zealand
Neil Hallinan Detective Sergeant	17 – 22 June 2003	New Zealand
Trevor Durham Detective Senior Constable	17 – 22 June 2003	New Zealand

Purpose of Travel	Cost
U.S. Transportation Security Administration Conference	\$4,325
Australasian Head of Witness Protection	\$1,119
Australasian Head of Witness Protection	\$1,119
Conduct inquiries regarding Strike Force Tawas	\$6,356
14th Symposium for Heads of Police Colleges	\$8,500
Interpol Conference "Partnerships Against Corruption"	\$7,346
Conduct inquiries regarding Strike Force Allsops	\$1,358
Conduct inquiries regarding Strike Force Allsops	\$1,358
Assist in murder trial of Steven Anas	\$11,047
Training	\$5,714
Visit NSW Police & Medal presentation	\$1,532
Criminal investigations	\$319
Criminal investigations	\$1,745
Criminal investigations	\$1,655
Criminal investigations	\$1,656
Fingerprint Conference	\$1,637
Fingerprint Conference	\$1,637
Training	\$4,910
4th International Conference on Drugs and Young People	\$2,000
Conduct inquiries regarding Strike Force Therapy	\$1,381
Conduct inquiries regarding Strike Force Therapy	\$1,381

(2) Partially funded by NSW Police

Name and Position	Dates	Country Visited
Frederick Mesker Detective Senior Sergeant	15 – 17 September 2002	New Zealand
Graeme Abel Detective Chief Inspector	8 – 21 September 2002	United Kingdom Sweden
Dave Madden Deputy Commissioner, Operations	14 – 26 October 2002	Berlin Cameroon France
Brendon Cullen Detective Sergeant	20 – 29 April 2003	Holland
Robert Fay Senior Constable	27 April - 10 May 2003	New Zealand

(3) Self or Externally funded

Name and Position	Dates	Country Visited
Scott Moller Detective Sergeant	15 July 2002 - 24 August 2002	United States of America
Karen Scott	6 – 9 October 2002	Austria
David Forbes Detective Senior Sergeant	17 – 26 October 2002	Indonesia
Peter Marcon Inspector	17 – 25 October 2002	Indonesia
Ian Parker Detective Senior Sergeant	17 – 26 October 2002	Indonesia
Jane Sutcliffe Senior Constable	17 – 25 October 2002	Indonesia
Peter Baines Detective Inspector	23 - 31 October 2002	Indonesia
Nicole Davis Sergeant	23 – 31 October 2002	Indonesia
Stephen Jeffery Sergeant	23 – 31 October 2002	Indonesia
Phillip Pearce Detective Senior Constable	23 - 31 October 2002	Indonesia
Craig Steele Detective A/Senior	23 - 31 October 2002	Indonesia
Kerry Wilson Detective Senior Constable	23 - 31 October 2002	Indonesia
Richard Wood Detective A/Senior	23 - 31 October 2002 25 November – 10 December 2002	Indonesia

Purpose of Travel	Cost
Criminalistics & Documents Specialist Advisory Group	NIFS & NSWPOL \$966
Police Negotiators Course 3rd International Negotiators Working Group Conference	\$6,930 (Acc by SAC-PAV)
International Symposium on the World Cup 2006 71st General Assembly Interpol	\$2,799 (AFP fund airfares & accommodation)
Conduct inquiries regarding Joint Task Force Anchor	\$4,853 (AFP, NSW CC, NSWPOL)
Training	\$1,337 (NSWPOL & NZPOL)

Purpose of Travel	Cost
FBI Quantico Training College	Self
United Nations Monitoring Verification & Inspection Commission (UNMVIC) Training Course	UNMVIC
Bombing in Kuta Bali	AFP

Name and Position	Dates	Country Visited
Leigh Purday Detective Senior Sergeant	26 - 31 October 2002	Indonesia
Graham Hook Senior Constable	31 October – 15 November 2002	Indonesia
John McDonald Senior Constable	31 October – 15 November 2002	Indonesia
Leah Archer Constable	11 - 27 November 2002	Indonesia
Graeme Bush Detective Senior Constable	11 - 26 November 2002	Indonesia
Peter Gunn	11 - 26 November 2002	Indonesia
Michael Kirby Detective Sergeant	11 - 26 November 2002	Indonesia
Ian Logue Senior Constable	26 November - 11 December 2002	Indonesia
Keith Willott Sergeant	26 November - 11 December 2002	Indonesia
Barry Powter Inspector	10 – 28 January 2003	Indonesia
Lianne Grose Senior Constable	10 – 28 January 2003	Indonesia
Mark Edwards Chief Inspector	26 – 28 February 2003 3 – 7 March 2003	Northern Ireland France
Alison Brazel Senior Constable	13 – 14 March 2003	New Zealand
Graeme Abel Detective Chief Inspector	23 March - 4 April 2003	Philippines
Alan Clarke Superintendent	31 March - 2 April 2003	East Timor
Mark Edwards Chief Inspector	1 May 2003	France
Alan Keane Inspector	1-24 June 2003	Europe, England, Ireland

Purpose of Travel	Cost
Bombing in Kuta Bali	AFP
Counter Terrorist & DVI International DVI Steering Committee	National DVI Committee
Attend Court as prosecution witness	NZ Police
Directing Staff Negotiation Training Course	AFP
Visit officers stationed in East Timor	Defence Reserve Support
International DVI Steering Committee	National DVI Committee
Represented all Australian police agencies at International Special Olympics 'Final Leg' Law Enforcement Torch Run	Fully funded by Special Olympics Australia

24. Police Involvement in High Speed Pursuits 2002-03

Provided at the recommendation of the Staysafe Committee.

Analysis of State Wide Police Pursuits in 2002-03

Result of Pursuit			Reason for Initiating Pursuit*	
Terminated by supervisor	614	22%	Traffic offence	1351
Discontinued by driver	355	11%	Criminal offence	292
Stopped due to collision	233	8%	Stolen vehicle	462
Completed without incident	3	0%	Not stop RBT	185
Offending vehicle lost	395	19%	Other	6
Offending vehicle stopped	556	26%		
Offending vehicle stopped and occupant fled	303	14%		
Total	2291	100%		

* A pursuit may have been initiated for one or more reasons.

STATE PURSUITS BY YEAR AND MONTH

	Year				
	1999	2000	2001	2002	2003
January	51	242	223	239	185
February	56	196	216	155	166
March	52	205	269	214	173
April	44	235	183	177	189
May	116	230	163	198	191
June	183	213	220	173	191
July	163	229	172	162	159
August	184	222	181	170	52
September	179	185	218	136	
October	195	220	167	164	
November	217	212	190	177	
December	238	236	212	201	
Total	1678	2625	2414	2166	1306

NB: All pursuit data in this report is based on information, supplied by Communications Branch.

25. List of Major Assets

Provided in accordance with ARDR 2000. 0.5;TC00/16.

Buildings:

NSW Police College, Hurstville Joint Emergency Services Complex, Police Museum, Sydney Police Centre, Waterloo Police Services Centre

Police Stations:

Albury, Ashfield, Auburn, Bathurst, Chatswood, Hornsby, Kogarah, Liverpool, Maitland, Maroubra, Mount Druitt, Newcastle, Parramatta, Penrith, Sutherland, Tamworth, Waratah and Wollongong.

Computers:

SAP Application Software; Mobile Data; COPS Stages One and Two.

26. Asset and Risk Management

Provided in accordance with ARDR 2000, Schedule 1.

Asset Purchase and Protection

NSW Police undertakes asset purchases under delegation from specific capital allocations and records them in the Fixed Assets Register. For each asset, NSW Police records a description, serial number, cost and location by cost centre. Individual administrative units run monthly validation reports to verify expenditure incurred and assets bought.

Managers can review asset audit listings at a cost centre level, as required. NSW Police carries out a physical audit of assets annually against the Fixed Assets Register, with a certificate provided by each administrative unit to the General Manager, Financial Services. These certificates are available to the Auditor-General during audit of NSW Police accounts.

Risk Management

Workers compensation premiums have increased by 21%. Although this might be due, in part, to salary increases and additional police being covered under the scheme, the rise is of concern.

Motor vehicle premiums have increased only marginally, by 1.4%, which is a good result considering the risks to the fleet.

The police public liability premium increased by 163%, mainly due to poor claims experience and estimation of reserves. This is well above the Managed Fund average of 42%.

NSW Police had three finalists in the NSW Treasury managed Fund Risk Management Awards, held in December. These were Mount Druitt Local Area Command, Firearms Crime Team (Crime Investigation Intelligence Agency) and Manning Great Lakes Local Area Command.

The winner of the Best Workplace Innovation Category was Mount Druitt with its corruption prevention plan.

27. Property Disposals

Provided in accordance with ARDR 2000, Schedule 1.

In 2002-03, NSW Police disposed of a number of properties, with sales realising net proceeds of \$525 812.55. Ten properties, excess to requirements, were disposed of with none exceeding \$5m. Funds raised were apportioned and distributed equally, with Treasury receiving \$117 906.28. The amount of \$7.5m from the sale of the Sydney Police Centre Car Park was applied to the Capital Works Budget. In accordance with Government policy, no police station was closed.

NSW Police is in the process of disposing of a portion of the car park area of the Sydney Police Centre to Energy Australia and the City of Sydney. These sales will be finalised in 2003-04 and 2004-05 respectively. At 30 June 2003, \$6.8m of the total proceeds of \$13.5m had been received. NSW Police retained \$10.6m of this revenue towards funding the relocation of Police Headquarters to Parramatta. The balance of \$2.9m nett of remediation and other sale costs will be returned to Treasury when received from the City of Sydney in 2004-05.

Asset Disposed	Nett Proceeds 2002-03 \$	Gain/(Loss) on Sale \$
70 Mitchell St, Bourke	64 053.93	837.26
7 Phillip St, Quirindi	84 587.68	30,787.68
6 Ritchie St, Walgett	60 739.88	8,569.05
Hartley & Schneider Sts, Lavington	48 299.47	(1,700.53)
Huskisson Police Station - Resumption of part of land by National Parks & Wildlife Service	145 000	106 2930
Unanderra Police Station - Compulsory acquisition of part of land by RTA	7272.73	(10 128.77)
12 Victory Street, West Wyalong	115 858.86	52 358.86
TOTAL	\$525 812.55	\$187 016.55

28. Major Works in Progress

Provided in accordance with ARDR 2000, Schedule 1.

Project	Due for Completion	Cost to 30-6-03 \$'000
Buildings:		
Cabramatta Police Station	Sept 2003	11 045
Chatswood Police Station	Jan 2004	335
Sydney Water Police Relocation	Jan 2004	5357*
Relocation of Police Headquarters to Parramatta	June 2004	19 309
Sydney Police Centre - Car parking	June 2004	500
Griffith Police Station	Nov 2004	70
Muswellbrook Police Station	Oct 2004	50
Thirroul Police Station	Oct 2004	50
Bankstown Police Station	Dec 2003	440
Computers:		
Enforcement Notices (E Notices) Database	June 2004	2158
Phototrac	June 2004	226
Plant and Equipment:		
Radio Communications - Country Works	June 2004	11 719
Counter Terrorism Equipment	June 2004	5246
Helicopter	June 2004	420

* Plus Sydney Harbour Foreshore Authority contribution.

29. Consultancy Fees for 2002-03

Provided in accordance with PM 2002-07; ARDR 2000 Schedule 1.

Consultancies more than \$30 000

Management services		
Name of Consultancy	Title/Nature	Amount
Walter Turnbull Pty Ltd	Review the NSW Police project plan for the introduction of Shared Services and to assist with the implementation of Phase 1 of Shared Services within NSW Police.	\$52 700
Myriad Consultants Pty Ltd	Evaluation of the Innovative Models of Police and Community Training Program	\$30 000
Total:		\$82 700

Consultancies less than \$30 000	
During 2002-03, NSW Police engaged other consultancies in the following areas:	
Evaluation of the joint investigative response to reported child abuse	\$10 000.00
Training Program for Youth Services Providers and Police	\$5454.54
NSW Police Recruitment and Retention Project	\$12 272.73
Total	\$27 727.27
Total Consultancies	\$110 427.27

30. Use of Credit Cards

Provided in accordance with TC 99/6.

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

The credit card facility available within the service is:

Corporate Visa Card - issued to approved holders for official business expenses, with most using this card for overseas travel purposes.

