

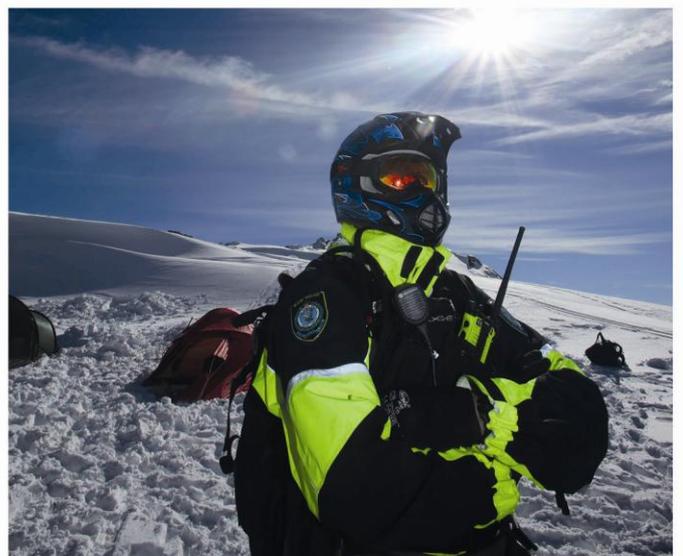


ANNUAL REPORT 2013-14

# Serving the State of New South Wales



**NSW Police Force**



## OUR VISION

A safe and secure New South Wales

## OUR PURPOSE

Police and the community working together to reduce violence, crime and fear

## OUR VALUES

Each member of the NSW Police Force is to act in a manner which:

- (a) places integrity above all,
- (b) upholds the rule of law,
- (c) preserves the rights and freedoms of individuals,
- (d) seeks to improve the quality of life by community involvement in policing,
- (e) strives for citizen and police personal satisfaction,
- (f) capitalises on the wealth of human resources,
- (g) makes efficient and economical use of public resources, and
- (h) ensures that authority is exercised responsibly.

## OUR SERVICES

We serve 7,465,500 people (approximately one third of Australia's total population).

We respond to crime, emergencies and other calls for assistance by land, air and sea.

We investigate crime, detect and prosecute offenders.

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

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

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Friday, 31 October 2014

The Hon Stuart Ayres MP  
Minister for Police & Emergency Services  
Parliament House  
SYDNEY NSW 2000

Dear Minister,

I am pleased to submit the NSW Police Force Annual Report for the year ended 30 June 2014 for tabling in Parliament.

The report was prepared in accordance with the provisions of the *Annual Reports (Departments) Act 1985* and the *Annual Reports (Departments) Regulation 2010*. It complies with the standardised reporting formulas for financial statements approved by the Treasurer.

Following the report's tabling in Parliament, it will be available for public access on the NSW Police Force website [www.police.nsw.gov.au](http://www.police.nsw.gov.au).

Yours sincerely,

A handwritten signature in black ink, appearing to read 'A P Scipione'.

A P Scipione APM  
Commissioner of Police

Produced by the NSW Police Force Public Affairs Branch in conjunction with the Office of the Commissioner.

This report can be downloaded from [www.police.nsw.gov.au](http://www.police.nsw.gov.au).

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## Commissioner's Foreword



*Andrew Scipione APM Commissioner of Police  
with Australian Special Olympian Lisa Vineberg*

I am proud to lead more than 20,000 NSW Police Force employees, including more than 16,000 sworn officers, working to drive down crime and make the community of New South Wales safer.

Along with our government and non-government partners we have contributed to continuing reductions in crime rates across the State. The NSW Bureau of Crime Statistics & Research (BOCSAR) confirmed that for the 24 months to June 2014, seven of the 17 major offences were trending downward and the remaining 10 were stable.

These results are reflective of the use of traditional policing methods, such as police patrols, targeted operations and intelligence-led policing, but are also attributed to improved technological advances, including specialised forensic computing technology and laser technology to analyse drug samples. We have continued our fight against organised crime, including the targeting of outlaw motorcycle gangs, firearms and public place shootings and the seizure of illicit drugs and dismantling of drug laboratories.

A range of NSW Government initiatives were introduced this reporting year to help us to reduce alcohol related violence and offensive behaviours. These include the identification of a CBD precinct, within which restrictions on alcohol sales and lock out periods apply and temporary banning orders can be made. Powers to move-on intoxicated persons from public places and the trial of sobering up centres will also continue. These measures, in addition to the return of patrolling police officers on trains, buses and at transport interchanges, will assist in eliminating alcohol related violence in NSW and improving public amenity.

Across a range of areas we are assisting in improving protections for victims and vulnerable members of our community. Senior police are now able to issue provisional apprehended violence orders and a risk assessment and mitigation model of determining bail and detention applications was introduced by the NSW Government, both of which aim to improve community safety.

During 2013-14 we supported the Special Commission of Inquiry into matters relating to the police investigation of certain child sexual abuse allegations in the Catholic Diocese of Maitland–Newcastle, the Royal Commission into Institutional Responses to Child Sexual Abuse and the Royal Commission into Trade Union Governance and Corruption.

This reporting year we continued to support our staff through an emphasis on maintaining a healthy lifestyle. Everyday operations were made easier by the introduction of modernised computer systems to enhance organisational effectiveness and efficiency. Extending the use of smartphones and other mobile technology to allow police to issue infringements is also being trialled to improve our future services.

Community support for police and the work they do is fundamental to our success in reducing crime and making New South Wales safer. Support from members of the community, across all ages and from a range of multicultural and linguistically diverse backgrounds, drives us to continually improve our efforts. The Community Awareness of Policing Program has now been expanded to include local area commands, allowing community leaders to experience and better understand the issues faced by police in their local area, which will assist in continuing to maintain this strong relationship.

With your continued support I am confident that we can meet the challenges of the coming year.

A P Scipione APM  
Commissioner of Police

## Our Police Regions

Seventy six local area commands (LACs) operate from 432 police stations delivering policing services to communities. Specialist commands complement the general duties operational capability, covering land, sea and air operations.



### 1 CENTRAL METROPOLITAN REGION

Area in square kilometres	541.23 sq km
Resident population*	1,167,442
Number of police officers	2,276
Number of administrative staff	179

### 2 SOUTH WEST METROPOLITAN REGION

Area in square kilometres	3,637.93 sq km
Resident population*	1,434,813
Number of police officers	2,037
Number of administrative staff	180

### 3 NORTH WEST METROPOLITAN REGION

Area in square kilometres	6,254.98 Sq Km
Resident population*	1,832,971
Number of police officers	2,075
Number of administrative staff	179

### 4 SOUTHERN REGION

Area in square kilometres	199,443.07 sq km
Resident population*	948,767
Number of police officers	1,450
Number of administrative staff	149

### 5 NORTHERN REGION

Area in square kilometres	70,114.78 sq km
Resident population*	1,562,921
Number of police officers	2,038
Number of administrative staff	193

### 6 WESTERN REGION

Area in square kilometres	520,382.57 sq km
Resident population*	518,585
Number of police officers	1,161
Number of administrative staff	151

\*Changes in published figures reflect updated population benchmarks following the 2011 Census. Region population estimates have been derived by taking each region's share of the NSW population at June 2011 (derived by aggregating small area data from the ABS) and apportioning this to the total NSW population as at December 2012 (source: ABS Demographic Statistics, cat no 3101.0). The Statistical Area Level 1 (SA1) is the smallest geographic area defined in the Australian Statistical Geography Standard (ASGS) for use in the release of Census data. SA1 boundaries aggregate to NSW Police Force Region boundaries.

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

# Our Organisation

## OUR CHARTER

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

The Night Watch was formed by Governor Arthur Phillip in 1789 to guard Sydney Town. It was the first civilian police force in Australia. In 1862 all Watch Teams were combined under the *Police Regulation Act 1862* to form the NSW Police Force. That Act was later replaced by the *Police Regulation Act 1899*. In June 1987, the NSW Police Force (which was responsible for police operations) and the NSW Police Department (which was responsible for police policy and administration) were amalgamated.

Today the NSW Police Force has 20,329 employees: 16,467 police officers and 3,862 civilian staff.

In the 2013-14, the NSW Government funding contributions to the NSW Police Force were \$3.4 billion.

## NSW POLICE FORCE ORGANISATIONAL CHART



## OUR GOVERNANCE STRUCTURE

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

- developing and implementing the overall strategic direction of the NSW Police Force
- planning for the future
- achieving NSW 2021 (State Plan) targets
- monitoring and measuring corporate performance against Corporate Plan 2012-16 targets and expectations
- ensuring compliance with external and internal controls and processes
- setting budgets and monitoring financial performance
- reporting to government
- managing organisational reform.

## MEMBERS OF THE COMMISSIONER'S EXECUTIVE TEAM

**Chair:** Commissioner

**Members:** Deputy Commissioner Field Operations, Deputy Commissioner Specialist Operations, Deputy Commissioner Corporate Services

**Associate members:** Representatives from Field Operations, Specialist Operations and Corporate Services on rotation for six months

**Ex-officio member:** Director, Public Affairs Branch

**Commissioner Andrew Scipione APM** joined the NSW Police Force in 1980 and was appointed Commissioner in September 2007. He holds a Masters Degree in Management (Macquarie University), a Graduate Diploma in Police Management (Macquarie University) and a Graduate Certificate in Security Management (Edith Cowan University). He is a Fellow of the Australian Institute of Management, a Member of the Australian Institute of Company Directors and a Graduate of the FBI National Executive Institute. In April 2013 Commissioner Scipione was awarded an Honorary Doctor of Letters from Macquarie University and he is an Adjunct Professor at the University of Western Sydney's School of Social Sciences & Psychology.

**Deputy Commissioner Field Operations, Nick Kaldas APM** joined the NSW Police Force in 1981 and was promoted to the rank of Deputy Commissioner in March 2008. He completed the FBI Hostage Negotiator's Course in Quantico, Virginia, USA, and holds a Master's Degree in Public Policy & Administration (Charles Sturt University) and is a graduate and former visiting Fellow of the Management of Serious Crime Program (AFP).

**Deputy Commissioner Specialist Operations, Catherine Burn APM** joined the NSW Police Force in 1984 and was promoted to the rank of Deputy Commissioner in July 2010. Her qualifications include a Bachelor of Arts degree, an Honours Degree in Psychology, a Masters of Management and the Department of Premier & Cabinet Executive Development Program (2004).

**Deputy Commissioner Corporate Services David Hudson APM** joined the NSW Police Force in 1981 and was promoted to the rank of Deputy Commissioner in February 2013. He is a graduate of the FBI National Academy Program, and holds a Masters of Public Policy & Administration and a Graduate Certificate in Criminology.

## A CULTURE OF ETHICAL AND LAWFUL BEHAVIOUR

Our *Statement of Values* and *Code of Conduct & Ethics* outline appropriate behaviour for all NSW Police Force staff.

Our *Ethics & Integrity Framework* seeks to ensure ethics are incorporated into all aspects of policing, making ethical behaviour, practices and decision making a part of daily routine. This framework is supported by a range of policies and initiatives that promote a culture that is resistant to corruption, misconduct and internal fraud.

## FIELD OPERATIONS



Deputy Commissioner  
Naguib (Nick) Kaldas APM

Local police are the backbone of the NSW Police Force. Under the leadership of the Deputy Commissioner Field Operations, the majority of officers work in local area commands (LACs) and provide community-based policing services.

Through its various units Field Operations targets crime and the fear of crime, antisocial behaviour, crowd and riot control, and drives programming and initiatives for diverse and vulnerable communities as well as for community engagement.

Field Operations also commands major incidents and events in New South Wales, and as of August 2013, the State Crime Command, which comprises multiple expert directorates to target and investigate serious and organised crime.

Some of our biggest operations this year included **Operation Talon**, formed in August 2013 to tackle public place shootings; **Operation Taipan**, one of the state's longest and most successful organised crime investigations which has seized more than \$155 million in illicit drugs; **Strike Force Oceanic**, which brought down a sophisticated drug supply operation in the state's south and seized close to \$15 million worth of illicit drugs; and **Operation Polaris**, a joint investigative effort involving the AFP Customs and the Australian Crime Commission. This year Polaris investigators seized the largest amount of para-methoxymethamphetamine (PMMA) oil, with the potential to create approximately \$18 million worth of ecstasy.

We marked the fifth anniversary of **Strike Force Raptor**, which targets outlaw motorcycle gangs. Since it was established, 2,582 people have been charged with 6,027 offences ranging from commercial drug manufacture to drive-by shooting. Raptor has also detected 17 clandestine laboratories and completely dismantled 20 outlaw motorcycle gang (OMCG) clubhouses across the state.

In a combined approach to address **alcohol related violence** and to change drinking behaviour in New South Wales, new laws requiring 1.30am lock outs and 3am last drinks were imposed across central Sydney. The changes also introduce tougher penalties for alcohol-related assaults and ban bottle shop sales after 10pm across the state.

The Community Relations Commission (CRC) reported that the NSW Police Force has demonstrated best practice in **multicultural implementation**, and is rated within the highest level of the NSW Government Multicultural Framework. In the *Community Relations Report 2013: Advancing Multiculturalism in NSW*, the CRC acknowledged that our strong focus on effective and sustainable community interaction is already having an impact.



Deputy Commissioner  
Catherine Burn APM

## SPECIALIST OPERATIONS

Under the leadership of Deputy Commissioner Catherine Burn, police and unsworn staff are deployed throughout the state to provide a specialist policing capability that contributes to making New South Wales safe and secure. The command is committed to the delivery of specialist policing services to all areas of the NSW Police Force, particularly the front line.

Specialist commands complement operational capability by providing specialist and technical support to the Field Operations Command in areas of technology and communications, media management, forensic services, counter terrorism, traffic and highway patrol, public transport and police prosecutions.

This reporting year legislation was amended to give police clear, simple and effective **powers of arrest** to protect the community. As a result of changes to the *Crimes (Domestic Violence) Amendment Act*, senior police are now able to issue a provisional **apprehended domestic violence order** (ADVO) and place appropriate conditions on defendants to protect the victims. Police also have the power to search for firearms, firearm parts or ammunition without a warrant.

Developments in technology featured heavily this reporting year. As a result of the **NSW Forensic Ballistics Investigation Section**, police across Australia now have access to the latest ballistics matching system to track illegal firearms. When responding to **technology enabled crime**, frontline police in New South Wales are now

capable of extracting digital evidence by interrogating electronic devices with specialised forensic computing technology. Police also have access to **laser technology** that analyses suspected drug samples quickly and easily in the field. The **Police Transport Command** has been addressing crime on the public transport network with the mass deployment of police in operations such as Colossus and Raider, along with their combined deployments alongside region and local police.

The **Traffic & Highway Patrol Command** works in partnership with the NSW Roads & Maritime Services and the NSW Centre for Road Safety to focus on road safety, particularly within the heavy vehicle and bus fleets. This year we achieved the state's lowest road toll in nine decades.

Other specialist highlights include a new smartphone app, **Emergency+**, that improves the efficiency of calls to Triple Zero (000) by members of the public; gaining unprecedented access to **controlled airspace** over almost half of Sydney for police aircraft; and using **FaceTime or Skype** to allow corroborating police to give evidence at court remotely.

The **Community Awareness of Policing Program (CAPP)** was extended this year to allow every command an unprecedented opportunity to connect with community leaders. The new programme is known as **CAPP in LACs** and allows participants to interact with local police, from constables to commanders, and see firsthand the issues local police face on a daily basis.



*Deputy Commissioner  
Dave Hudson APM*

## CORPORATE SERVICES

Under the leadership of Deputy Commissioner Dave Hudson, Corporate Services ensures police at the front line, and those who provide specialist and corporate support to the front line, have the skills, capacity, resources and knowledge they need to reduce crime and create safer communities in New South Wales.

Corporate Services commands are responsible for providing information technology, education and training, finance and business management, human resource management, health and welfare and civil legal support. Corporate Services is also chiefly responsible for promoting organisational effectiveness and efficiency, and ensuring police conduct meets the highest ethical standards.

In collaboration with the Department of Justice, the NSW Police Force enhanced the **automated exchange of court related information** and made system changes necessary to implement the *Bail Act 2013*, nearly doubling the number of data transactions that are fully automated and significantly **streamlining justice administration** as a result. The **WebCOPs Program** was fully deployed, providing police with an improved, easier to use system. **COPS modernisation** continued with the deployment of a completely new custody management system and the appointment of a service provider who delivered design specifications for the next phase of modernisation to include a community portal and updated event and intelligence reporting.

In a series of lectures hosted in collaboration with the Police Association of NSW, behavioural scientist **Dr Kevin Gilmartin** explained how policing can affect officers' thinking and wellbeing. His tips on how to maintain a balance for a **healthier lifestyle** were so well received that Dr Gilmartin has been invited to return to the NSW Police Force to further explore the topic, this time with an audience of police officers and their families.

The **Strategic Technologies & Planning Command** was recently established with the aim of identifying and promoting better ways to work with technology. One important project is trialling the use of smartphones and other mobile technology to allow police to issue infringements and record intelligence while on patrol.

The NSW Police Force internal corporate performance assessment program, **COMPASS**, has this year examined individual command and overall corporate performance. We continue to conduct up to three forums per year to address emerging topics (such as population growth) where corporate priorities are yet to be formally determined, ownership is yet to be allocated, and targets yet to be established.

Other highlights this reporting year include a review of the **police promotion system**; enhancements to **disaster recovery for critical systems**; the introduction of **electronic personnel files**; the opening of an additional **firing range** at the Police Academy in Goulburn; and commencing preparations for the celebration of the **100 year anniversary of women in policing** in 2015.

# How we Performed

The mission of the NSW Police Force, as set out in the *Police Act 1990*, is to work with the community to reduce violence, crime and fear. Our *Corporate Plan 2012-16* connects the guiding principles of the *Directions in Australia New Zealand Policing 2012-15* and the priorities of *NSW 2021* (the *State Plan*) to our command business plans and senior officer performance agreements.

The performance indicators presented in this section are drawn from the *NSW Police Force Corporate Plan 2012-16*, which establishes six key performance areas for all of the Force's performance plans and reports (crime, public safety, community and partners, people, systems and leadership). A copy of the plan is available on the NSW Police Force website, [www.police.nsw.gov.au](http://www.police.nsw.gov.au), or by searching for "NSW Police Force Corporate Plan".

## CRIME

We focus on reducing rates of crime, particularly violent crime. Frontline policing and the targeting of crime hot spots and repeat offenders have contributed to crime levels across all major key indicators falling or remaining stable.

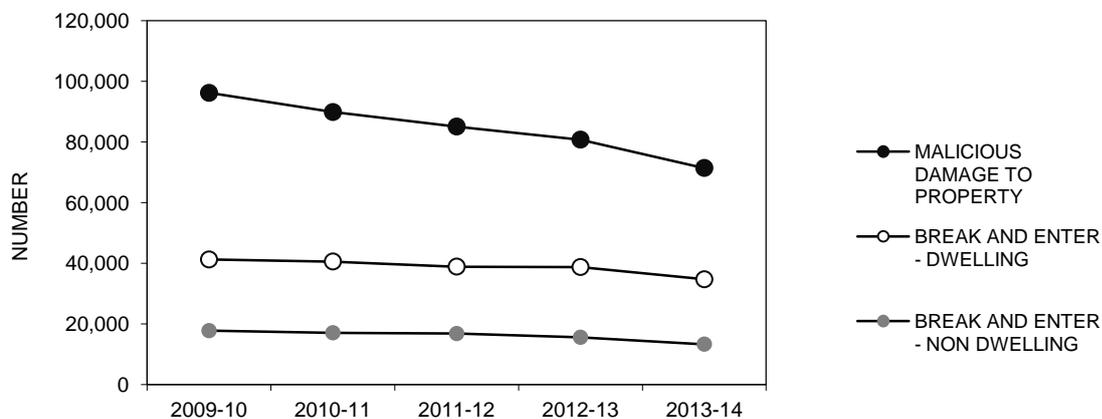
Note: Recorded crime statistics represent only those matters reported to police. A change in recorded crime may reflect changes in the propensity to report to police.