The use of credit cards within the NSW Police is satisfactory and has been in accordance with the Premier's Memoranda and Treasurer's Directions.

31. NSW Police Creditors Payments

Provided in accordance with TC 01/12; ARDR 2000 Schedule 1.

1a) Creditors' payment performance Indicators

	1st Quarter \$000	2nd Quarter \$000	3rd Quarter \$000	4th Quarter \$000
Total accounts paid on time	76 088	69 745	84 883	112 260
Total accounts paid	90 520	84 750	96 034	120 104
% of accounts paid on time	84.06%	82.29%	88.39%	93.47%

Creditors payment performance is based on document date.

1b) Aged Creditors at 30 June 2003

Status	1st Quarter \$000	2nd Quarter \$000	3rd Quarter \$000	4th Quarter \$000
Current	8580	1869	15 204	1354
31-60 days overdue	264	20	46	0
61-90 days overdue	0	89	17	0
More than 90 days overdue	0	0	100	0
Total Creditors	8844	1978	15 367	1354

The above information is extracted from the Aged Payable Analysis as at September and December 2002 and March and June 2003.

Penalty Interest paid during the year: Nil

2. Commentary on Action Taken

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

- Invoices not received or suppliers forwarding them with goods to incorrect locations.
- Cheques not being received by vendors, due to vendor relocation or incorrect vendor address being supplied.

2b) Initiatives implemented to improve payment performance:

- With the implementation of SAP R/3, creditor invoices are matched against receipted purchase orders. This has improved the payment process.
- Vendors who have not supplied ABNs are blocked from entry, pending supply of a valid number.
- Vendors being requested to supply bank details for payment by EFT, as part of the ongoing process to reduce cheque printing and despatch.
- Amalgamation of multiple accounts with the same vendor to improve the payment process and control.

32. Legal Changes 2002-03

Provided in accordance with ARDR
2000 Schedule 1; ARDA s11(1)(f).

Crimes Amendment (Child Protection – Physical Mistreatment) Act 2001

This Act provides a defence for people charged with offences involving physical force against a child, where the force was for reasonable punishment of a child by a parent or equivalent.

Crimes Act 1990 – Assault and Other Acts Against Law Enforcement Officers

New Offences took effect for people who commit acts against law enforcement officers. This applies to certain officers from ICAC, PIC, NSW Crime Commission, Corrective Services, DPP and Sheriff's Office.

Terrorism (Commonwealth Power) Act

This Act refers to terrorist acts against the Federal Parliament, in accordance with s51 of the Constitution, allowing the Commonwealth to make laws about certain matters. The reference of Power by NSW and other states enables the Commonwealth to re-enact (in the same terms) the terrorism offences in Part 5.3 of the Commonwealth Criminal Code so offences apply without limitation to matters within the current jurisdiction.

Terrorism (Police Powers) Act 2002

This Act confers special powers on police to deal with imminent threats of terrorist acts and respond to such threats.

Drug Court Amendment Act 2002

This amends the Drug Court Act to update objectives to better reflect the role of the Drug Court. The Act amends the Drug Court's power, increasing options available to deal with offenders.

Drug Court Amendment Regulation 2002

This amends the Drug Court Regulation 1999. It imposes a duty to - promptly notify the registrar of a drug offender's failure to comply with a program, under the Drug Court Act 1998 - on all people, acting for organisations, providing treatment to offenders in such programs.

Drug Misuse and Trafficking Amendment (Dangerous Exhibits) Act 2002

This amends the Drug Misuse & Trafficking Act 1985 to allow destruction/disposal of exhibits, seized for drug related proceedings, if they are a threat to health or safety.

Firearms Amendment (Public Safety) Act 2002

This brings about a number of changes to the Firearms Act 1996 including: use of dogs to detect firearms and explosives; manufacturing firearms; unauthorised possession of multiple firearms; restrictions on issuing firearm licences and permits; and converting firearms.

Police Service Amendment Act (NSW Police) Act 2002

This amends the Police Service Act 1990 and includes amendments to rename the 'Police Service of NSW' as 'NSW Police' and rename the Police Service Act 1990 as the Police Act 1990.

Summary Offences Act (Public Safety) Act 2002

This amends the Summary Offences Act 1988 by increasing the penalty for having a knife in a public place or school, in the case of a second or subsequent offence. It also amends the 'move along' provisions of the Act to simplify its operation.

Crimes Amendment (Bushfires) Act 2002

This amends the Crimes Act 1990 to provide for an offence of causing a bushfire. The offence carries a maximum penalty of 14 years' imprisonment.

The offence covers people who deliberately cause a fire and intend it to spread, or are reckless as to the spread of the fire, beyond their control, to vegetation on public land or land belonging to another. There is no offence if the person is a firefighter, or acts under the direction of a firefighter, and caused the fire in the course of bushfire fighting or hazard reduction operations.

Motor Trade Legislation Amendment Act 2001

This Act contains reforms to the regulation of motor dealers and repairers in NSW.

Justice Legislation Amendment (Non-association and Place Restriction) Act

This amends the Crimes (Sentencing Procedure) Act 1999 and the Children (Criminal Proceedings) Act to allow non-association orders and place restriction orders.

Criminal Procedure Amendment (Sexual Assault Communications Privilege) Act 2001

This amends the Criminal Procedure Act 1986, providing privilege and protection against disclosure to confidential communications or documents, recording such communication during counselling.

Evidence Legislation Amendment Act 2001

This amends the Evidence Act 1995 and the Evidence (Children) Act 1997. The amendments to the Evidence Act 1995 are twofold. Firstly, there are amendments to the taking of oaths and affirmations. Secondly, a judge may, in certain circumstances, warn or inform a jury about the reliability of a witness. Amendments to the Evidence (Children) Act 1997 give further protection to children, giving evidence in sexual assault proceedings.

Drug Misuse & Trafficking Amendment (Cash Sales of Precursors) Regulation 2002

The Poisons & Therapeutic Goods Regulation 1994 had previously provided for the prohibition of cash sales of certain prescribed drug precursors. This regulation moved this provision to the Drug Misuse & Trafficking Regulation ("the Regulation"). The Regulation specifies the precursors for which cash sales are prohibited.

Crimes (Sentencing Procedure) Amendment (Form 1) Regulation 2002

The Regulation amends a prescribed form (known as FORM 1), which specifies offences an offender has been charged with, but not conflicted, and the accused wants a court to take into account when dealing with them for another offence (being the principal offence).

Young Offenders Amendment Act 2002

Amendments to the Young Offenders' Act 1997 include cautions, consultation, youth justice conferencing, victims' rights; and appropriate programs.

Criminal Code Amendment (Terrorist Organisations) Act (Cth)

This Act makes it illegal to support and participate in terrorist acts.

***Pastoral and Agricultural Crimes
Legislation Amendment Act 2002***

This Act amends the Inclosed Lands Protection Act 1901, providing for infringement notices for offences under the Act and specific offences regarding goats. This Act also amends the Rural Lands Protection Act 1998, regulating livestock, transport and police powers for both. This Act also amends the Summary Offences Act 1988, creating an offence of entering and hunting an animal on private land, without the consent of the owner/occupier, and provides for the issue of penalty notices.

***Police Powers (Internally Concealed
Drugs) Act 2001***

This provides for an internal search of anyone, reasonably suspected to have swallowed or to be internally concealing prohibited drugs involving the supply of a prohibited drug under the Drug Misuse and Trafficking Act 1985. An internal search may be conducted only with the consent of the person or a court order.

These powers are subject to a 12-month trial in a limited number of LACs.

***Crimes (Administration of Sentences)
Amendment Act 2002***

This amends the Crimes (Administration of Sentences) Act 1999, detailing how police should process escapees in the criminal justice system.

***Crimes Legislation Amendment Act
2002***

This Act has amended the following acts:

- Children Criminal Proceedings Act, altering the definition of “serious children’s indictable offence”.
- Confiscation of Proceeds of Crime Act 1989, clarifying confiscation orders.
- Mental Health (Criminal Procedure) Act 1990, providing additional avenues for magistrates to deal with offenders.

***Crimes Legislation Amendment
(Criminal Justice Interventions) Act
2002***

The amendment enable certain programs to be developed to reduce offending behaviour, or to address problems that encourage or contribute to offending behaviour, to be given a formal legislative basis of operation.

Crimes Amendment (School Protection) Act 2002 and Crimes (General) Amendment (School Protection) Regulation 2003

This Act amends the Crimes Act 1990 to include specific offences relating to the assault, harassment, stalking and intimidation of students and school staff on school premises, or while entering or leaving school premises.

Disorderly Houses Amendment (Commercial Supply of Prohibited Drugs) Act 2002

This amends the Disorderly Houses Act 1943 to change the title of the Act and regulate the process for applications and orders under the Act.

Summary Offences Amendment (Place of Detention) Act 2002 and Summary Offences Amendment (Search observation Staff Members) Regulation 2003

This amends the Summary Offences Act 1988 to enable a correctional officer to stop, detain and search a person or vehicle in or in the immediate vicinity of a place of detention if the correctional officer has reasonable grounds to suspect the person might be committing, might have committed or intends to commit an offence under Part 4 A (Offences relating to places of detention) of the Act.

Drug Misuse and Trafficking Amendment (Prohibited Drugs) Regulation 2003

This amends Schedule 1 to the Drug Misuse & Trafficking Act 1985. Schedule 1 lists plants and drugs that are prohibited.

Crimes Legislation Amendment Act 2002 – Schedule 4[4]

The Crimes Legislation Amendment (Commencement) Act 2003 was introduced to postpone the commencement of the amendments to the Crimes Act 1990 and the Search warrants Act 1985, which were originally gazetted to commence on 1 May 2003.

Weapons Prohibition Amendment (Sheriff's Officers) Regulation 2003

This Regulation inserts a new clause 3A into the Weapons Prohibition Regulation 1999, exempting Sheriff's officers acting in the course of their employment from the requirement to have a permit to carry and use oleoresin capsicum spray.

Crimes Legislation Amendment Act 2002

A number of schedules of the Crimes Amendment Act 2002 commenced in January 2003. One schedule makes amendments to provisions of the Justices Act 1902 dealing with bench warrants.

***Crimes Legislation Amendment
(People Smuggling, Firearms
Trafficking and Other Measures) Act
2002 (Cth)***

This Act creates offences for cross border firearm trafficking and amendments to the Crimes (Traffic in Narcotic Drugs and Psychotic Substances) Act 1990 to include the drug, Fantasy. It also inserts provisions into the Commonwealth Criminal Code.

***Rail Safety Act 2002 and Rail Safety
(General) Regulation 2003***

This Act and Regulation has replaced the Rail Safety Act 1993 and its associated Regulation. Section 104(1) of the Rail Safety Act 2002 (the Act) provides that the Director-General of the NSW Department of Transport or a person authorised by the Director-General may institute legal proceedings for offences under the Act or the Regulations.

***Rail Safety (General) Amendment
(Inspection of Tickets) Regulation
2003***

This amends the Rail Safety (General) Regulation 2003 for restricted areas and the requirement of travellers to produce their tickets.

***Road Transport (Vehicle Registration)
Amendment Act 2002***

This inserts additional offences into the Road Transport (Vehicle Registration) Act 1997, regulating motor dealers.

***Security Industry Amendment Act
2002***

This inserts several new offences and police powers into the Security Industry Act 1997 over uniforms, requirements to answer questions and providing penalty notices.

***Crimes Amendment (Sexual
Offences) Act 2003***

This amends the Crimes Act 1900 on the homosexual age of consent for males.

***Road Transport (Safety & Traffic
Management) (Road Rules)
Amendment (T-Way Lanes)
Regulation 2003***

The opening of the Liverpool-Parramatta Rapid Bus Transitway saw the commencement of the Road Transport (Safety & Traffic Management) (Road Rules) Amendment (T-Way Lanes) Regulation 2003 in February 2003. The Regulation inserts clause 96B into the Road Transport (Safety & Traffic Management) (Road Rules) Regulation 1999. This Regulation stipulates a driver must not drive or stop in a T-Way lane unless they are driving an authorised T-Way vehicle.

Victims Legislation Amendment Act 2003 (no 10)

This Act amends the following:

- Crimes (Sentencing Procedure) Act, allowing victims of certain crimes to read out impact statements in court.
- Charter of Victims Rights, as set out in the Victims Rights Act 1996 and the Victims Support and Rehabilitation Act 1996.

Amendments to the Crimes (Sentencing Procedure Act) 1999

This Act allows written impact statements to be read out in court by victims.