TABLE 1: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PROPERTY

INCIDENT CATEGORY	2009-10	2010-11	2011-12	2012-13	2013-14
Break and enter - dwelling	41,234	40,571	38,887	38,749	34,699
Break and enter - non dwelling	17,746	17,057	16,792	15,571	13,298
Malicious damage to property	96,182	89,856	85,078	80,763	71,420
Steal from motor vehicle	45,919	45,963	48,471	45,600	43,221
Motor vehicle theft	21,832	19,692	19,065	16,983	15,023
Steal from dwelling	21,639	20,651	21,464	21,637	21,912
Steal from person	9,315	8,496	8,307	7,680	6,554
Steal from retail store	20,686	20,910	21,227	22,159	20,672

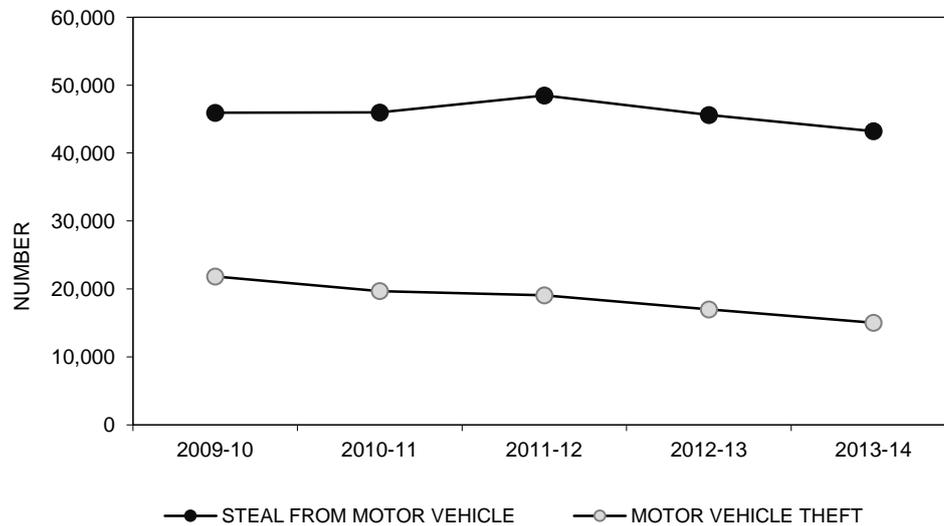
Source: NSW Bureau of Crime Statistics & Research

CHART 1: NUMBER OF INCIDENTS RECORDED FOR BREAK AND ENTER, AND PROPERTY DAMAGE



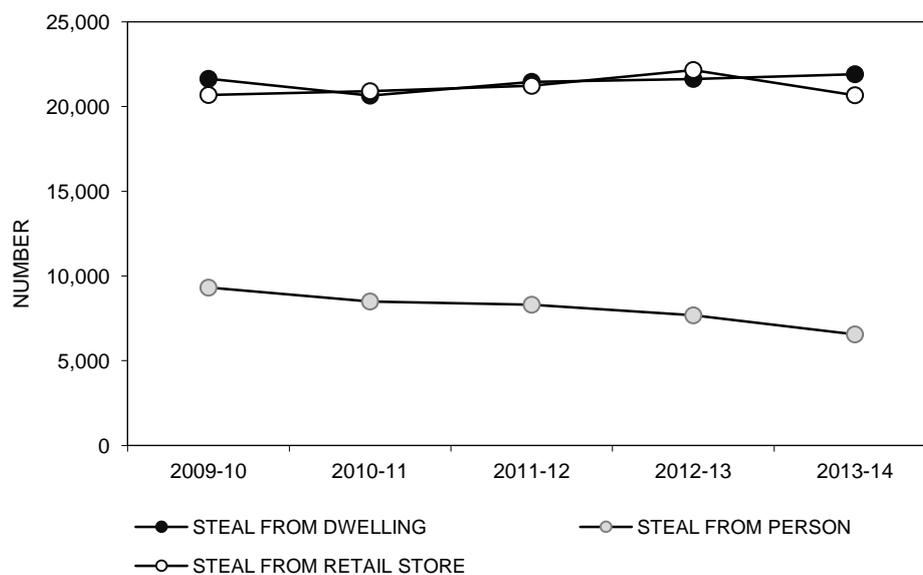
Source: NSW Bureau of Crime Statistics & Research

CHART 2: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PROPERTY INVOLVING MOTOR VEHICLES



Source: NSW Bureau of Crime Statistics & Research

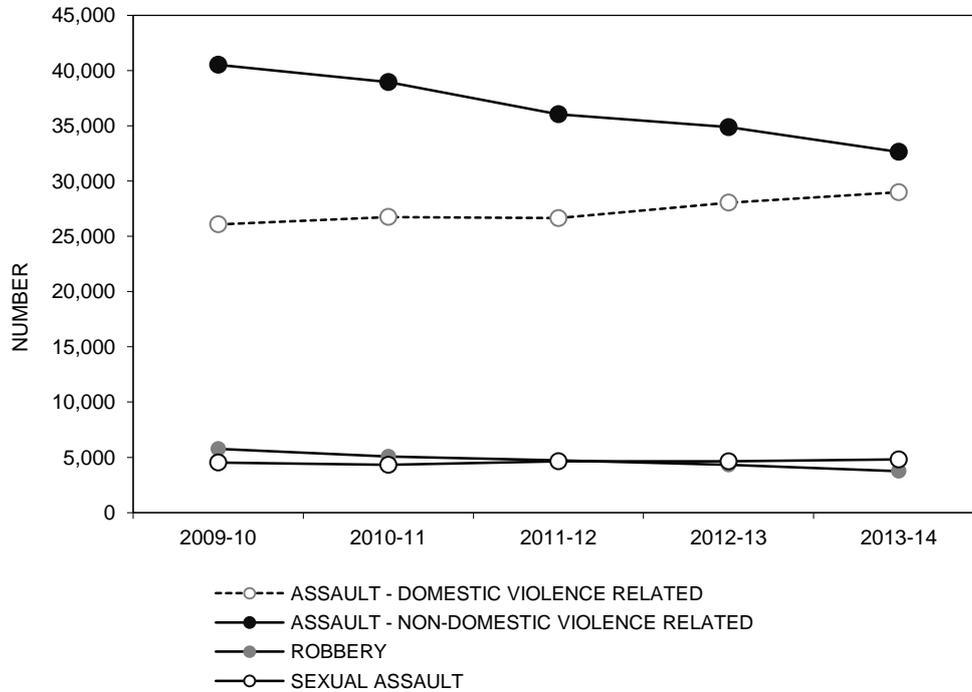
CHART 3: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PROPERTY INVOLVING OTHER STEALING



Source: NSW Bureau of Crime Statistics & Research

## HOW WE PERFORMED (continued)

CHART 4: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PERSONS



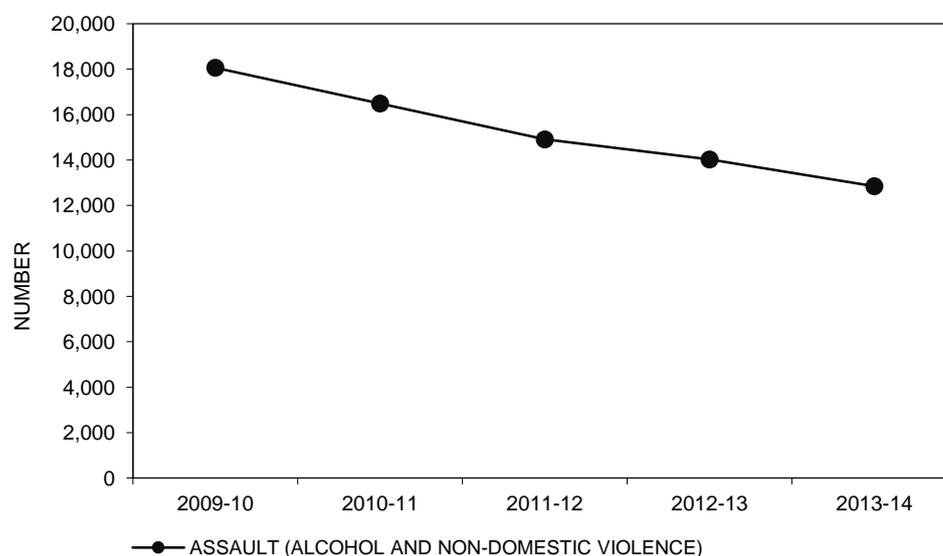
Source: NSW Bureau of Crime Statistics & Research

TABLE 2: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PERSONS

INCIDENT CATEGORY	2009-10	2010-11	2011-12	2012-13	2013-14
Assault - domestic violence related	26,082	26,748	26,638	28,044	28,982
Assault - non-domestic violence related	40,515	38,947	36,039	34,866	32,639
Robbery	5,770	5,069	4,730	4,325	3,759
Sexual assault	4,529	4,316	4,640	4,632	4,804

Source: NSW Bureau of Crime Statistics & Research

CHART 5: NUMBER OF INCIDENTS RECORDED FOR ALCOHOL-RELATED NON-DOMESTIC VIOLENCE



Source: NSW Police Force's Computerised Operational Policing System

TABLE 3: NUMBER OF INCIDENTS RECORDED NON-DOMESTIC VIOLENCE ASSAULTS WHERE ALCOHOL WAS A FACTOR

INCIDENT CATEGORY	2009-10	2010-11	2011-12	2012-13	2013-14
Assault (alcohol and non-domestic violence)	18,064	16,491	14,910	14,027	12,850

Source: NSW Police Force's Computerised Operational Policing System

Note: Revisions to previous year's statistics reflect updated investigations. A non-domestic violence assault is any assault that does not have an associated factor of domestic violence.

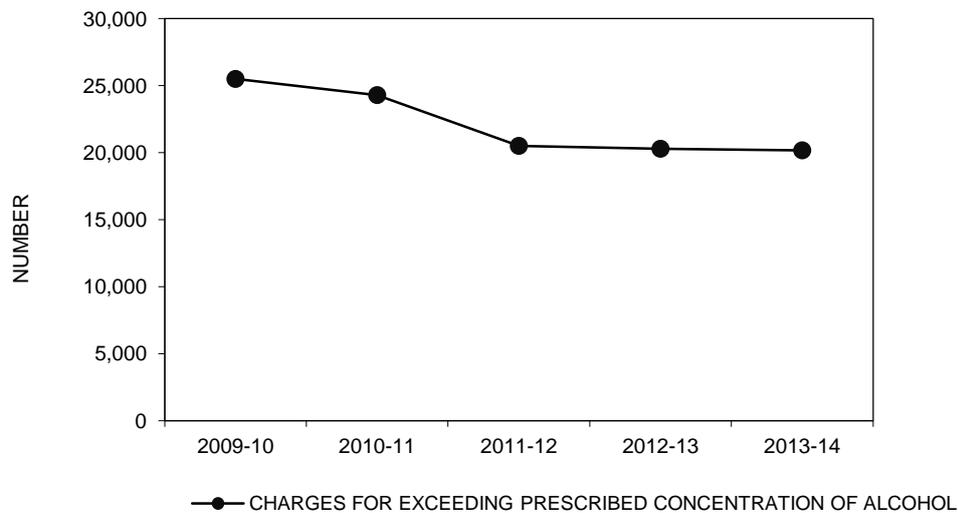
## HOW WE PERFORMED (continued)

### PUBLIC SAFETY

We focus on reducing levels of antisocial behaviour and the community's perception and fear of crime. The community expects public spaces to be safe to use. Police patrols are extensive and focus on hot spots for poor driving, crime and antisocial behaviour.

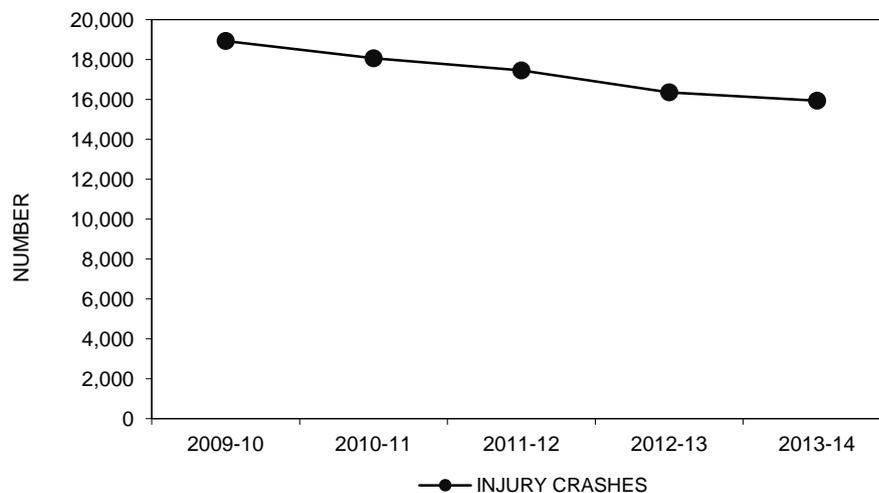
#### Safety on our roads

CHART 6: CHARGES FOR EXCEEDING PRESCRIBED CONCENTRATION OF ALCOHOL



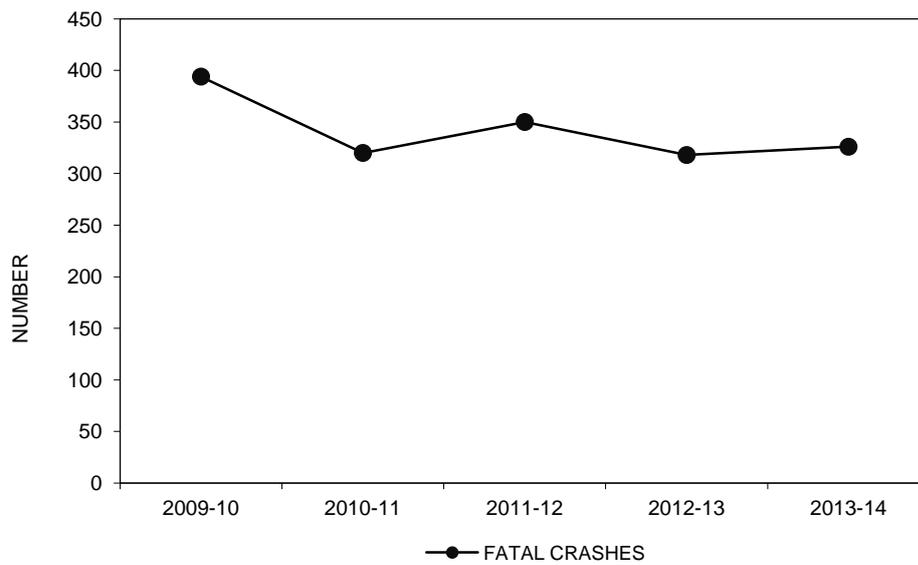
Source: NSW Police Force Traffic & Highway Patrol Command

CHART 7: INJURY CRASHES



Source: NSW Police Force Traffic & Highway Patrol Command

CHART 8: FATAL CRASHES



Source: NSW Police Force Traffic & Highway Patrol Command

TABLE 4: CHARGES FOR EXCEEDING PRESCRIBED CONCENTRATION OF ALCOHOL, INJURY CRASHES AND FATAL CRASHES

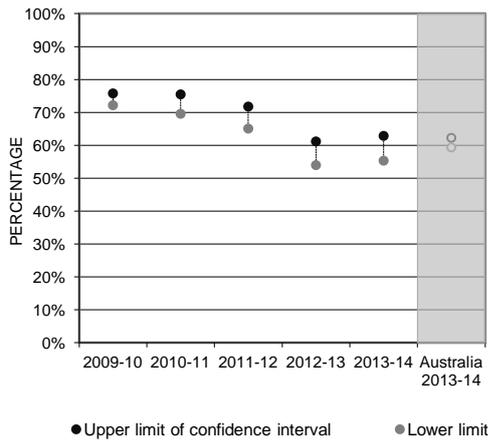
INCIDENT CATEGORY	2009-10	2010-11	2011-12	2012-13	2013-14
Exceed prescribed concentration of alcohol	25,499	24,293	20,504	20,286	20,169
Injury crashes	18,928	18,059	17,451	16,353	15,934
Fatal crashes	394	320	350	318	326

Source: NSW Police Force Traffic & Highway Patrol Command

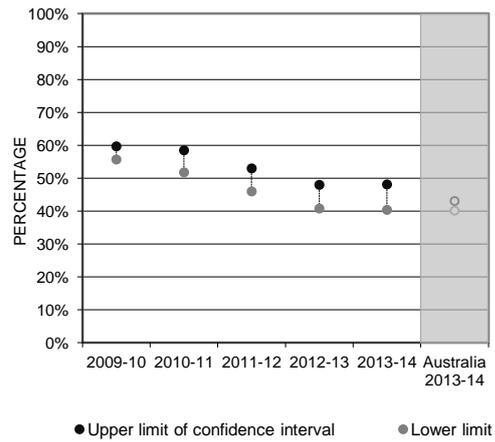
Note: Revisions to previous year's statistics reflect updated investigations.

## HOW WE PERFORMED (continued)

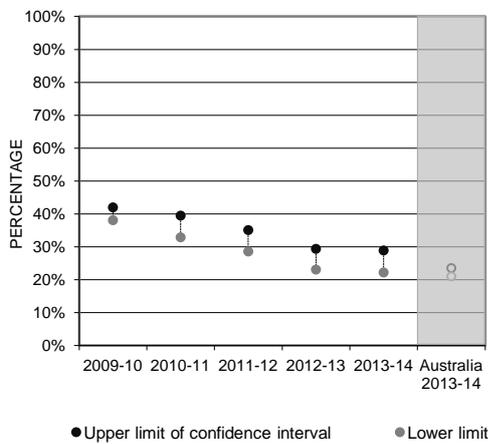
**CHART 9: CONCERN ABOUT SPEEDING CARS OR DANGEROUS AND NOISY DRIVING IN LOCAL NEIGHBOURHOODS, NSW**



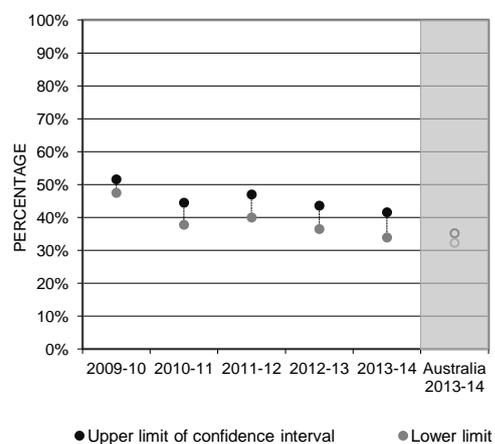
**CHART 10: CONCERN ABOUT GRAFFITI OR OTHER VANDALISM IN LOCAL NEIGHBOURHOODS, NSW**



**CHART 11: CONCERN ABOUT LOUDES OR GANGS IN LOCAL NEIGHBOURHOODS, NSW**



**CHART 12: CONCERN ABOUT DRUNKEN OR DISORDERLY BEHAVIOUR IN LOCAL NEIGHBOURHOODS, NSW**



Source: National Survey of Community Satisfaction with Policing (NSCSP) 2013-14

TABLE 5: CONCERN ABOUT CRIME AND ANTISOCIAL BEHAVIOUR IN LOCAL NEIGHBOURHOODS, NSW

	NSW										AUSTRALIA 2013-14	
	2009-10		2010-11		2011-12		2012-13		2013-14			
NCS SP Survey	Lower - Upper Limit											
Speeding cars or dangerous drivers	72.2%	75.8%	69.6%	75.5%	65.1%	71.8%	54.0%	61.2%	55.4%	62.9%	59.4%	62.3%
Graffiti or other vandalism	55.7%	59.7%	51.8%	58.5%	46.0%	53.0%	40.8%	48.0%	40.4%	48.1%	40.1%	43.1%
Louts or gangs	38.1%	42.0%	32.9%	39.5%	28.6%	35.1%	23.1%	29.4%	22.2%	28.9%	21.0%	23.5%
Drunken or disorderly behaviour	47.5%	51.6%	37.8%	44.5%	40.0%	47.0%	36.5%	43.6%	33.9%	41.6%	32.3%	35.2%

Source: National Survey of Community Satisfaction with Policing (NSCSP) 2013-14

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

## Response times

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

TABLE 6: URGENT RESPONSE CALLS<sup>a</sup>

	2009-10	2010-11 <sup>b</sup>	2011-12	2012-13	2013-14
Number of urgent response calls	120,082	113,749	119,254	120,783	116,685
Percentage attended to within target time	74.0%	80.0%	78.0%	78.1%	80.0%

Source: NSW Police Force EDW/CAD

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

b. The target for police response is to arrive at 80% of urgent duty jobs within 12 minutes, which is considered to be a realistic target given the size of the state of New South Wales. The target for 2009-10 and earlier years was 10 minutes. Response times are influenced by a range of factors including the number of calls being responded to at that time, the time of day, traffic and weather conditions, and the distance to travel.

## HOW WE PERFORMED (continued)

We focus on achieving safer public transport and public spaces. Targeted police presence on public transport is intended to reduce antisocial behaviour and lead to safer use of public transport.