Amendments to the Victims Rights Act 1996

This Act provides for victims to be dealt with in a certain manner and within certain timeframes.

Amendments to the Victims support and Rehabilitation Act 1996

This Act allows the immediate family of victims of homicide involving a motor vehicle to apply for payments for approved counselling services.

Maritime Services (Miscellaneous Amendments) Regulation 2003

This Act creates offences under the Management of Waters and Waterside Lands Regulations and the Water Traffic Regulations for interfering with vessels and naval vessels in navigable waters.

33. Use of Listening Devices

The number of warrants issued for listening devices

From 1 July 2002-30 June 2003, 457 applications for listening device warrants were made to the Supreme Court.

Broad offence categories for warrant issue

The warrants were issued for investigations into: murder, manslaughter, kidnapping, sexual assault, robbery, extortion, theft, fraud and deception, bribery and corruption, public justice, major drug offences, property damage, assault, dealing in stolen goods, firearms trafficking, and abettors and accessories to the above.

The number of warrants renewed

For the period of 1/7/02-30/6/03, no directions were given by an eligible justice, pursuant to s20 of the Listening Devices Act.

Use of Telephone Intercepts

The number of warrants issued for intercepts

From 1/7/02-30/6/03, 447 telephone warrants were issued.

34. NSW Police Freedom of Information Statistics

Provided in accordance with FOIAS68, FOIRS9, FOIM App.B ARDR S6(2).

SECTION A - Numbers of new FOI requests

Information on numbers of new FOI requests received, those processed and those incomplete from the previous period.

FOI requests	Personal	Other	Total
New (incl. transferred in)	5024	82	5106
Brought forward	222	20	242
Total to be processed	5246	102	5348
Completed	4673	89	4762
Transferred out	0	0	0
Withdrawn	43	1	44
Total Processed	4716	90	4806
Unfinished	530	12	542

SECTION B - What happened to completed requests

Result of FOI request	Personal	Other
Granted in full	1926	29
Granted in part	614	40
Refused/No Trace	2129	19
Deferred	4	1
Completed	4673	89

SECTION C - Ministerial Certificate - number issued during the period.

Ministerial Certificates issued	0
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SECTION D - Formal consultation - number of requests requiring consultations (issued) and total of FORMAL consultation(s) for the period.

Number of requests needing formal consultations	Personal	Other
	33	33

SECTION E - Amendment of personal record - number of requests for amendment processing during the period.

Result of Amendment Request	Total
Result of amendment - agreed	0
Result of amendment - refused	0
Total	0

SECTION F - Notation of personal record - number of requests for notation processed during the period.

Number of requests for notation	0
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SECTION G - FOI requests granted in part or refused - Basis of disallowing access - Number of times each reason cited in completed requests, granted in part or refused.

Basis of disallowing or restricting access	Personal	Other
S19 - application incomplete, wrongly directed	0	0
S22 - deposit not paid	0	0
S22 - diversion of resources	2	1
S25(1)(a) - Exempt	628	43
S25(1)(b)(c)(d)- otherwise available	1	0
S28(1)(b) - (documents not held)	2093	13
S24(1) - deemed refused, over 21 days	72	10
S31(4) - (released to medical practitioner)	1	0
Totals	2797	67

SECTION H - Costs and fees of requests processed during the period (does not include unfinished requests).

All Completed Requests	\$133 ,208.00
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SECTION I - Discounts allowed - numbers of FOI requests processed during period* where discounts were allowed.

Type of discount allowed	Personal	Other
Public Interest	0	1
Financial hardship - pensioner/child	762	6
Financial hardship - Non-profit organisation	0	0
Totals	762	6

SECTION J - Days to process - number of completed requests by calendar days (elapsed time) taken to process.

Elapsed time	Personal	Other
0-21 days	4087	43
22-35 days	3	0
Over 35 days	581	46
Totals	4671	89

SECTION K - Processing time - number of completed requests by hours taken to process.

Processing hours	Personal	Other
0-10 hrs	4658	88
11-20 hrs	11	1
21-40 hrs	2	0
Over 40 hours	0	0
Totals	4671	89

SECTION L - Reviews and Appeals - number finalised during the period.

Number of internal reviews finalised	49
Number of Ombudsman reviews finalised	2
Number of Administrative Decisions Tribunal	8

Details of Internal Result - internal reviews finalised during the period.

Grounds on which internal review requested

Bases of internal review	Personal		Other	
	Upheld*	Varied*	Upheld*	Varied*
Access Refused	6	4	1	2
Deferred	0	0	0	0
Exempt Matter	14	11	1	1
Unreasonable Charges	0	0	0	0
Charge unreasonably incurred	0	0	0	0
Withdrawn	0	0	1	0
Totals	20	15	3	1

NB: relates to whether or not the original agency decision was upheld or varied by the internal review.

NSW Police received 5106 Freedom of Information applications (personal and non-personal) in 2002-03, compared with 2919 the previous year.

Fees for finalised applications in 2002-03 total \$133 208, compared with \$81 730 in 2001-02. Application for personal documentation significantly outnumbered non-personal application in both financial years.

While there were seven formal consultations for 2001-02 and 33 for 2002-03, there were no Ministerial Certificates issued in either financial year.

35. Documents Held by Police

Provided in accordance with PM00-12.

Requests under the Freedom of Information Act for access to NSW Police documents are dealt with by the FOI section. Requests are made on the appropriate form from the Freedom of Information Section, Police Headquarters, 1 Charles Street, Parramatta NSW 2150 or by telephoning (02) 9281 0000. Requests must be accompanied by the statutory fee and provide adequate information to identify the document being sought.

NSW Police maintains its corporate records on the Tower Records and Information Management System (TRIM). This system records a wide range of files, which form the working documents for NSW Police administration, policy development functions and general correspondence.

Policy files, no longer in use, are transferred to Records and Information Processing Services in Police Headquarters and subsequently transported to the Archives Authority of NSW for permanent retention.

36. Assumed Identities

Provided in accordance with the **Law Enforcement and National Security (Assumed Identities) Act**.

Details for 2002-03:

	Approved	Revoked
Total	60	38

Assumed identities are approved for police performing covert duties.

37. Privacy and Personal Information Protection

Provided in accordance with the **Privacy and Personal Information Protection Act 1998**. S33(3),53.

The Privacy and Personal Information Act 1998 imposes obligations and guidelines on NSW Police and other public sector agencies on how personal information is collected, stored, used and disclosed.

The Privacy Section of Legal Services' Legal Compliance Unit is responsible for ensuring police compliance with the privacy legislation. The section has been the access point for legal advice for all areas of NSW Police on issues concerning privacy legislation.

Section 53 Internal Reviews

In 2002-03, NSW Police received nine applications for internal review under s53 of the Privacy and Personal Information Act. Of these, five applicants appealed internal review findings to the Administrative Decisions Tribunal for external review. The other four applicants who applied for internal review were satisfied with the NSW Police findings.

38. Publications 2002-03

Provided in accordance with Schedule 1, ARDR 2000.

General and Community Information

- Aboriginal Strategic Direction
- Motor Vehicle Rebirthing: Stakeholders' Information Pack
- NSW Police Response to the Australian Illicit Drug Report
- Prevention and Management of Crime Against Tourist (Brochures and Pamphlets)
- Recruitment Packages
- Safe Party Information Tips

Information for Staff

- Child Protection Notebook Card
- Legal Services Book of Proofs
- LINKS newsletter
- NSW Police Sexual Assault Policy & Standing Operating Procedures
- Residential Security Assessment Booklets
- Role of Ethnic Community Liaison Officers
- Young Offenders Act Notebook Card
- Police Weekly

39. Annual Report Production

Provided in accordance with ARDR 2003 C5(e)(f)(g).

This report meets the requirements of the Annual Reports (Departments) Act 1985, Annual reports (Departments) Regulation 2000, and Public Finance and Audit Act 1983, as amended.

NSW Police has printed 500 copies at a total external cost of \$ 15,966.75 (printing costs, consultant etc).

The Public Affairs Branch produced the report, which was designed by Amanda Clulow.

Additional copies are available from NSW Police Headquarters, 1 Charles Street, Parramatta NSW 2150.

The report can also be found at: www.police.nsw.gov.au

40. Abbreviations

AAS	Australian Accounting Standards
AASB	Australian Accounting Standards Board
ABS	Australian Bureau of Statistics
AFP	Australian Federal Police
APM	Australian Police Medal
ARDA	Annual Reports (Departments) Act 1985
ARDR	Annual Reports (Departments) Regulations 2000
ATSI	Aboriginal Torres Strait Islander
AVO	Apprehended Violence Order
BOCSAR	Bureau of Crime Statistics and Research
CALD	Culturally & Linguistically Diverse
CAPS	Community Attitudes to Policing Survey
CDB	Culturally Diverse (non-English speaking) Background
CEP	Constables Education Program
CET	Commissioner's Executive Team
CFE	Consolidated Fund Entity
CIDS	Computer Incident Dispatch System
CIS	Complaints Information

	System	OSG	Operational Support Group
CMSU	Crime Management Support Unit	PACT	Police Accountability Community Teams
CMU	Complaints Management Unit	PAL	Police Assistance Line
COPS	Computerised Operational Policing System	PBS	Police Business Services
CSU	Charles Sturt University	PC	Premier's Circular
CTCC	Counter Terrorist Coordination Command	PECAC	Police & Ethnic Communities Advisory Council
DVI	Disaster Victim Identification	PIC	Police Integrity Commission
EAPS	Ethnic Affairs Priority Statement	PSSSES	Police Service Senior Executive Service
ECLO	Ethnic Community Liaison Officer	PWPD	People With a Physical Disability or Disabilities
EEO	Equal Employment Opportunity	RCMP	Royal Canadian Mounted Police
ESS	Employee Self Service	RTA	Road Traffic Authority
FBI	Federal Bureau of Investigations	SCC	State Crime Command
FSG	Forensic Services Group	SCIA	Special Crime and Internal Affairs
GSO	General Support Officer	SCU	Special Crime Unit
GST	Goods and Services Tax	SMS	Service Management System
HR	Human Resources		
IMPACT	Innovative Models of Police & Community Training	SOCOs	Scene of Crime Officers
IVR	Interactive Voice Response	SSG	Special Services Group
LAC	Local Area Command	SSPT	Shared Services Project Team
MNPP	Minimum Nationwide Person Profile	TC	Treasury Circular
MRU	Metropolitan Robbery Unit	TINs	Traffic Infringement Notices
NSW CC	New South Wales Crime Commission	UIG	Urgent Issues Group
NZPOL	New Zealand Police	WRAPP	Waste Reduction and Purchasing Policy
OHS	Occupational Health & Safety		
OHS&R	Occupational Health Safety & Rehabilitation		
OIA	Operational Information Agency		
OPP	Operational Policy & Programs		
OSC	Operations Support Command		

41. Executive Remuneration

Provided in accordance with TC 00/24 ARDR C7,8 PC 92/4.

NSW Police had 13 staff employed at Senior Executive Level 5 or above as at 30 June 2003. With all 13 positions, performance pay was not applicable.

Name:	Kenneth Edward Moroney
Position:	Commissioner
SES Level:	8
Total remuneration package:	\$341 963
Period in position:	1 July 2002 to 30 June 2003 - Joined the NSW Police in August 1965 and has been Commissioner since May 2002.
Awards/Academic:	APM, MA
Name:	David Barry Madden
Position:	Deputy Commissioner, Operations
SES Level:	6
Total remuneration package:	\$224 245
Period in position:	1 July 2002 to 30 June 2003 - Joined the NSW Police in 1978 and has been Deputy Commissioner Operations since February 2002.
Awards/Academic:	APM, Ass Dip Just Ad, BSoc Sci, M Lett {Soc}, Grad Cert Mgt
Name:	Andrew Phillip Scipione
Position:	Deputy Commissioner, Support
SES Level:	6
Total remuneration package:	\$224 245
Period in position:	1 July 2002 to 30 June 2003 - Joined the NSW Police in 1980 and has been Deputy Commissioner Support since February 2002.
Awards/Academic:	APM, MM, GCSM
Name:	Peter John Walsh
Position:	Senior Assistant Commissioner
SES Level:	6
Total remuneration package:	\$213 815
Period in position:	1 July 2002 to 30 June 2003 - Joined the NSW Police in November 1965 and has been Senior Assistant Commissioner from 1 July 2002.
Awards/Academic:	APM
Name:	Colin John Plowman
Position:	Executive Director, Corporate Services
SES Level:	5
Total remuneration package:	\$209 241
Period in position:	1 July 2002 to 30 June 2003 - Appointed Executive Director, Management Services in August 2001 (renamed Corporate Services in February 2002).
Awards/Academic:	BA, MSc

Name: **Richard Adams**
Position: Assistant Commissioner - Commander, Inner Metropolitan Region
SES Level: 5
Total remuneration package: \$198 170
Period in position: 10 July 2002 to 30 June 2003 - Joined the NSW Police in 1971 and has been Inner Metropolitan Region Commander since July 2002.
Awards/Academic: APM, RFD

Name: **Robert James Waites**
Position: Assistant Commissioner - Commander, Greater Metropolitan Region
SES Level: 5
Total remuneration package: \$198 170
Period in position: 10 July 2002 to 30 June 2003 - Joined the NSW Police in 1966 and has been Greater Metropolitan Region Commander since July 2002.
Awards/Academic: BA {Crim Justice}, MPubPolAdmin

Name: **Terrence Walter Collins**
Position: Assistant Commissioner - Commander, Southern Region
SES Level: 5
Total remuneration package: \$192 955
Period in position: 10 July 2002 to 30 June 2003 - Joined the NSW Police in November 1971 and has been Southern Region Commander since July 2002.
Awards/Academic: APM

Name: **Peter Charles Parsons**
Position: Assistant Commissioner - Commander, Northern Region
SES Level: 5
Total remuneration package: \$192 955
Period in position: 6 November 2002 to 30 June 2003 - Joined the NSW Police in 1974 and has been Northern Region Commander since July 2002.
Awards/Academic: Grad Cert Mgt

Name: **Morris Langlo West**
Position: Assistant Commissioner - Commander, Western Region
SES Level: 5
Total remuneration package: \$192 955
Period in position: 10 July 2002 to 30 June 2003 - Joined the NSW Police in March 1975 and has been Western Region Commander since July 2002.
Awards/Academic: JP, DipCrimJust, PostGrad Dip Mgt

Name: Graeme Morgan
Position: Assistant Commissioner - Director, State Crime Command
SES Level: 5
Total remuneration package: \$198 170
Period in position: 11 October 2002 to 30 June 2003

Name: Ian Michael Peters
Position: Executive Director, Human Resource Services
SES Level: 5
Total remuneration package: \$187 740
Period in position: 12 August 2002 to 30 June 2003

Name: Clive Thomas Small
Position: Unattached - seconded to Premier's Department
SES Level: 5
Total remuneration package: \$218 170*
Period in position: 1 July 2002 to 30 June 2003

*Including an allowance from the Premier's Department.

Representation of women in NSW Police Senior Executive Service:

SES Level	30/06/02		30/06/03	
	Total	Female	Total	Female
SES Level 8	1	0	1	0
SES Level 7	0	0	0	0
SES Level 6	2	0	3	0
SES Level 5	4	0	9	0
SES Level 4	8	1	7	0
SES Level 3	6	0	5	0
SES Level 2	3	0	2	0
SES Level 1	0	0	0	0

42. Industrial Relations

Provided in accordance with ARDR 2000 Schedule 1.

On 19 February 2003, the Industrial Relations Commission agreed to a new Crown Employees' (Police Officers-2003) Award. This granted salary increases of 3% from 1 January 2003, 4% from 1 January 2004 and a further 5% from 1 July 2004 to non-commissioned and commissioned officers. The new award also provides for increases to the on call, special duties, plain clothes, operational detectives and a number of other allowances.

It replaces the 2001 award after the signing of a Memorandum of Understanding between the Commissioner and Police Association. The Memorandum provided a framework for ongoing reform of police employment conditions. It promotes a cooperative and productive partnership to achieve a coordinated approach to improving the delivery of policing services to the people of NSW and enhancing the quality of working life of police.

The new award also consolidates police conditions into one industrial

instrument, rescinding a number of splinter awards and industrial agreements. It will remain in force until 30 June 2005.

Administrative officers received further installments of the Crown Employees (Public Sector-Salaries June 2002) Award, granting 4% from 1 January 2003. The final 5% installment was to be paid from 1 July 2003. These represent the final increases, outlined in a Memorandum of Understanding, entered into by the Government, Public Service Association and other public sector unions to progress reform of the NSW public sector. This award remains in force till 30 June 2004.

43. Waste Reduction and Purchasing Policy

Provided in accordance with ARDR 2000 Schedule 1.

To increase its performance under the Waste Avoidance and Resource Recovery Act 2001, NSW Police embarked on further initiatives during the reporting period to reduce waste and recover resources.

Waste Reduction

Initiatives have continued into 2002-03:

- Reducing hard copy issued documents via dissemination onto the NSW Police Intranet.
- Establishing electronic forms and macros, in place of stationery stock.
- Reducing paper based records through electronic data storage.

Additionally, NSW Police has recently introduced the Employee Self Service (ESS) system. The first phase of implementation has moved traditional paper based pay slips to

on line electronic ones. This has seen a reduction from 18 000 paper generated pay advices to just 1000. Future implementation will see electronic processing of leave and travel applications, considerably reducing paper needs.

NSW Police recently amended its IT disposal policy. Rather than using contractors to auction IT equipment or adding to landfill problems, all non-leased desktop and other IT equipment is donated to the Education Department for distribution throughout the state, or in the case of remote police stations, directly to a local school.

NSW Police has introduced 130 LPG vehicles into its fleet. These offer fuel cost savings and are significantly more friendly to the environment. Fleet Management provides LPG vehicle users with operating and refuelling training, along with information on environmental benefits of LPG as a fuel.

Fleet Management has also introduced 20 Toyota Prius Hybrid petrol/electric vehicles for scene of crime officers in inner metropolitan Sydney. The Prius has extremely low (5.5 l/100kms) fuel consumption, as well as low exhaust emissions.

Resource Recovery

NSW Mounted Police generate about 400 tonnes of waste (mostly straw and manure) each year. All is collected and distributed to other government agencies such as the Royal Botanic Gardens and Centennial Park or charitable organisations.

In Fleet Management, staff collect water, oils and metals (including

batteries) for reuse within other processes or send them for recycling into new products.

Servicing and maintenance contracts for fleet vehicles place stringent environmental operating requirements on suppliers to collect and recycle all used oils. Degreasers and washing solutions have to be contained and treated or disposed of, and not released into the environment or sewer systems.

All vehicle washing bays recycle water to reduce demand on drinking water and contain harmful run off.

NSW Police collects, sorts and disposes of used and recyclable metals and other scraps via appropriate metal recyclers. Suppliers of car batteries for the entire NSW Police fleet have a recycling program, reducing the number which, ultimately, end up in landfills.

Energy Efficiency

NSW Police commissioned, through the Department of Commerce, construction of a 4.5 star energy rated building to become the new NSW Police Headquarters.

In a first of its kind exercise, the new energy efficient building is expected, through simulation exercises conducted by Energy Australia Pty Limited of ACT*, to result in annual electricity consumption of just 2.25m kWh and gas consumption of 255 000 kWh. The estimated tenant loads for energy use totals 3.63m kWh per annum.

Using an average 45 hours a week occupancy rate and one computer per 8m² of rated area, normalised emissions for the building during

simulation were 158kg/m², giving a 4.5 star energy rating. *Simulation results conducted December 2002

Use of Recycled Material

As part of the move to new, fully furnished headquarters in Parramatta, NSW Police has developed a program to store excess furniture from the old HQ for redistribution to regional and remote police centres rather than mass landfill dumping.

On a monthly basis, NSW Police recycles 10 000 litres of paper waste from five major sites, with a further 600 litres collected at each of 250 other sites state wide.

Some operational areas have created in-house paper recycling programs, using their own shredded matter to package sensitive equipment around the state.

NSW Police Printing Services specifies the use of recycled police specific printed envelopes and general intra-office envelopes. With staff relocating to Parramatta and other areas, they are expected to use recycled paper for all new corporate stationery.

NSW Police continues to participate in the NSW Government's drive for waste avoidance and recovery, taking part in sustainable procurement committees, reporting under the Waste Reduction and Purchasing Policy (WRAPP) and utilising waste reduction programs. Where possible, NSW Police takes a lead role in resource management or has engaged in initiatives for better management of the inputs to outputs process, associated with policing requirements.

Financial Report

For the Year Ended 30 June 2003

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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 2000*, applicable Australian Accounting Standards, other mandatory professional reporting requirements and Treasury Accounting Policy Statements;
- (b) the statements exhibit a true and fair view of the financial position and transactions of NSW Police; and
- (c) we are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



K. E. Moroney

Commissioner

Dated: 17/9/03



Piyush Bhatt

General Manager, Financial Services

Dated: 17/9/03

Independent Audit Report



GPO BOX 12
SYDNEY NSW 2001

INDEPENDENT AUDIT REPORT

NSW Police

To Members of the New South Wales Parliament

Audit Opinion

In my opinion, the financial report of the NSW Police:

- (a) presents fairly the NSW Police's financial position as at 30 June 2003 and its financial performance and cash flows for the year ended on that date, in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia, and
- (b) complies with section 45E of the *Public Finance and Audit Act 1983* (the Act).

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

The Commissioner's Role

The financial report is the responsibility of the Commissioner of the NSW Police. It consists of the statement of financial position, the statement of financial performance, the statement of cash flows, the program statement - expenses and revenues, the summary of compliance with financial directives and the accompanying notes.

The Auditor's Role and the Audit Scope

As required by the Act, I carried out an independent audit to enable me to express an opinion on the financial report. My audit provides *reasonable assurance* to members of the New South Wales Parliament that the financial report is free of *material* misstatement.

My audit accorded with Australian Auditing and Assurance Standards and statutory requirements, and I:

- evaluated the accounting policies and significant accounting estimates used by the Commissioner in preparing the financial report, and
- examined a sample of the evidence that supports the amounts and other disclosures in the financial report.

An audit does *not* guarantee that every amount and disclosure in the financial report is error free. The terms 'reasonable assurance' and 'material' recognise that an audit does not examine all evidence and transactions. However, the audit procedures used should identify errors or omissions significant enough to adversely affect decisions made by users of the financial report or indicate that the Commissioner had failed in his reporting obligations.

My opinion does *not* provide assurance:

- about the future viability of the NSW Police,
- that the NSW Police has carried out its activities effectively, efficiently and economically,
- about the effectiveness of its internal controls, or
- on the assumptions used in formulating the budget figures disclosed in the financial report.

Audit Independence

The Audit Office complies with all applicable independence requirements of Australian professional ethical pronouncements. The Act further promotes independence by:

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

Handwritten signature of R J Sendt in black ink.

R J Sendt
Auditor-General

SYDNEY
1 October 2003

NSW Police

Statement of Financial Performance

for the Year Ended 30 June 2003

	Notes	Actual 2003 \$'000	Budget 2003 \$'000	Actual 2002 \$'000
Expenses				
Operating expenses				
Employee related	2(a)	1,401,898	1,286,856	1,245,086
Other operating expenses	2(b)	321,033	315,173	274,482
Maintenance		12,377	12,228	13,404
Depreciation	2(c)	61,449	56,917	54,534
Grants and subsidies	2(d)	5	-	7,706
Other expenses	2(e)	1,890	1,621	2,078
Total Expenses		1,798,652	1,672,795	1,597,290
Less:				
Retained Revenue				
Sale of goods and services	3(a)	38,528	41,993	35,667
Investment income	3(b)	1,082	1,389	1,226
Grants and contributions	3(c)	13,200	6,000	15,439
Other revenue	3(d)	3,792	1,161	2,684
Total Retained Revenue		56,602	50,543	55,016
Loss on disposal of non-current assets	4	(1,693)	(1,359)	(3,194)
Net Cost of Services	20	(1,743,743)	(1,623,611)	(1,545,468)
Government Contributions				
Recurrent appropriation	5	1,432,820	1,401,320	1,311,561
Capital appropriation	5	82,088	75,264	68,052
Asset sale proceeds transferred to the Crown Entity		(191)	(1,621)	(2,461)
Acceptance by the Crown Entity of employee benefits and other liabilities	6	209,826	167,988	155,731
Total Government Contributions		1,724,543	1,642,951	1,532,883
SURPLUS / (DEFICIT) FOR THE YEAR	16	(19,200)	19,340	(12,585)
NON-OWNER TRANSACTION CHANGES IN EQUITY				
Net increase in asset revaluation reserve	16	50,926	19,462	13,867
Reversal of revaluation balance for assets disposed of	16	238	-	1,169
TOTAL REVENUES, EXPENSES AND VALUATION ADJUSTMENTS RECOGNISED DIRECTLY IN EQUITY	16	51,164	19,462	15,036
TOTAL CHANGES IN EQUITY OTHER THAN THOSE RESULTING FROM TRANSACTIONS WITH OWNERS AS OWNERS	16	31,964	38,802	2,451

The accompanying notes form part of these statements.