CHART 13: FEELING SAFE ON PUBLIC TRANSPORT ALONE AT NIGHT, NSW

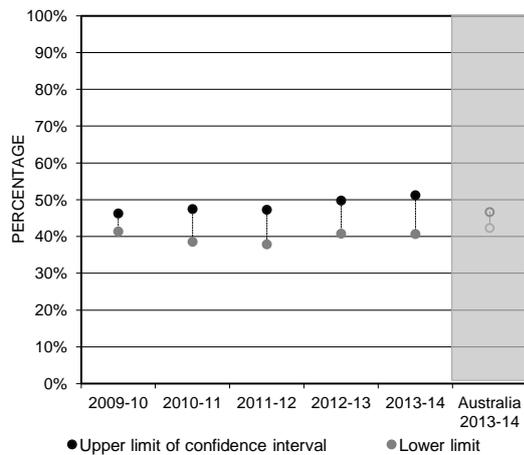
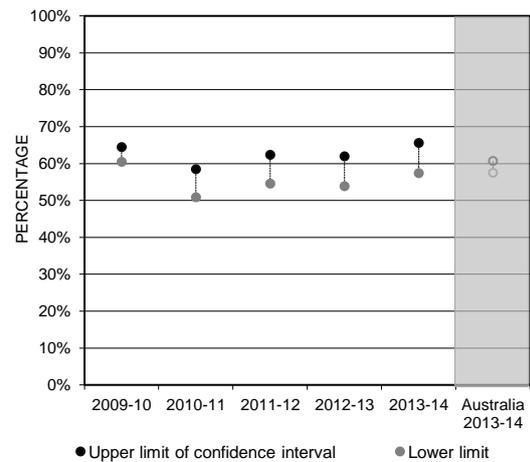


CHART 14: FEELING SAFE WALKING/JOGGING ALONE AT NIGHT, NSW



Source: National Survey of Community Satisfaction with Policing (NSCSP) 2013-14

TABLE 7: FEELINGS OF SAFETY, NSW

	NSW										AUSTRALIA 2013-14	
	2009-10		2010-11		2011-12		2012-13		2013-14		Lower - Upper Limit	Upper Limit
<b>NSCSP Survey</b>	<b>Lower - Upper Limit</b>											
On public transport at night	41.4%	46.3%	38.6%	47.5%	37.9%	47.3%	40.8%	49.8%	40.7%	51.3%	42.3%	46.7%
Walking/jogging at night	60.5%	64.5%	50.9%	58.5%	54.6%	62.4%	53.9%	62.0%	57.4%	65.6%	57.5%	60.7%

Source: National Survey of Community Satisfaction with Policing (NSCSP) 2013-14

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

## COMMUNITY AND PARTNERS

We focus on increasing community confidence in police. Customer service initiatives and prompt, professional responses to crime and safety issues are meeting community expectations.

CHART 15: SATISFACTION WITH MOST RECENT CONTACT WITH POLICE, NSW

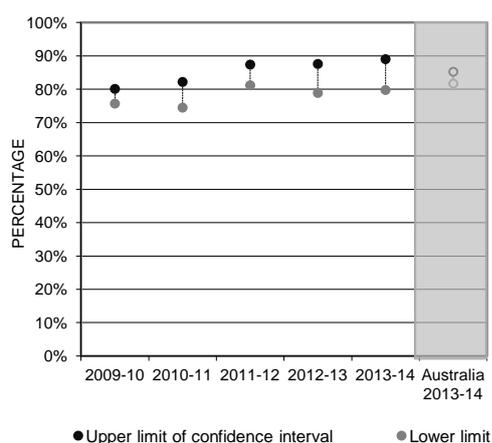
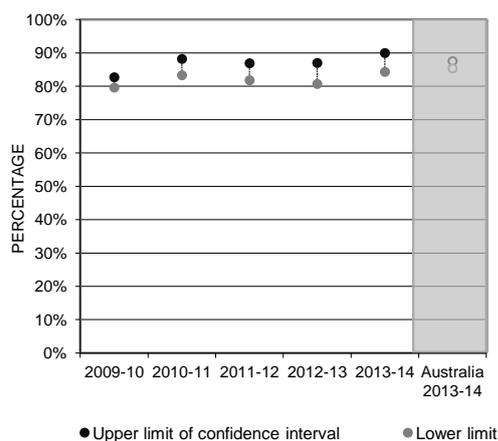


CHART 16: COMMUNITY CONFIDENCE IN POLICE, NSW



Source: National Survey of Community Satisfaction with Policing (NSCSP) 2013-14

TABLE 8: COMMUNITY CONFIDENCE IN POLICE

	NSW										AUSTRALIA 2013-14	
	2009-10		2010-11		2011-12		2012-13		2013-14		Lower - Upper Limit	
NCS SP Survey	Lower - Upper Limit											
Satisfaction with most recent contact with police	75.7%	80.1%	74.5%	82.2%	81.2%	87.4%	78.9%	87.6%	79.8%	89.0%	81.7%	85.2%
Confidence in police	79.6%	82.7%	83.3%	88.2%	81.8%	86.9%	80.7%	87.0%	84.3%	90.0%	85.3%	87.5%

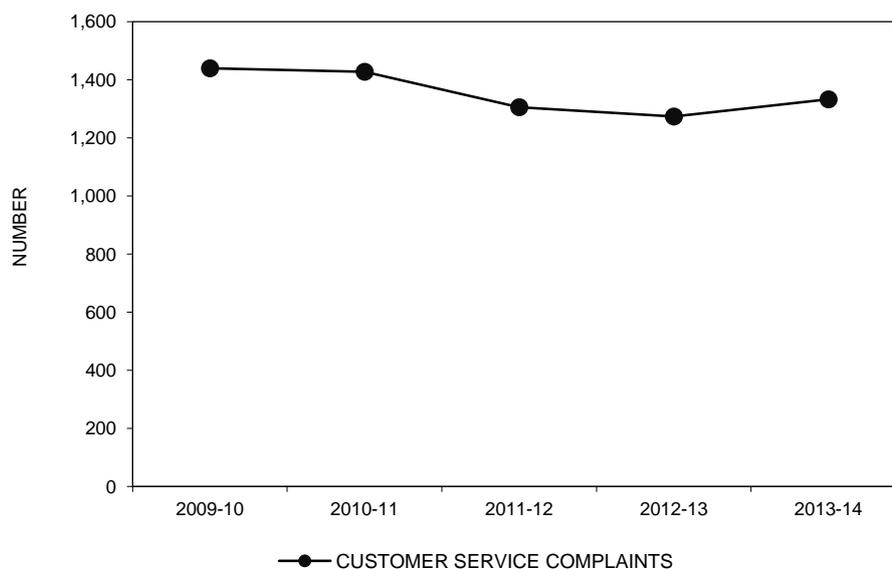
Source: National Survey of Community Satisfaction with Policing (NSCSP) 2013-14

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

## HOW WE PERFORMED (continued)

### Complaint trends

CHART 17: NSW POLICE FORCE CUSTOMER SERVICE COMPLAINTS<sup>a</sup>



Source: NSW Police Force, Professional Standards Command

TABLE 9: NSW POLICE FORCE CUSTOMER SERVICE COMPLAINTS<sup>a</sup>

	2009-10	2010-11 <sup>b</sup>	2011-12	2012-13	2013-14
Customer service complaints	1,439	1,427	1,305	1,273	1,332

Source: NSW Police Force, Professional Standards Command

a. A complaint may contain more than one issue. For further information about issues raised in complaints see Appendix 9 on page 89.

b. In November 2009 the NSW Police Force introduced its Customer Service Charter. The Charter excluded persons under arrest and criminal suspects from the definition of customer. At this time a change was also made to what constituted a customer service related complaint. 2010-11 was the first full year in which the new definitions of customer and customer service related complaint applied.

## PEOPLE

We focus on enhancing the capabilities of our staff and providing a safe and supportive work environment.

### Police number and distribution

TABLE 10: POLICE NUMBERS, NSW

NUMBERS AS AT 30 JUNE	2009-10	2010-11	2011-12	2012-13	2013-14
Actual	15,633	15,943	15,976	16,371	16,467
Authorised positions	15,556	15,806	15,956	16,176	16,355

Source: NSW Police Force, Human Resources

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

Police officer turnover was 2.4% for 2013-14, down from 3.5% for 2012-13. The latest available national average turnover for police positions was 5.6% (*Police Agencies HR Benchmarking Report 2012-13*).

NSW Police Officers who work Sunday and public holiday shifts accrue additional compensatory Annual Leave. This additional leave is added to normal Award entitlements for annual leave in order to calculate leave liabilities included in the NSW Police Force Financial Statements. Due to restrictions on when officers can take the additional leave, two measures of excess annual leave are used in NSW Police Force reporting.

- The total number of police officers over the maximum allowed accrued hours of annual leave (including additional leave) was 2,106 (12.8% of all NSW police officers), down from 2,872 in 2012-13 (17.5%).
- The total number of police officers over the maximum allowed accrued hours of annual leave (excluding additional leave) was 1,433 (8.7% of all NSW Police Force police officers), down from 2,196 in 2012-13 (13.4%).

The average number of hours lost per employee (sworn and administrative) due to unplanned absences (that is sick leave and workplace injury leave) was 97 hours in 2013-14, down from 105 hours in 2012-13.

The average number of sick leave hours per employee was 53 hours during 2013-14, unchanged from 2012-13.

The number of hours lost per employee through workplace injury was 44 hours during 2013-14, down from 52 hours in 2012-13.

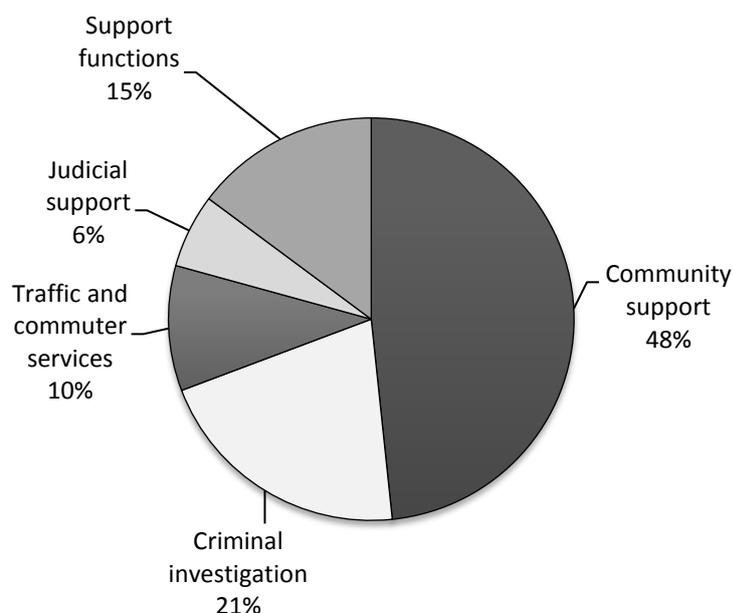
Note: Data on unplanned absences for 2013-14 and 2012-13 were extracted on 7 October 2014. Data is subject to revision in subsequent years as updated information on unplanned absences are received and entered on the system.