NSW Police

Statement of Financial Position

as at 30 June 2003

	Notes	Actual 2003 \$'000	Budget 2003 \$'000	Actual 2002 \$'000
ASSETS				
Current Assets				
Cash	8	36,197	26,261	13,296
Receivables	9	22,438	17,077	16,813
Inventories	10	2,746	2,256	2,256
Other	11	2,967	7,636	7,526
Total Current Assets		64,348	53,230	39,891
Non-Current Assets				
Property, Plant and Equipment				
- Land and Buildings	12	620,214	588,581	549,848
- Plant and Equipment	12	229,120	218,182	216,157
Total Property, Plant and Equipment		849,334	806,763	766,005
Total Non-Current Assets		849,334	806,763	766,005
Total Assets		913,682	859,993	805,896
LIABILITIES				
Current Liabilities				
Payables	13	60,780	29,677	50,792
Provisions	14	139,310	167,248	113,342
Other	15	29,881	15,465	15,324
Total Current Liabilities		229,971	212,390	179,458
Non-Current Liabilities				
Provisions	14	51,531	8,585	26,222
Total Non-Current Liabilities		51,531	8,585	26,222
Total Liabilities		281,502	220,975	205,680
Net Assets		632,180	639,018	600,216
EQUITY				
Reserves	16	149,205	117,741	98,279
Accumulated funds	16	482,975	521,277	501,937
Total Equity		632,180	639,018	600,216

The accompanying notes form part of these statements.

NSW Police Statement of Cash Flows

for the Year Ended 30 June 2003

	Notes	Actual 2003 \$'000	Budget 2003 \$'000	Actual 2002 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES				
Payments				
Employee related		(1,182,383)	(1,138,625)	(1,097,119)
Grants and subsidies		(5)	-	(7,706)
Other		(360,323)	(369,581)	(325,454)
Total Payments		(1,542,711)	(1,508,206)	(1,430,279)
Receipts				
Sale of goods and services		35,527	42,001	36,065
Interest received		1,143	1,304	1,733
Other		57,646	47,948	49,971
Total Receipts		94,316	91,253	87,769
Cash Flows from Government				
Recurrent appropriation		1,433,951	1,401,320	1,312,173
Recurrent liability to Consolidated Fund for year end 2002		(612)	-	-
Capital appropriation		87,264	75,264	68,306
Capital liability to Consolidated Fund for year end 2002		(254)	-	-
Asset sale proceeds transferred to the Crown Entity		(191)	(1,621)	(2,461)
Cash reimbursements from the Crown Entity		42,482	34,527	31,118
Net Cash Flows from Government		1,562,640	1,509,490	1,409,136
NET CASH FLOWS FROM OPERATING ACTIVITIES	20	114,245	92,537	66,626
CASH FLOWS FROM INVESTING ACTIVITIES				
Proceeds from sale of Land and Buildings and Plant and Equipment	4	672	5,357	3,063
Purchases of Land and Buildings and Plant and Equipment		(92,016)	(84,929)	(73,590)
NET CASH FLOWS FROM INVESTING ACTIVITIES		(91,344)	(79,572)	(70,527)
NET INCREASE/(DECREASE) IN CASH		22,901	12,965	(3,901)
Opening cash and cash equivalents	8	13,296	13,296	17,197
CLOSING CASH AND CASH EQUIVALENTS	8	36,197	26,261	13,296

The accompanying notes form part of these statements.

NSW Police Program Statement - Expenses and Revenues

for the Year Ended 30 June 2003

EXPENSES & REVENUES	Program 60.1.1*		Program 60.1.2*	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Expenses				
Operating expenses				
Employee related	848,148	749,542	308,418	249,017
Other operating expenses	194,225	165,238	70,627	54,896
Maintenance	7,488	8,069	2,723	2,681
Depreciation	37,176	32,830	13,519	10,907
Grants and subsidies	3	4,639	1	1,541
Other expenses	-	2,075	-	2
Total Expenses	1,087,040	962,393	395,288	319,044
Retained Revenue				
Sale of goods and services	10,634	15,468	6,863	4,174
Investment income	654	738	238	245
Grants and contributions	5,337	6,649	1,728	1,841
Other revenue	2,294	1,616	834	537
Total Retained Revenue	18,919	24,471	9,663	6,797
Loss on disposal of non-current assets	(1,024)	(1,923)	(373)	(639)
NET COST OF SERVICES	(1,069,145)	(939,845)	(385,998)	(312,886)
Government contributions**		-	-	-
NET EXPENDITURE/(REVENUE) FOR THE YEAR	(1,069,145)	(939,845)	(385,998)	(312,886)
ADMINISTERED REVENUES				
Administered Revenues				
Consolidated Fund				
Taxes, fees and fines	-	-	-	-
Other	-	-	-	-
Total Administered Revenues	-	-	-	-

* The name and purpose of each program is summarised in Note 7.

** Appropriations are made on an agency basis and not to individual programs. Consequently, government contributions

NSW Police

Summary of Compliance with Financial Directives

for the Year Ended 30 June 2003

	2003		
	RECURRENT APPROP'N	EXPENDITURE / NET CLAIM ON CONSOLIDATED FUND	CAPITAL APPROP'N
	\$'000	\$'000	\$'000
ORIGINAL BUDGET APPROPRIATION / EXPENDITURE			
• Appropriation Act	1,401,320	1,398,892	75,264
• Additional Appropriations	-	-	-
• s 21A PF&AA - special appropriation	-	-	-
• s 24 PF&AA - transfers of functions between departments	-	-	-
• s 26 PF&AA - Commonwealth specific purpose payments	-	-	-
	1,401,320	1,398,892	75,264
OTHER APPROPRIATIONS / EXPENDITURE			
• Treasurer's Advance	23,685	22,552	-
• Section 22 - expenditure for certain works and services	4,464	3,976	12,000
• Transfers from another agency (s 25 of the Appropriation Act)	7,400	7,400	-
	35,549	33,928	12,000
Total Appropriations [Subtotal 2] / Expenditure / Net Claim on Consolidated Fund [Total 1] (includes transfer payments)	1,436,869	1,432,820	87,264
Amount drawn down against Appropriation [Total 3]		1,433,951	
Liability to Consolidated Fund* [Total 4]		(1,131)	

The Summary of Compliance is based on the assumption that Consolidated Fund moneys are spent first (except where

*The "Liability to Consolidated Fund" represents the difference between the "Amount drawn down against Appropriation

Supplementary financial statements

EXPENDITURE / NET CLAIM ON CONSOLIDATED FUND \$'000	2002			
	RECURRENT APPROP'N \$'000	EXPENDITURE / NET CLAIM ON CONSOLIDATED FUND \$'000	CAPITAL APPROP'N \$'000	EXPENDITURE / NET CLAIM ON CONSOLIDATED FUND \$'000
75,264	1,280,064	1,270,951	63,066	62,306
-	-	-	2,100	1,708
-	-	-	-	-
-	-	-	-	-
75,264	1,280,064	1,270,951	65,166	64,014
-	41,526	40,610	4,040	4,038
6,824	-	-	-	-
-	-	-	-	-
6,824	41,526	40,610	4,040	4,038
82,088	1,321,590	1,311,561	69,206	68,052
87,264		1,312,173		68,306
(5,176)		(612)		(254)

(otherwise identified or prescribed).

on" and the "Total Expenditure / Net Claim on Consolidated Fund".

NSW Police

Notes to and forming part of the 2002-2003 Financial Report

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Reporting Entity

NSW Police, as a reporting entity, includes its commercial activities, namely: commercial infringement processing, uniform sales and NSW Police College operations.

The reporting entity is consolidated as part of NSW Total State Sector Accounts.

(b) Basis of Accounting

NSW Police's financial statements are a general purpose financial report which has been prepared on an accruals basis and in accordance with:

- applicable Australian Accounting Standards (AAS);
- other authoritative pronouncements of the Australian Accounting Standards Board (AASB);
- Urgent Issues Group (UIG) Consensus Views;
- the requirements of the *Public Finance and Audit Act 1983*;
- the requirements of the *Public Finance and Audit Regulation 2000*; and
- the Financial Reporting Directions published in the Financial Reporting Code for Budget Dependent General Government Sector Agencies or issued by the Treasurer under section 9(2)(n) of the Act.

Where there are inconsistencies between the above requirements, the legislative provisions have prevailed.

In the absence of a specific Accounting Standard, other authoritative pronouncements of the AASB or UIG Consensus View, the hierarchy of other pronouncements as outlined in AAS 6 "Accounting Policies" is considered.

Except for land and buildings and plant and equipment, some of which are recorded at valuation, the financial statements are prepared in accordance with the historical cost convention.

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

(c) Administered Activities

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

Transactions and balances relating to the administered revenues are not recognised as revenues of NSW Police, but are disclosed in the accompanying schedules as Administered Revenues.

The cash basis of accounting has been adopted for the reporting of the administered revenues. However, the cash basis is not materially different from the accrual basis. A new system has been installed in the course of the year for the Infringement Processing Bureau (IPB). Reporting of revenues has remained on a cash basis. It is intended to report IPB revenues on an accruals basis in the next financial year.

(d) Revenue Recognition

Revenue is recognised when NSW Police has control of the good or right to receive, it is probable that the economic benefits will flow to NSW Police and the amount of revenue can be measured reliably. Additional comments regarding the accounting policies for the recognition of revenue are discussed below.

(i) Parliamentary Appropriations and Contributions from Other Bodies

Parliamentary appropriations and contributions from other bodies (including grants and donations) are generally recognised as revenues when NSW Police obtains control over the assets comprising the appropriations / contributions. Control over appropriations and contributions is 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 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 revenue.

The liability is disclosed in Note 15 as part of "Current Liabilities – Other". The amount will be repaid and the liability will be extinguished next financial year.

(ii) Sale of Goods and Services

Revenue from the sale of goods and services comprises revenue from the provision of products or services, ie. user charges. User charges are recognised as revenue when NSW Police obtains control of the assets that result from them.

(iii) Investment Income

Interest revenue is recognised as it accrues. Rent revenue is recognised in accordance with AASB 1008, "Leases".

(e) 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 are recognised and measured in respect of employees' services up to the reporting date at nominal amounts based on the amounts expected to be paid when the liabilities are settled.

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) Accrued Salaries and Wages - Reclassification

As a result of the adoption of Accounting Standard AASB 1044 "Provisions, Contingent Liabilities and Contingent Assets", accrued salaries and wages and on-costs has been reclassified to "payables" instead of "provisions" in the Statement of Financial Position and the related note disclosures, for the current and comparative year. On the

face of the Statement of Financial Position and in the notes, reference is now made to "provisions" in place of "employee entitlements and other provisions". Total employee benefits (including accrued salaries and wages) are reconciled in Note 14 "Provisions".

(iii) Long Service Leave and Superannuation

The liabilities for long service leave and superannuation of NSW Police are assumed by the Crown Entity. NSW Police 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". AASB 1028 requires that employee benefit liabilities, such as long service leave, that are expected to be settled more than 12 months after the reporting date, must be measured as the present value of estimated future cash outflows to be made by the employer in respect of services provided by employees up to the reporting date. To perform present value calculations, simple factors have been derived to increase the long service leave liability to approximate present value calculation. These factors will be reviewed and updated periodically by the Crown Entity.

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 (ie. Basic Benefit and First State Super) is calculated as a percentage of the employee's salary. For other superannuation schemes (ie. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employee's superannuation contributions.

(iv) Other Provisions

Other provisions exist when NSW Police has a present legal, equitable or constructive obligation to make a future sacrifice of economic benefits to other entities as a result of past transactions or other past events. These provisions are recognised when it is probable that a future sacrifice of economic benefits will be required and the amount can be measured reliably.

NSW Police

Notes to and forming part of the 2002-2003 Financial Report

Any provisions for restructuring are recognised either when a detailed formal plan has been developed or will be developed within prescribed time limits and where NSW Police has raised a valid expectation in those affected by the restructuring that it will carry out the restructuring.

(v) *Non-Renewal Benefit*

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

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.

(f) *Insurance*

The insurance activities of NSW Police 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.

(g) *Accounting for the Goods and Services Tax (GST)*

Revenues, expenses and assets are recognised net of the amount of GST, except where:

- the amount of GST incurred by NSW Police as a purchaser, which 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.
- receivables, payables and cash flows are stated on a gross basis with the GST amount included.

(h) *Acquisition of Assets*

The cost method of accounting is used for the initial recording of all acquisitions of

assets controlled by NSW Police. Cost is determined as the fair value of the assets given as consideration plus the costs incidental to the acquisition.

Assets acquired at no cost, or for nominal consideration, are recognised initially as assets and revenues at their fair value at acquisition date. Fair value means the amount for which an asset could be exchanged between a knowledgeable, willing buyer and seller in an arm's length transaction.

Assets transferred as a result of restructuring of administrative arrangements are recognised at their carrying value at the time of transfer, which equates to fair value.

Where settlement of any part of cash consideration is deferred, the amounts payable in the future are discounted to their present value at the acquisition date. The discount rate used is the incremental borrowing rate, being the rate at which a similar borrowing could be obtained.

(i) *Plant and Equipment*

Plant and equipment costing \$5,000 and above, individually, are capitalised. In addition, personal computer systems (including printers) and communications equipment, valued at \$500 or more, are also capitalised.

(j) *Revaluation of Physical Non-Current Assets*

NSW Police's building portfolio consists of land, police residences and police stations. Physical Non-Current Assets are valued in accordance with the "Guidelines for the Valuation of Physical Non-Current Assets at Fair Value" (TPP 03-02). This policy adopts fair value in accordance with AASB 1041 for financial years beginning on or after 1 July 2002. There is no substantive difference between the fair value valuation methodology and the previous valuation methodology adopted by NSW Police.

Where available, fair value is determined by the highest and best use of the asset on the basis of current market selling prices for the same or similar assets. Where market selling price is not available, the asset's fair value is

measured as its market buying price ie. the replacement cost of the asset's remaining future economic benefits. 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 building portfolio and police residences have been revalued with market value as the basis for revaluation. The agency is a not for profit entity with no cash generating operations.

Land and buildings are revalued over a three-year cycle. NSW Police undertake this progressive method of revaluation in accordance with Treasury Guidelines and AASB 1041 "Revaluation of Non-Current Assets". The last such revaluation was completed on 30 April 2003 and was based on an independent assessment. The 2003 revaluation is the third and final year of the current cycle. In 2003 the land and building assets at NSW Police College (Goulburn Campus), Greater Hume, Southern Rivers, South Eastern Regions, and a small number of previously omitted sites from other areas were revalued. The former Greater Hume, Southern Rivers and South Eastern Regions have since been restructured and now form part of the Southern, Western and Greater Metropolitan Regions. All land and building revaluations are undertaken by accredited valuers, employed by the State Valuation Office, 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.

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. 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.

(k) Depreciation of Non-Current Physical Assets

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

All material separately identifiable component assets are recognised and depreciated over their useful lives, including those components which, in effect, represent major periodic maintenance.

Current depreciation rates are as follows:

Category	Asset Category Name	Rate
A	Aircraft	15%
B	Buildings & improvements	useful life per asset
C	Computers	25%
D	Computer 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	15%
M	Firearms and dangerous weapons	10%

NSW Police

Notes to and forming part of the 2002-2003 Financial Report

N	Musical instruments	10%
P	Livestock	12.5%

(l) Maintenance and Repairs

The costs of maintenance and repairs are charged as expenses as incurred, except where they relate to the replacement of component of an asset, in which case the costs are capitalised and depreciated.

(m) Leased Assets

A distinction is made between finance leases, which effectively transfer from the lessor to the lessee, substantially all the risks and benefits incidental to ownership of the leased assets, and operating leases under which the lessor effectively retains all such risks and benefits. NSW Police has no finance lease as at 30 June 2003.

Operating lease payments are charged to the Statement of Financial Performance in the periods in which they are incurred.

(n) Receivables

Receivables are recognised and carried at cost, based on the original invoice amount less a provision for any uncollectible debts. An estimate for doubtful debts is made when collection of the full amount is no longer probable. Bad debts are written off as incurred.

(o) Inventories

NSW Police maintains an inventory of uniforms and pre-printed forms and stationery, some of which are resold to external customers. All inventories are stated at the lower of cost and net realisable value. Standard costs are used to determine inventory and calculate the cost of goods sold.

Around November each year, NSW Police reviews the standard costs used for pricing inventories and makes appropriate adjustments to the inventory costs. Service agreements with external customers require that standard costs (ie. inventory catalogue prices) be fixed for twelve months.

(p) Trust Funds

NSW Police receives monies in a trustee capacity as set out in Note 21. As NSW Police performs only a custodial role with these monies, and because they cannot be used for the achievement of NSW Police's own objectives, these funds are not recognised in the financial statements.

(q) Other Assets

Other assets including prepayments are recognised on a cost basis.

(r) Payables

These amounts represent liabilities for goods and services provided to NSW Police and other amounts.

(s) 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, s 21A, s 24 and / or s 26 of the *Public Finance and Audit Act 1983*.

The budgeted amounts in the Statement of Financial Performance and the Statement of Cash Flows are based generally on the amounts disclosed in 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 ie. per the audited financial statements (rather than carried forward estimates).

(t) Comparatives

Comparative figures have been restated where appropriate. Reporting, according to AASB 1044 "Provisions, Contingent Liabilities and Contingent Assets" and AASB1008 "Employee Benefits", required a reclassification of comparative figures.

	2003 \$'000	2002 \$'000
2. EXPENSES		
(a) Employee related expenses comprise the following specific items:		
Salaries and wages (including recreation leave)	1,078,616	995,701
Superannuation	113,895	107,207
Long service leave	89,099	41,878
Workers' compensation insurance	28,943	24,966
Payroll tax and fringe benefits tax	86,307	72,649
Other	5,038	2,685
	1,401,898	1,245,086
(b) Other operating expenses		
Auditor's remuneration - audit or review of the financial reports	314	330
Cost of sales	470	1,968
Bad and doubtful debts	278	416
Rent expense - buildings	29,285	28,537
Insurance	47,738	25,280
Other building expenses	11,790	11,432
Subsistence and transport	17,293	14,613
Motor vehicle, launches and aircraft	50,498	43,961
Fees for services rendered	83,852	74,690
Gas and electricity	6,465	6,001
Postal and telephone	31,595	29,269
Maintenance contracts and agreements	14,496	12,762
Stores, printing and other	26,959	25,223
	321,033	274,482
(c) Depreciation		
Buildings	19,497	18,294
Plant and Equipment	41,952	36,240
	61,449	54,534
The depreciation for each class of depreciable assets has been calculated based on the rates as set out in Note 1(k).		
(d) Grants and subsidies		
Community youth projects and adolescent support programs	5	7,706
	5	7,706
(e) Other expenses		
Witnesses' expenses	1,889	2,070
Firearms purchase scheme	1	8
	1,890	2,078

NSW Police

Notes to and forming part of the 2002-2003 Financial Report

	2003 \$'000	2002 \$'000
3. REVENUES		
(a) Sale of goods and services		
Rents and leases - other	3,816	3,579
NSW Police College operations	2,057	2,872
Inventory sales to other agencies	587	2,962
Officers on loan	4,598	3,600
Interviews regarding accidents	694	1,042
Commercial Infringement Bureau	17,716	13,720
Insurance reports	819	694
Sports/Entertainment Events - Supervision	2,799	2,435
Probity Checks	2,272	1,627
Minor sales of goods and services	3,170	3,136
	38,528	35,667
(b) Investment income		
Interest – NSW Treasury Corporation	1,082	1,226
	1,082	1,226
(c) Grants and contributions		
Roads & Traffic Authority (RTA) Road Trauma Program	4,761	5,127
Alcohol and Drug Related Crime Program	585	585
Commonwealth Aboriginal Employment Scheme	9	42
Commonwealth New Apprenticeship Incentive Scheme	217	127
Grants for capital works projects	6,797	8,900
Other	831	658
	13,200	15,439
<p>RTA and NSW Police 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 is reimbursed costs incurred through this program.</p>		
(d) Other revenue		
Telstra Strategic Pricing Agreement (SPA) rebates	173	1,446
Gain on stock revaluations	349	463
Recognition of pre-existing but previously unidentified assets	2,306	470
Insurance proceeds from claims	6	47
Insurance premium refund	731	-
Other	227	258
	3,792	2,684

	2003 \$'000	2002 \$'000
4. GAIN / (LOSS) ON DISPOSAL OF NON-CURRENT ASSETS		
Gain / (loss) on disposal of land and buildings		
Proceeds from disposal	525	2,624
Written down value of assets disposed	(457)	(2,563)
Net gain on disposal of land and buildings	68	61
Gain / (loss) on disposal of plant and equipment		
Proceeds from disposal	147	439
Written down value of assets disposed	(1,908)	(3,694)
Net loss on disposal of plant and equipment	(1,761)	(3,255)
Loss on disposal of non-current assets	(1,693)	(3,194)
5. APPROPRIATIONS		
Recurrent appropriations		
Total recurrent drawdowns from Treasury (per Summary of Compliance)	1,433,951	1,312,173
Less: Liability to Consolidated Fund (per Summary of Compliance)	(1,131)	(612)
Total	1,432,820	1,311,561
Comprising:		
Recurrent appropriations (per Statement of Financial Performance)	1,432,820	1,311,561
Total	1,432,820	1,311,561
Capital appropriations		
Total capital drawdowns from Treasury (per Summary of Compliance)	87,264	68,306
Less: Liability to Consolidated Fund (per Summary of Compliance)	(5,176)	(254)
Total	82,088	68,052
Comprising:		
Capital appropriations (per Statement of Financial Performance)	82,088	68,052
Total	82,088	68,052

NSW Police

Notes to and forming part of the 2002-2003 Financial Report

	2003 \$'000	2002 \$'000
6. 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	113,894	107,207
Long service leave	89,099	41,878
Payroll tax	6,833	6,646
	209,826	155,731

7. PROGRAMS / ACTIVITIES OF NSW POLICE

Program 60.1.1 - Community Support

Objectives: To improve community safety and security, reduce crime and minimise the adverse effects of public emergencies and disasters.

Description: Provision of effective, timely and flexible 24-hour response to incidents, emergencies and public events. Reduction of incentives and opportunities to commit crime. Provision of a highly visible police presence and liaison with the community and Government organisations concerned with maintaining peace, order and public safety.

Program 60.1.2 - Criminal Investigation

Objectives: To detect, investigate and reduce the incidence of crime.

Description: Crime detection, investigation, provision of forensic services and arresting or otherwise dealing with offenders. Specialist activities to target organised criminal activities and criminal groups.

Program 60.1.3 - Traffic

Objectives: To minimise road trauma, promote orderly and safe road use and ensure the free flow of traffic.

Description: Patrolling roads and highways, investigating major vehicle crashes, detecting traffic offences (particularly those involving speed, alcohol and drugs), supervising peak traffic flows and enforcing parking restrictions. Liaising with community and Government bodies concerned with road safety and traffic management.

Program 60.1.4 - Judicial Support

Objectives: To provide efficient and effective court case management, safe custody and fair and equitable treatment to alleged offenders and victims.

Description: Providing judicial and custodial services, prosecuting offenders; presenting evidence at court, including coronial enquiries; police transport and custody for people under police supervision; and high level support for victims and witnesses.

	2003 \$'000	2002 \$'000
8. CURRENT ASSETS - CASH		
Cash at bank and on hand	36,197	13,296
	36,197	13,296
<p>For purposes of the Statement of Cash Flows, cash includes cash on hand (including permanent and temporary advances) and cash at bank. Cash assets recognised in the Statement of Financial Position are reconciled to cash at the end of the financial year, as shown in the Statement of Cash Flows as follows:</p>		
Cash (per Statement of Financial Position)	36,197	13,296
Closing Cash and Cash Equivalents (per Statement of Cash Flows)	36,197	13,296
<p>Included in cash at bank and on hand are the following restricted assets:</p>		
Infringement Processing Bureau (IPB) Commercial Monies	13,508	3,886
Consolidated Fund Monies	6,307	866
Asset Sale Proceeds	191	2,461
	20,006	7,213

IPB Monies are subject to commercial arrangements with third parties. The Consolidated Fund Monies and Asset Sale Proceeds are restricted by law.