## HOW WE PERFORMED (continued)

### SYSTEMS

We focus on improving organisational capability to deliver our services. LACs are the primary focus of service delivery by the NSW Police Force.

CHART 18: REGION STAFF DEPLOYMENT, 2013-14



Source: NSW Police Force, SAP

TABLE 11: REGION RESOURCE DEPLOYMENT BY ACTIVITY GROUPS

SERVICE GROUPS	PROPORTION OF ROSTERED HOURS
Community support <sup>a</sup>	48.3%
Criminal investigation <sup>b</sup>	20.9%
Traffic and commuter services <sup>c</sup>	10.1%
Judicial support <sup>d</sup>	5.9%
Support functions <sup>e</sup>	14.8%
<b>Total</b>	<b>100.0%</b>

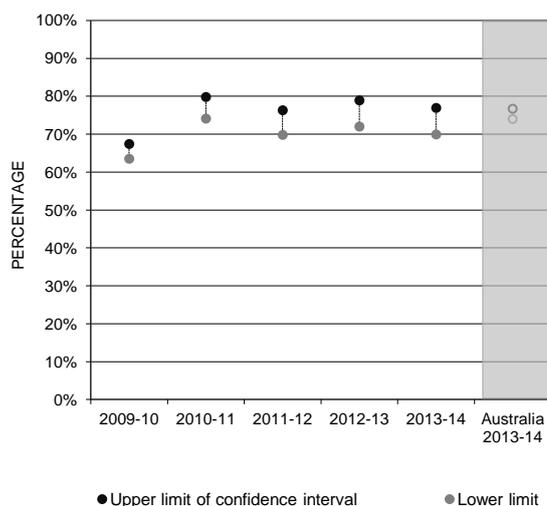
Source: NSW Police Force, SAP

- Community support includes supplying an effective, timely and flexible 24 hour response to incidents, emergencies and public events.
- Criminal investigation includes crime detection, investigation, forensic services and dealing with alleged offenders.
- Traffic and commuter services includes patrolling roads, highways and public transport corridors, investigating major vehicle crashes, detecting traffic and transport offences, and supervising peak traffic flows.
- Judicial support includes judicial and custodial services, prosecuting offenders, presenting evidence at court, transport and custody for people under police supervision, and support to victims and witnesses.
- Support functions include administrative functions such as education and training, finance, human resources, information technology, etc. The service groups represent the NSW Police Force budget programs. A full description of these groups and their linkage to results is given in note 6 to the Financial Report on page 51.

## SATISFACTION WITH POLICE

We aim to provide our people with the skills and direction to do an effective job.

CHART 19: SATISFACTION WITH SERVICES PROVIDED BY POLICE, NSW



Source: National Survey of Community Satisfaction with Policing (NSCSP) 2013-14

TABLE 12: SATISFACTION WITH SERVICES PROVIDED BY POLICE, NSW

	NSW										AUSTRALIA 2013-14	
	2009-10		2010-11		2011-12		2012-13		2013-14		Lower - Upper Limit	
NSCSP Survey	Lower - Upper Limit											
Satisfaction with services provided by police	63.5%	67.4%	74.1%	79.8%	69.8%	76.3%	72.0%	78.9%	69.9%	76.9%	74.0%	76.7%

Source: National Survey of Community Satisfaction with Policing (NSCSP) 2013-14

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

# Financial Summary

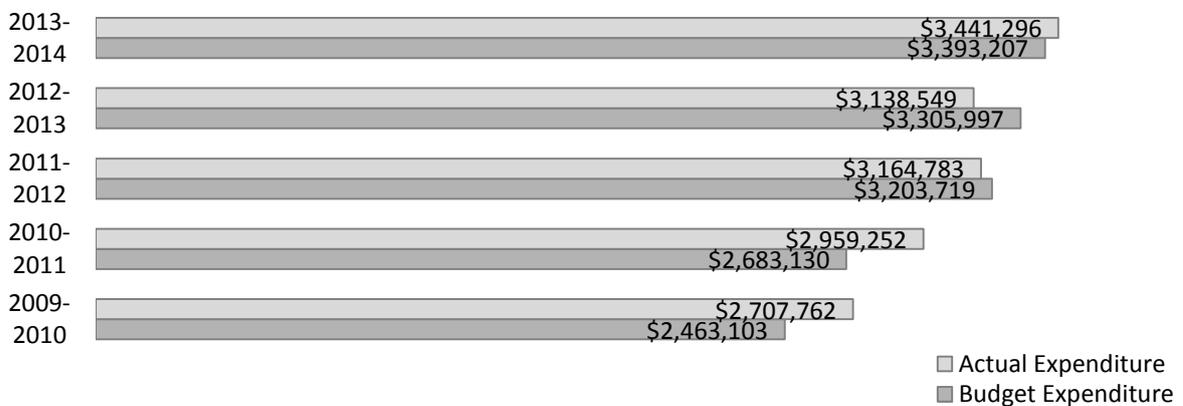
## MAJOR EXPENSES

Total expenses including losses were \$3,441.3 million. About 82% of this amount represented employee-related expenses (\$2,820.0 million), with \$1,811.1 million spent on salaries, wages and annual leave entitlements. Employee-related expenses increased 11% from 2012-13. This consists of salaries, wages and annual leave entitlements, Crown acceptance of certain employee-related costs such as superannuation and long service leave expenses, workers' compensation insurance and other expenses. Maintenance of property, plant and equipment totalled \$37.0 million.

## CONTRIBUTIONS AND REVENUE

Total contributions and revenue were \$3,410.4 million, about 4% higher than 2012-13. This contribution consists of recurrent grants, capital grants, Crown acceptance of certain employee-related costs such as superannuation, long service leave expenses, and other revenue. Capital grants were \$124.0 million. Revenue from the sale of goods and services was \$38.0 million, about 13% higher than 2012-13.

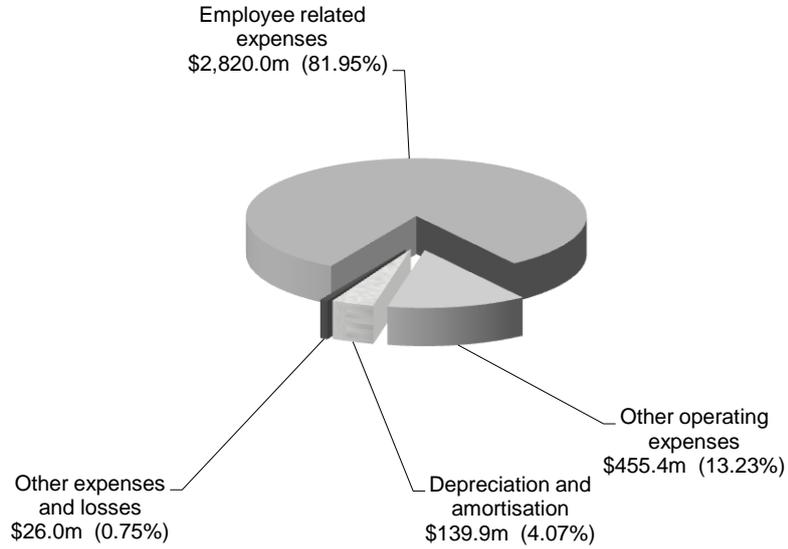
## ACTUAL AND BUDGET EXPENDITURE (\$'000)



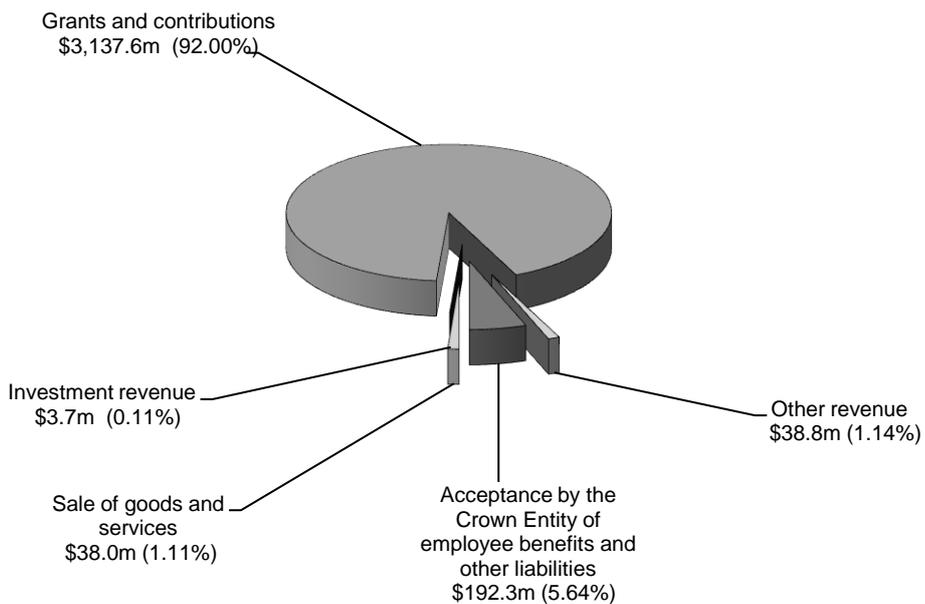
## FISCAL IMPACT OF THE OPERATING ENVIRONMENT

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

## Total Expenses and Losses \$3,441.3 million



## Total Contributions and Revenue \$3,410.4 million





## INDEPENDENT AUDITOR'S REPORT

### NSW Police Force

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of the NSW Police Force (the Force), which comprise the statement of financial position as at 30 June 2014, the statement of comprehensive income, statement of changes in equity, statement of cash flows, and service group statements for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information.

### Opinion

In my opinion the financial statements:

- give a true and fair view of the financial position of the Force as at 30 June 2014, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 45E of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2010.

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

### Commissioner's Responsibility for the Financial Statements

The Commissioner is responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards and the PF&A Act, and for such internal control as the Commissioner determines is necessary to enable the preparation of the financial statements that give a true and fair view and that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

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

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

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

My opinion does *not* provide assurance:

- about the future viability of the Force
- that it has carried out its activities effectively, efficiently and economically
- about the effectiveness of its internal control
- about the assumptions used in formulating the budget figures disclosed in the financial statements
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about other information that may have been hyperlinked to/from the financial statements.