9. CURRENT ASSETS - RECEIVABLES

Debts which are known to be uncollectible are written off. A provision for doubtful debts is raised when some doubt as to collection exists. The credit risk is the carrying amount (net of any provision for doubtful debts). No interest is earned on trade debtors. The carrying amount approximates net fair value. Sales are made on 30 day terms.

Sale of goods and services	16,609	13,338
Less : Provision for doubtful debts	(417)	(269)
	16,192	13,069
Other debtors	6,484	4,447
Less: Provision for doubtful debts	(238)	(703)
	22,438	16,813

NSW Police

Notes to and forming part of the 2002-2003 Financial Report

	2003 \$'000	2002 \$'000
10. CURRENT ASSETS – INVENTORIES		
At cost		
Raw materials	91	100
Work in progress	1	2
Forms and stationery	138	228
At net realisable value:		
Finished goods	2,516	1,926
	2,746	2,256
11. CURRENT ASSETS - OTHER		
Prepaid bulk Compulsory Third Party liability premiums	-	2,926
Prepaid bulk motor vehicle registration fees	1,443	1,319
Prepaid rent	141	1,893
Prepaid computer maintenance	724	389
Radio license fees	312	301
Salaries suspense	117	72
Other prepayments	230	626
	2,967	7,526
12. NON-CURRENT ASSETS - PROPERTY, PLANT AND EQUIPMENT		
(a) Land and Buildings		
At Market Value	860,727	800,274
Less Accumulated Depreciation	(298,562)	(273,245)
	562,165	527,029
Work In Progress	58,049	22,819
	620,214	549,848
Plant and Equipment		
At Market Value	347,108	328,334
Less Accumulated Depreciation	(188,704)	(161,062)
	158,404	167,272
Work In Progress	70,716	48,885
	229,120	216,157
Total Property, Plant and Equipment At Net Book Value	849,334	766,005

(b) Reconciliation

Reconciliation of the carrying amounts of each class of property, plant and equipment at the beginning and end of the current financial year is set out below:

	Land and Buildings \$'000	Plant and Equipment \$'000	Total \$'000
Written down value 1 July 2002	527,029	167,272	694,301
Work in Progress 1 July 2002	22,819	48,885	71,704
Carrying amount at 1 July 2002	549,848	216,157	766,005
Additions	42,708	53,271	95,979
Disposals - Written Down Value	(457)	(1,908)	(2,365)
Net revaluation increment	47,612	3,552	51,164
Depreciation expense	(19,497)	(41,952)	(61,449)
Carrying amount at 30 June 2003	620,214	229,120	849,334

(c) Revaluation of fixed assets

	1992-1993 Estimated Cost \$'000	Cost / WIP \$'000	2000-2001 Revaluation \$'000	2001-2002 Revaluation \$'000	2002-2003 Revaluation \$'000	2002-2003 Total \$'000	2002-2003 Total Revaluation \$'000
Land	31	468	92,728	47,072	69,230	209,529	209,061
	31	468	92,728	47,072	69,230	209,529	209,061
Buildings	550	73,331	260,826	139,166	235,374	709,247	635,916
Less - Accumulated Depreciation	(150)	(2,436)	(101,949)	(74,449)	(119,578)	(298,562)	(296,126)
	400	70,895	158,877	64,717	115,796	410,685	339,790
Land and Buildings - Written Down Value	431	71,363	251,605	111,789	185,026	620,214	548,851
Other Plant and Equipment	20,766	389,029	-	8,029	-	417,824	28,795
Less - Accumulated Depreciation	(20,292)	(167,208)	-	(1,204)	-	(188,704)	(21,496)
	474	221,821	-	6,825	-	229,120	7,299
Plant and Equipment - Written Down Value	474	221,821	-	6,825	-	229,120	7,299

NSW Police

Notes to and forming part of the 2002-2003 Financial Report

	2003 \$'000	2002 \$'000
13. CURRENT LIABILITIES - PAYABLES		
Accrued salaries, wages and on-costs	30,837	25,093
Creditors	8,377	4,974
Payroll tax	6,829	11,559
Fringe benefits tax	680	800
Sundry accruals *	14,057	8,366
	60,780	50,792
<p>* Workers' Compensation Hindsight Calculations have not been included for 2003 - TMF normally calculates hindsight premiums each year. However, for workers compensation, the final hindsight adjustment for the 1997-98 fund year and an interim adjustment for the 1999-2000 fund year have not yet been calculated, (nil in 2002). The basis for calculating the hindsight premium is being reviewed and will not be resolved until next financial year.</p>		
14. CURRENT / NON-CURRENT LIABILITIES - PROVISIONS		
Employee benefits and related on costs - Current		
Recreation leave	122,535	100,902
Recreation leave on long service leave	921	-
Non-renewal benefit	2,419	1,979
Leave loading	2,249	2,035
	128,124	104,916
Employee benefits and related on costs – Non-Current		
Recreation leave on long service leave	8,289	-
Non-renewal benefit	21,774	17,813
	30,063	17,813
Total Employee benefits and related on-costs	158,187	122,729
Other Provisions - Current		
Workers' compensation on long service leave	276	-
Payroll tax on recreation leave liability	7,352	6,054
Payroll tax on other employee benefits and long service leave	3,558	2,372
	11,186	8,426
Other Provisions – Non-Current		
Workers' compensation on long service leave	2,487	-
Payroll tax on long service leave	18,981	8,409
	21,468	8,409
Total Provisions	190,841	139,564
Aggregate employee benefits and related on-costs		
Provisions - Current	139,310	113,342
Provisions – Non-Current	51,531	26,222
Accrued salaries, wages and on-costs (refer Note 13)	30,837	25,093
	221,678	164,657

	2003 \$'000	2002 \$'000
15. CURRENT LIABILITIES - OTHER		
Commercial infringements customer funds	13,508	3,886
PAYG, Superannuation and other deductions withheld	3,203	3,462
Income received in advance	6,724	6,912
Liability to Consolidated Fund	6,307	866
Other	139	198
	29,881	15,324

	Accumulated Funds		Asset Revaluation Reserve		Total Equity	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
16. CHANGES IN EQUITY						
Balance as at 1 July	501,937	513,353	98,279	84,412	600,216	597,765
Changes in equity - transactions with owners as owners	-	-	-	-	-	-
Changes in equity - other than transactions with owners as owners	-	-	-	-	-	-
Surplus / (deficit) for the year	(19,200)	(12,585)	-	-	(19,200)	(12,585)
Reversal of revaluation balance for						
Land and Buildings disposed	238	1,169	(238)	(1,169)	-	-
Increment/decrement on revaluation of:						
Land and Buildings and Aircraft	-	-	51,164	15,036	51,164	15,036
Total	(18,962)	(11,416)	50,926	13,867	31,964	2,451
Balance as at 30 June	482,975	501,937	149,205	98,279	632,180	600,216

NSW Police

Notes to and forming part of the 2002-2003 Financial Report

	2003 \$'000	2002 \$'000
17. COMMITMENTS FOR EXPENDITURE		
(a) Capital Commitments		
Aggregate capital expenditure contracted for at balance date and not provided for:		
Not later than one year	34,335	51,041
Later than one year and not later than 5 years	5,830	10,580
Later than five years	-	-
Total (including GST)	40,165	61,621
Input tax credits of \$3.651m (\$5.602m in 2001-02), that are expected to be recoverable from the Australian Taxation Office, are included above.		
Aggregate capital expenditure authorised but not contracted for at balance date		
Not later than one year	47,550	24,747
Later than one year and not later than 5 years	43,933	19,660
Later than five years	-	-
Total (including GST)	91,483	44,407
Input tax credits of \$8.317m (\$4.037m in 2001-02), expected to be recoverable from the Australian Taxation Office, are included above.		
(b) Operating Lease Commitments		
Future non-cancellable operating lease rentals not provided for and payable:		
Not later than one year	48,118	51,813
Later than one year and not later than 5 years	43,367	55,967
Later than five years	18,146	19,575
Total (including GST)	109,631	127,355
Input tax credits of \$9.909m (\$11.389m in 2001-02), that are expected to be recoverable from the Australian Taxation Office, are included above. Operating lease commitments comprise property (office building and radio sites) lease rentals, mainframe and desktop computer and motor vehicle fleet leases. Lease terms for property vary from property to property but, generally, require a monthly payment in advance for both rent and outgoings. Mainframe lease rentals are usually pre-paid yearly in advance; while desktop computers are on a renewable 3-year term. The leasing arrangement term for NSW Police's motor vehicle fleet varies from vehicle to vehicle depending on use, but most of the fleet average around 40,000 kilometres or two years, whichever comes first. From 1 March 2003 arrangement terms were changed		

	2003 \$'000	2002 \$'000
to 60,000 kilometres or three years. Rental lease payments for the motor vehicle leases are made in arrears and include a built in cost for both depreciation and changeover costs.		
NSW Police does not have contingent leases, nor does it incur any rental expense arising from sub-leases.		

(c) Finance Lease Commitments

After Balance Date, NSW Police entered into a Finance Lease for NSW Police Corporate Headquarter in Parramatta. It is intended the lease will be signed in 2003-04. The future lease payments are:

Not provided for and payable:

Not later than one year	9,045	-
Later than one year and not later than 5 years	54,957	-
Later than five years	294,890	-
Minimum lease payments	358,892	-
Less: future finance charges	171,564	-
Lease liability	187,328	-

18. CONTINGENT LIABILITIES

Estimated contingent liabilities arising from legal claims lodged against NSW Police and pending decision by the courts.

110,333	95,457
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19. BUDGET REVIEW

Net cost of services

The actual net cost of services this year was higher than budget by \$120.132m.

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

- Recreation leave and terminations (\$34.3m), recreation leave mainly due to provisions for long service leave on costs, partly due to an increase in police numbers.
- Long service leave (\$43.9m), mainly due to net present value valuations.
- Information technology (\$2.1m), due to labour contracts for the maintenance of computer hardware and software.
- Police overtime, shift and allowances, to meet operations- Viking, Coodra, Aleppo (a total of \$7.6m), Hawke (\$3.2m), and the World Trade Organisation (\$2.4m).
- Allowances paid to prosecutors involved in legal proceedings (\$0.5 m).
- Staff on Transfer costs (\$1.2m), due to increased transfers to regional areas.
- Training costs, due to additional police recruits (\$3.2).
- Counter Terrorist operations (\$1.3m), for the establishment of the Counter Terrorist operation.

NSW Police

Notes to and forming part of the 2002-2003 Financial Report

Assets and liabilities

Total current assets increased by \$11.118m compared to budget, due to the increase in the closing cash balance.

Non-current assets increased by \$ 42.571m, over budget, mainly due to increases in:

- Land and buildings of \$ 31.633m.
- Plant and equipment of \$ 10.938m.

The movement in the non-current accounts was caused by increases:

- in value due to the effect of revaluation,
- due to additional purchases funded by supplementation.

Total liabilities increased by \$ 60.527m compared to budget, mainly due to employee benefits.

Cash Flows

Recurrent Appropriation and Capital Appropriation increased by \$32.019m and \$11.746m, respectively, compared to budget.

Net cash inflows from operating activities increased by \$21.708m, compared to budget, mainly due to increased recurrent expenses, and net cash outflows from investing activities increased by \$11.772m over budget mainly due to an increase in the purchases of land and buildings, and plant and equipment.

	2003 \$'000	2002 \$'000
20. RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES TO NET COST OF SERVICES		
Net cash used on operating activities	114,245	66,626
Cash flows from Government / Appropriations	(1,562,640)	(1,409,136)
Cash reimbursements from Consolidated Transactions Entity	42,482	31,118
Acceptance by the Crown Entity of employee benefits and other liabilities:		
Superannuation	(113,894)	(107,207)
Long service leave	(89,099)	(41,878)
Payroll tax on superannuation	(6,833)	(6,646)
Depreciation	(61,449)	(54,534)
Gain / (loss) on disposal of non-current assets	(1,693)	(3,194)
Non-cash revenue - net	7,720	1,290
Increase in Capital Works expenditure accruals	1,685	3,031
Increase in receivables	5,625	1,797
Increase / (decrease) in inventories	489	(388)
Increase / (decrease) in other assets	(4,560)	2,433
Increase in payables	(9,988)	(27,613)
Net (increase) / decrease in employee entitlements	(51,277)	7,120
Increase in other liabilities	(14,556)	(8,287)
Net cost of services	(1,743,743)	(1,545,468)

	2003 \$'000	2002 \$'000
21. TRUST FUNDS		
NSW Police 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 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	5,177	5,267
Add: Receipts	5,820	4,931
Less: Expenditure	(4,849)	(5,021)
Cash balance at 30 June	<u>6,148</u>	<u>5,177</u>

22. ADMINISTERED REVENUE COLLECTIONS

(a) Motor Traffic Act Infringements

NSW Police administers, on behalf of the State Government, the collection of fines for traffic infringements. The administered revenues collected by NSW Police are actual cash receipts. It is intended to report the revenues on the accruals basis next financial year.

	2003 000	2002 000
Number of Infringement Notices Issued		
Traffic	591	555
Parking	99	292
Red light camera	65	55
Speed camera	594	431
	<u>1,349</u>	<u>1,333</u>

The number of Infringement Notices referred to the State Debt Recovery Office is 242,354.

	2003 \$'000	2002 \$'000
Cash Receipts		
Traffic	66,677	68,526
Parking	5,610	15,567
Red light camera	7,228	8,409
Speed camera	41,568	40,040
	<u>121,083</u>	<u>132,542</u>

NSW Police

Notes to and forming part of the 2002-2003 Financial Report

	2003 \$'000	2002 \$'000
(b) Other Revenue		
Firearms licensing	2,144	1,611
State Emergency Services	724	
-		
Security industry licensing	2,330	2,573
Fines and forfeitures	444	571
Receipts under the Crimes Act	561	444
Sale of capital assets	191	3,253
Lease Incentive	5,500	-
Other	29	33
	11,923	8,485
Total Administered Revenues	133,006	141,027

(c) Self Enforcement Infringement Notice Scheme (SEINS)

NSW Police and other NSW Government agencies are responsible for pursuing unpaid infringement notices under the SEINS method.

The following potential revenue was not collected by NSW Police:

Infringement notices not actioned	1,443	2,061
Infringement notices waived	2,598	3,778
Infringement notices unenforceable (statute barred)	22,876	1,217
	26,917	7,056

23. After Balance Date Events

- NSW Police entered into a lease for NSW Police Corporate Headquarters at Parramatta. NSW Police will not obtain control over the asset and recognise it until the 2003-04 financial year. NSW Police received independent advice that the lease was an operating lease. Subsequent advice, which NSW Police has accepted, determined that the lease was a finance lease. The Budget papers for 2003-04 were based on the lease being a finance lease. NSW Police is seeking retrospective approval from the Treasurer to enter into a finance lease. This approval is required to comply with the Public Authorities (Financial Arrangements) Act 1987.
- The activity and staff of the Infringement Processing Bureau located in Maitland will be transferred to the Office of State Revenue. This is to take effect on 1 October 2003. The activities of the Infringement Processing Bureau are not material to the operations of NSW Police.

END OF AUDITED FINANCIAL STATEMENTS

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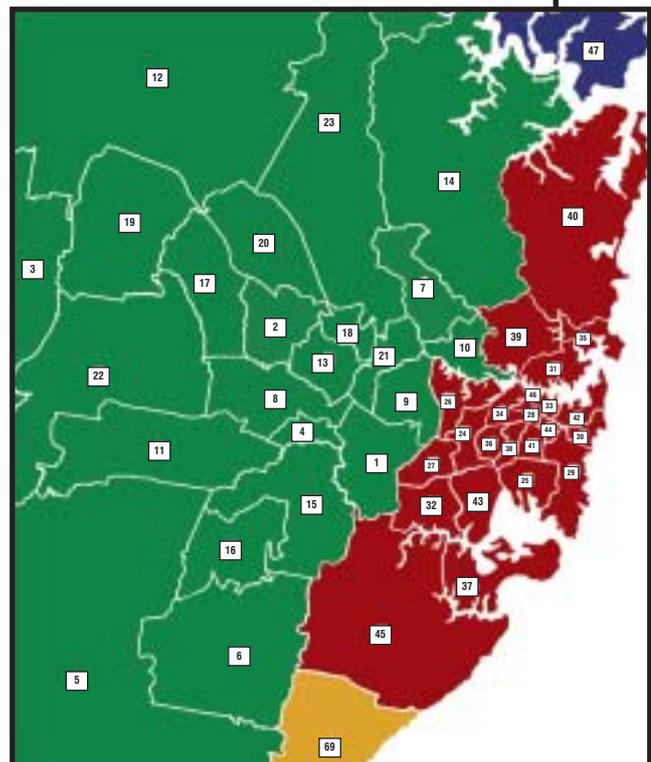
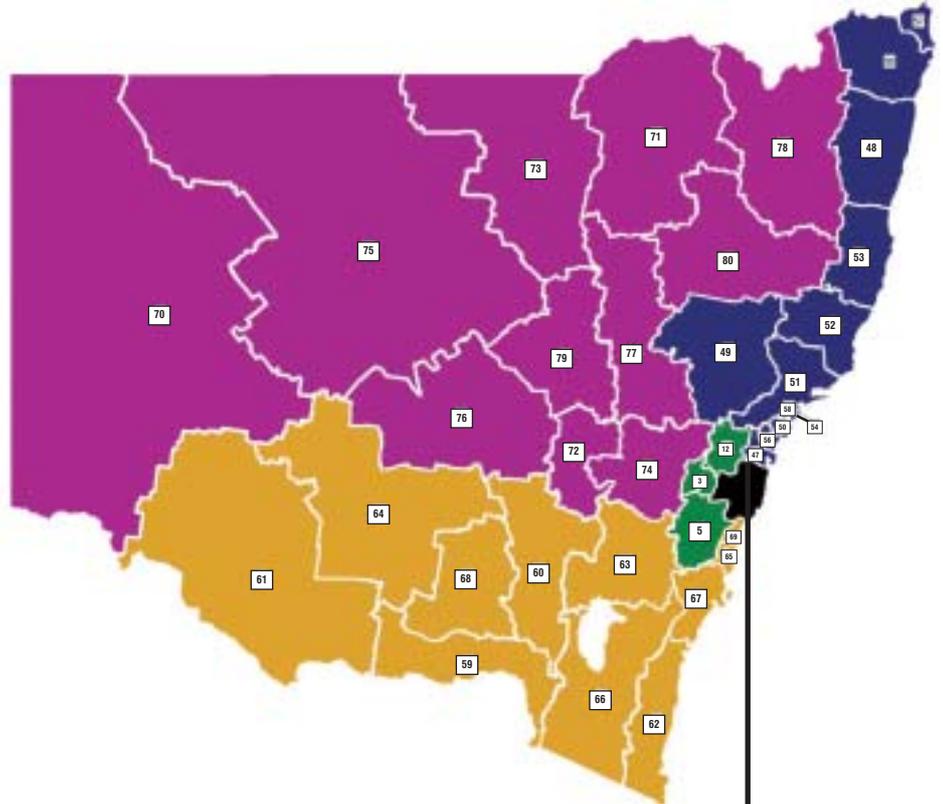
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- Y** Years of Service: **50**

Regions - Local Area Commands

LAC	REGION	LABEL
BANKSTOWN	GREATER METRO	1
BLACKTOWN	GREATER METRO	2
BLUE MOUNTAINS	GREATER METRO	3
CABRAMATTA	GREATER METRO	4
CAMDEN	GREATER METRO	5
CAMPBELLTOWN	GREATER METRO	6
EASTWOOD	GREATER METRO	7
FAIRFIELD	GREATER METRO	8
FLEMINGTON	GREATER METRO	9
GLADESVILLE	GREATER METRO	10
GREEN VALLEY	GREATER METRO	11
HAWKESBURY	GREATER METRO	12
HOLROYD	GREATER METRO	13
KURING GAI	GREATER METRO	14
LIVERPOOL	GREATER METRO	15
MACQUARIE FIELDS	GREATER METRO	16
MT DRUITT	GREATER METRO	17
PARRAMATTA	GREATER METRO	18
PENRITH	GREATER METRO	19
QUAKERS HILL	GREATER METRO	20
ROSEHILL	GREATER METRO	21
ST MARYS	GREATER METRO	22
THE HILLS	GREATER METRO	23
ASHFIELD	INNER METRO	24
BOTANY BAY	INNER METRO	25
BURWOOD	INNER METRO	26
CAMPBIE	INNER METRO	27
CITY CENTRAL	INNER METRO	28
EASTERN BEACHES	INNER METRO	29
EASTERN SUBURBS	INNER METRO	30
HARBOURSIDE	INNER METRO	31
HURSTVILLE	INNER METRO	32
KINGS CROSS	INNER METRO	33
LEICHHARDT	INNER METRO	34
MANLY	INNER METRO	35
MARRICKVILLE	INNER METRO	36
MIRANDA	INNER METRO	37
NEWTOWN	INNER METRO	38
NORTH SHORE	INNER METRO	39
NORTHERN BEACHES	INNER METRO	40
REDFERN	INNER METRO	41
ROSE BAY	INNER METRO	42
ST GEORGE	INNER METRO	43
SURRY HILLS	INNER METRO	44
SUTHERLAND	INNER METRO	45
THE ROCKS	INNER METRO	46
BRISBANE WATER	NORTHERN	47
COFFS-CLARENCE	NORTHERN	48
HUNTER VALLEY	NORTHERN	49
LAKE MACQUARIE	NORTHERN	50
LOWER HUNTER	NORTHERN	51
MANNING-GREAT LAKES	NORTHERN	52
MID NORTH COAST	NORTHERN	53
NEWCASTLE	NORTHERN	54
RICHMOND	NORTHERN	55
TUGGERAH LAKES	NORTHERN	56
TWEED-BYRON	NORTHERN	57
WARATAH	NORTHERN	58
ALBURY	SOUTHERN	59
COOTAMUNDRA	SOUTHERN	60
DENILQUIN	SOUTHERN	61
FAR SOUTH COAST	SOUTHERN	62
GOULBURN	SOUTHERN	63
GRIFFITH	SOUTHERN	64
LAKE ILLAWARRA	SOUTHERN	65
MONARO	SOUTHERN	66
SHOALHAVEN	SOUTHERN	67
WAGGA WAGGA	SOUTHERN	68
WOLLONGONG	SOUTHERN	69
BARRIER	WESTERN	70
BARWON	WESTERN	71
CANOBOLAS	WESTERN	72
CASTLEREAGH	WESTERN	73
CHIFLEY	WESTERN	74
DARLING RIVER	WESTERN	75
LACHLAN	WESTERN	76
MUDGEE	WESTERN	77
NEW ENGLAND	WESTERN	78
ORANA	WESTERN	79
OXLEY	WESTERN	80



Contacts



Police Headquarters

1 Charles Street
Parramatta NSW 2150
Locked Bag 5102,
Parramatta NSW 2124
24-hour service -
(02) 9281 0000.
TTY (for hearing impaired) -
(02) 9211 3776

Website

www.police.nsw.gov.au

Police Assistance Line

Telephone 131 444 to report
non-urgent incidents and
minor crimes.

Customer Assistance Unit

Telephone toll free
1800 622 571

Crime Stoppers

This community based
policing service gathers
details of criminal activity,
volunteered by members of
the public. Cash rewards of up
to \$1000 are available if this
information leads to an arrest.
Information can be given
anonymously.
Free Call 1800 333 000.

Region Commands

Inner Metropolitan Region

Level 7, Sydney Police Centre
151-241 Goulburn Street
Surry Hills NSW 2010
Telephone (02) 9265 4920

Greater Metropolitan Region

Level 9, Ferguson Centre
130 George Street
Parramatta NSW 2150
Telephone (02) 9689 7638

Southern Region

Level 3, 84 Crown Street
Wollongong NSW 2500
Telephone (02) 4226 7705

Western Region

148 Brisbane Street
Dubbo NSW 2830
Telephone (02) 6881 3104

Northern Region

Level 2
Newcastle Police Station
Cnr Church and Watt Streets
Newcastle NSW 2300
Telephone (02) 4929 0688

All police stations in the
Sydney metropolitan area are
listed under 'Police Service
NSW' on page 1806 of the L-Z
volume of the 2003-2004
Sydney *White Pages*
telephone directory.
In other areas of the state,
stations are listed in local
directories, either in the NSW
Government section or under
'Police Service' in the
alphabetical listings.