## **Independence**

In conducting my audit, I have complied with the independence requirements of the Australian Auditing Standards and relevant ethical pronouncements. The PF&A Act further promotes independence by:

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



Chris Clayton  
Director, Financial Audit Services

17 September 2014  
SYDNEY

## START OF AUDITED FINANCIAL STATEMENTS

### NSW POLICE FORCE FINANCIAL STATEMENTS For the Year Ended 30 June 2014

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 NSW General Government Sector Entities*, the applicable clauses of the *Public Finance and Audit Regulation 2010*, applicable Australian Accounting Standards, other mandatory professional reporting requirements and Treasurer's Directions and Treasury Circulars;
- (b) the statements exhibit a true and fair view of the financial position and transactions of the NSW Police Force; and
- (c) we are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



A P Scipione APM  
Commissioner of Police  
Dated: 16<sup>th</sup> September 2014



A Hughes  
Director, Finance and Business Services  
Dated: 16<sup>th</sup> September 2014

# NSW POLICE FORCE

## Statement of comprehensive income for the year ended 30 June 2014

	Notes	Actual 2014 \$' 000	Budget 2014 \$' 000	Actual 2013 \$' 000
<b>Expenses excluding losses</b>				
Operating expenses				
Employee related	2(a)	2,820,039	2,766,228	2,515,220
Other operating expenses	2(b)	455,379	443,511	458,808
Depreciation and amortisation	2(c)	139,911	159,738	136,497
Grants and subsidies	2(d)	9,187	9,445	9,335
Finance costs	2(e)	10,907	10,701	11,533
Other expenses	2(f)	2,236	2,656	2,324
<b>Total Expenses excluding losses</b>		<b>3,437,659</b>	<b>3,392,279</b>	<b>3,133,717</b>
<b>Revenue</b>				
Sale of goods and services	3(a)	38,036	33,343	32,990
Investment revenue	3(b)	3,743	2,773	2,641
Grants and contributions	3(c)	3,137,574	3,137,062	3,079,404
Acceptance by the Crown Entity of employee benefits and other liabilities	3(d)	192,263	168,182	112,740
Other revenue	3(e)	38,768	31,513	41,804
<b>Total Revenue</b>		<b>3,410,384</b>	<b>3,372,873</b>	<b>3,269,579</b>
<b>Gain / (loss) on disposal</b>	4	(3,096)	(918)	(3,826)
<b>Other gains / (losses)</b>	5	(541)	(10)	(1,006)
<b>Net result</b>	20	<b>(30,912)</b>	<b>(20,334)</b>	<b>131,030</b>
<b>Other comprehensive income</b>				
<i>Items that will not be reclassified to net result</i>				
Net increase/(decrease) in property, plant and equipment revaluation surplus		13,318	-	32,338
Net increase/(decrease) in assets held for sale revaluation surplus		-	-	(704)
Net change in the revaluation surplus arising from a change in restoration liability		88	-	1,792
<b>Total other comprehensive income</b>		<b>13,406</b>	<b>-</b>	<b>33,426</b>
<b>TOTAL COMPREHENSIVE INCOME</b>		<b>(17,506)</b>	<b>(20,334)</b>	<b>164,456</b>

The accompanying notes form part of these financial statements.

# NSW POLICE FORCE

## Statement of financial position as at 30 June 2014

	Notes	Actual 2014 \$' 000	Budget 2014 \$' 000	Actual 2013 \$' 000
<b>ASSETS</b>				
<b>Current Assets</b>				
Cash and cash equivalents	7	124,940	78,288	98,628
Receivables	8	<u>76,979</u>	<u>70,735</u>	<u>87,550</u>
Non-current assets held for sale		<u>-</u>	<u>1,791</u>	<u>-</u>
<b>Total Current Assets</b>		<b><u>201,919</u></b>	<b><u>150,814</u></b>	<b><u>186,178</u></b>
<b>Non-Current Assets</b>				
Receivables	8	20,600	30,839	37,700
Property, Plant and Equipment				
- Land and Buildings	9	1,261,617	1,256,919	1,261,144
- Plant and Equipment	9	<u>312,565</u>	<u>264,208</u>	<u>294,668</u>
Total Property, Plant and Equipment		1,574,182	1,521,127	1,555,812
Intangible assets	10	<u>102,643</u>	<u>107,501</u>	<u>119,322</u>
<b>Total Non-Current Assets</b>		<b><u>1,697,425</u></b>	<b><u>1,659,467</u></b>	<b><u>1,712,834</u></b>
<b>Total Assets</b>		<b><u>1,899,344</u></b>	<b><u>1,810,281</u></b>	<b><u>1,899,012</u></b>
<b>LIABILITIES</b>				
<b>Current Liabilities</b>				
Payables	13	100,721	110,138	83,752
Borrowings	14	8,989	8,989	7,811
Provisions	15	404,043	371,013	386,488
Other	16	<u>326</u>	<u>149</u>	<u>157</u>
<b>Total Current Liabilities</b>		<b><u>514,079</u></b>	<b><u>490,289</u></b>	<b><u>478,208</u></b>
<b>Non-Current Liabilities</b>				
Borrowings	14	146,057	146,057	155,046
Provisions	15	66,040	70,554	75,014
Other	16	<u>284</u>	<u>284</u>	<u>354</u>
<b>Total Non-Current Liabilities</b>		<b><u>212,381</u></b>	<b><u>216,895</u></b>	<b><u>230,414</u></b>
<b>Total Liabilities</b>		<b><u>726,460</u></b>	<b><u>707,184</u></b>	<b><u>708,622</u></b>
<b>Net Assets</b>		<b><u>1,172,884</u></b>	<b><u>1,103,097</u></b>	<b><u>1,190,390</u></b>
<b>EQUITY</b>				
Reserves		478,639	446,449	471,775
Accumulated funds		<u>694,245</u>	<u>656,648</u>	<u>718,615</u>
<b>Total Equity</b>		<b><u>1,172,884</u></b>	<b><u>1,103,097</u></b>	<b><u>1,190,390</u></b>

The accompanying notes form part of these financial statements.

# NSW POLICE FORCE

## Statement of changes in equity for the year ended 30 June 2014

	Notes	Accumulated Funds \$' 000	Asset Revaluation Surplus \$' 000	Asset Held for Sale Revaluation Surplus \$' 000	Total \$' 000
<b>Balance as at 1 July 2013</b>		<b>718,615</b>	<b>471,775</b>	-	<b>1,190,390</b>
<b>Restated total equity at 1 July 2013</b>		<b>718,615</b>	<b>471,775</b>	-	<b>1,190,390</b>
<b>Net result for the year</b>		<b>(30,912)</b>	-	-	<b>(30,912)</b>
<b>Other comprehensive income:</b>					
Net increase / (decrease) in property, plant and equipment	9	-	13,318	-	13,318
Change in restoration liability		-	88	-	88
Other:					
Transfer within reserve		-	-	-	-
Asset revaluation surplus balance transferred to accumulated funds on disposal of asset		6,542	(6,542)	-	-
<b>Total other comprehensive income</b>		<b>6,542</b>	<b>6,864</b>	-	<b>13,406</b>
<b>Total comprehensive income for the year</b>		<b>(24,370)</b>	<b>6,864</b>	-	<b>(17,506)</b>
<b>Transactions with owners in their capacity as owners</b>		-	-	-	-
<b>Balance as at 30 June 2014</b>		<b>694,245</b>	<b>478,639</b>	-	<b>1,172,884</b>
<b>Balance as at 1 July 2012</b>		<b>585,485</b>	<b>439,839</b>	<b>610</b>	<b>1,025,934</b>
<b>Restated total equity at 1 July 2012</b>		<b>585,485</b>	<b>439,839</b>	<b>610</b>	<b>1,025,934</b>
<b>Net result for the year</b>		<b>131,030</b>	-	-	<b>131,030</b>
<b>Other comprehensive income:</b>					
Net increase / (decrease) in property, plant and equipment	9	-	31,634	-	31,634
Change in restoration liability		-	1,792	-	1,792
Other:					
Transfer within reserve		-	704	(704)	-
Asset revaluation surplus balance transferred to accumulated funds on disposal of asset		2,100	(2,194)	94	-
<b>Total other comprehensive income</b>		<b>2,100</b>	<b>31,936</b>	<b>(610)</b>	<b>33,426</b>
<b>Total comprehensive income for the year</b>		<b>133,130</b>	<b>31,936</b>	<b>(610)</b>	<b>164,456</b>
<b>Transactions with owners in their capacity as owners</b>		-	-	-	-
<b>Balance as at 30 June 2013</b>		<b>718,615</b>	<b>471,775</b>	-	<b>1,190,390</b>

# NSW POLICE FORCE

## Statement of cash flows for the year ended 30 June 2014

	Notes	Actual 2014 \$' 000	Budget 2014 \$' 000	Actual 2013 \$' 000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>				
<b>Payments</b>				
Employee Related		(2,592,552)	(2,577,969)	(2,425,671)
Grants and subsidies		(9,187)	(9,445)	(9,335)
Finance Costs		(10,344)	(10,701)	(10,790)
Other		(572,054)	(515,494)	(612,123)
<b>Total Payments</b>		<b>(3,184,137)</b>	<b>(3,113,609)</b>	<b>(3,057,919)</b>
<b>Receipts</b>				
Sale of goods and services		33,974	25,493	32,515
Interest received		3,086	3,313	2,703
Grants and contributions		3,138,622	3,136,679	3,079,214
Cash transfers to the Crown Entity		(1,104)	-	-
Other		178,886	93,154	72,085
<b>Total Receipts</b>		<b>3,353,464</b>	<b>3,258,639</b>	<b>3,186,517</b>
<b>NET CASH FLOWS FROM OPERATING ACTIVITIES</b>	20	<b>169,327</b>	<b>145,030</b>	<b>128,598</b>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>				
Proceed from sale of Land and Building and Plant and Equipment	4	904	1,734	2,396
Purchases of Land and Building and Plant and Equipment		(129,901)	(132,551)	(115,413)
Purchase of Intangibles		(6,207)	(13,734)	(27,247)
<b>NET CASH FLOW FROM INVESTING ACTIVITIES</b>		<b>(135,204)</b>	<b>(144,551)</b>	<b>(140,264)</b>
<b>CASH FLOW FROM FINANCING ACTIVITIES</b>				
Repayment of borrowings and advances		(7,811)	(7,811)	(6,665)
Proceeds from borrowings and advances		-	-	867
<b>NET CASH FLOW FROM FINANCING ACTIVITIES</b>		<b>(7,811)</b>	<b>(7,811)</b>	<b>(5,798)</b>
<b>NET INCREASE/(DECREASE) IN CASH</b>		<b>26,312</b>	<b>(7,332)</b>	<b>(17,464)</b>
Opening cash and cash equivalents		98,628	85,620	116,092
<b>CLOSING CASH AND CASH EQUIVALENTS</b>	7	<b>124,940</b>	<b>78,288</b>	<b>98,628</b>

The accompanying notes form part of these financial statements.

**Supplementary financial statements**

**Service group statements for the year ended 30 June 2014**

EXPENSES & INCOME	Service Group 39.1 <sup>1</sup>		Service Group 39.2 <sup>1</sup>		Service Group 39.3 <sup>1</sup>		Service Group 39.4 <sup>1</sup>		Not Attributable <sup>2</sup>		Total	
	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Expenses excluding losses</b>												
Operating expenses												
▪ Employee related	1,441,979	1,330,175	884,722	747,847	300,269	261,175	193,069	176,023	-	-	2,820,039	2,515,220
▪ Other operating expenses	232,871	243,116	142,877	136,684	48,451	46,836	31,180	32,172	-	-	455,379	458,808
Depreciation and amortisation	71,946	72,615	44,142	40,828	14,190	13,445	9,633	9,609	-	-	139,911	136,497
Grants and subsidies	4,723	4,965	2,899	2,794	932	919	633	657	-	-	9,187	9,335
Finance costs	5,609	6,136	3,441	3,449	1,106	1,136	751	812	-	-	10,907	11,533
Other expenses	1,150	1,236	705	695	227	229	154	164	-	-	2,236	2,324
<b>Total expenses excluding losses</b>	<b>1,758,278</b>	<b>1,658,243</b>	<b>1,078,786</b>	<b>932,297</b>	<b>365,175</b>	<b>323,740</b>	<b>235,420</b>	<b>219,437</b>	-	-	<b>3,437,659</b>	<b>3,133,717</b>
<b>Revenue</b>												
Sale of goods and services	19,618	17,551	12,036	9,867	3,755	3,250	2,627	2,322	-	-	38,036	32,990
Investment revenue	1,924	1,406	1,181	789	380	260	258	186	-	-	3,743	2,641
Grants and contributions	7,659	6,152	4,697	3,457	20,006	18,920	1,025	814	3,104,187	3,050,061	3,137,574	3,079,404
Acceptance by the Crown Entity of employee benefits and other liabilities	98,867	59,977	60,659	33,721	19,500	11,105	13,237	7,937	-	-	192,263	112,740
Other revenue	19,935	22,239	12,231	12,504	3,933	4,118	2,669	2,943	-	-	38,768	41,804
<b>Total Revenue</b>	<b>148,003</b>	<b>107,325</b>	<b>90,804</b>	<b>60,338</b>	<b>47,574</b>	<b>37,653</b>	<b>19,816</b>	<b>14,202</b>	<b>3,104,187</b>	<b>3,050,061</b>	<b>3,410,384</b>	<b>3,269,579</b>
Gain / (loss) on disposal	(1,593)	(2,036)	(976)	(1,144)	(314)	(377)	(213)	(269)	-	-	(3,096)	(3,826)
Other gains / (losses)	(278)	(535)	(171)	(301)	(55)	(99)	(37)	(71)	-	-	(541)	(1,006)
<b>Net result</b>	<b>(1,612,146)</b>	<b>(1,553,489)</b>	<b>(989,129)</b>	<b>(873,404)</b>	<b>(317,970)</b>	<b>(286,563)</b>	<b>(215,854)</b>	<b>(205,575)</b>	<b>3,104,187</b>	<b>3,050,061</b>	<b>(30,912)</b>	<b>131,030</b>
<b>Other Comprehensive Income</b>												
Increase / (decrease) in revaluation surplus	-	-	-	-	-	-	-	-	13,318	32,338	13,318	32,338
Increase / (decrease) in assets held for sale revaluation surplus	-	-	-	-	-	-	-	-	-	(704)	-	(704)
Net change in the asset revaluation surplus arising from a change in restoration liability	-	-	-	-	-	-	-	-	88	1,792	88	1,792
<b>Total Other Comprehensive Income</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>13,406</b>	<b>33,426</b>	<b>13,406</b>	<b>33,426</b>
<b>TOTAL COMPREHENSIVE INCOME</b>	<b>(1,612,146)</b>	<b>(1,553,489)</b>	<b>(989,129)</b>	<b>(873,404)</b>	<b>(317,970)</b>	<b>(286,563)</b>	<b>(215,854)</b>	<b>(205,575)</b>	<b>3,117,593</b>	<b>3,083,487</b>	<b>(17,506)</b>	<b>164,456</b>

1. The names and purposes of each service group are summarised in Note 6.

2. Grant received from the Department of Justice (formerly Department of Police and Justice) is made on an entity basis and not to individual service groups. Consequently, grant from the Department of Justice is included in the 'Not Attributable' column. Revaluation surplus is also unlikely to be attributable to individual service groups.

**Service group statements for the year ended 30 June 2014 (continued)**

ASSETS & LIABILITIES	Service Group 39.1 <sup>1</sup>		Service Group 39.2 <sup>1</sup>		Service Group 39.3 <sup>1</sup>		Service Group 39.4 <sup>1</sup>		Not Attributable		Total	
	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Current Assets</b>												
Cash and cash equivalents	-	-	-	-	-	-	-	-	124,940	98,628	124,940	98,628
Receivables	43,459	48,301	20,611	21,899	8,777	13,249	4,132	4,101	-	-	76,979	87,550
<b>Total current assets</b>	<b>43,459</b>	<b>48,301</b>	<b>20,611</b>	<b>21,899</b>	<b>8,777</b>	<b>13,249</b>	<b>4,132</b>	<b>4,101</b>	<b>124,940</b>	<b>98,628</b>	<b>201,919</b>	<b>186,178</b>
<b>Non-current Assets</b>												
Receivables	10,594	20,057	6,499	11,276	2,089	3,712	1,418	2,655	-	-	20,600	37,700
Property, plant and equipment	1,002,084	903,993	439,308	409,834	47,517	165,244	85,273	76,741	-	-	1,574,182	1,555,812
Intangibles	65,340	69,331	28,645	31,432	3,098	12,673	5,560	5,886	-	-	102,643	119,322
<b>Total non-current assets</b>	<b>1,078,018</b>	<b>993,381</b>	<b>474,452</b>	<b>452,542</b>	<b>52,704</b>	<b>181,629</b>	<b>92,251</b>	<b>85,282</b>	<b>-</b>	<b>-</b>	<b>1,697,425</b>	<b>1,712,834</b>
<b>Total Assets</b>	<b>1,121,477</b>	<b>1,041,682</b>	<b>495,063</b>	<b>474,441</b>	<b>61,481</b>	<b>194,878</b>	<b>96,383</b>	<b>89,383</b>	<b>124,940</b>	<b>98,628</b>	<b>1,899,344</b>	<b>1,899,012</b>
<b>Current liabilities</b>												
Payables	51,793	44,557	31,778	25,049	10,215	8,247	6,935	5,899	-	-	100,721	83,752
Borrowings	4,419	3,827	4,417	3,852	91	77	62	55	-	-	8,989	7,811
Provisions	207,769	205,613	127,476	115,594	40,979	38,058	27,819	27,223	-	-	404,043	386,488
Other	65	83	40	47	13	16	9	11	199	-	326	157
<b>Total current liabilities</b>	<b>264,046</b>	<b>254,080</b>	<b>163,711</b>	<b>144,542</b>	<b>51,298</b>	<b>46,398</b>	<b>34,825</b>	<b>33,188</b>	<b>199</b>	<b>-</b>	<b>514,079</b>	<b>478,208</b>
<b>Non-current liabilities</b>												
Borrowings	71,794	75,958	71,776	76,469	1,481	1,527	1,006	1,092	-	-	146,057	155,046
Provisions	33,959	39,907	20,836	22,436	6,698	7,387	4,547	5,284	-	-	66,040	75,014
Other	145	188	90	106	29	35	20	25	-	-	284	354
<b>Total Non-current liabilities</b>	<b>105,898</b>	<b>116,053</b>	<b>92,702</b>	<b>99,011</b>	<b>8,208</b>	<b>8,949</b>	<b>5,573</b>	<b>6,401</b>	<b>-</b>	<b>-</b>	<b>212,381</b>	<b>230,414</b>
<b>Total Liabilities</b>	<b>369,944</b>	<b>370,133</b>	<b>256,413</b>	<b>243,553</b>	<b>59,506</b>	<b>55,347</b>	<b>40,398</b>	<b>39,589</b>	<b>199</b>	<b>-</b>	<b>726,460</b>	<b>708,622</b>
<b>NET ASSETS</b>	<b>751,533</b>	<b>671,549</b>	<b>238,650</b>	<b>230,888</b>	<b>1,975</b>	<b>139,531</b>	<b>55,985</b>	<b>49,794</b>	<b>124,741</b>	<b>98,628</b>	<b>1,172,884</b>	<b>1,190,390</b>

1. The names and purposes of each service group are summarised in Note 6.

**Service group statements for the year ended 30 June 2014 (continued)**

ADMINISTERED EXPENSES & INCOME	Service Group 39.1 <sup>1</sup>		Service Group 39.2 <sup>1</sup>		Service Group 39.3 <sup>1</sup>		Service Group 39.4 <sup>1</sup>		Not Attributable		Total	
	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Administered Expenses</b>	-	-	-	-	-	-	-	-	-	-	-	-
<b>Administered Income</b>												
Transfer receipts												
Consolidated Fund												
▪ Taxes, fees and fines	-	-	-	-	-	-	-	-	17,089	16,941	<b>17,089</b>	<b>16,941</b>
▪ Other	-	-	-	-	-	-	-	-	23	7	<b>23</b>	<b>7</b>
<b>Total Administered Income</b>	-	-	-	-	-	-	-	-	<b>17,112</b>	<b>16,948</b>	<b>17,112</b>	<b>16,948</b>
<b>Administered Income less Expenses</b>	-	-	-	-	-	-	-	-	<b>17,112</b>	<b>16,948</b>	<b>17,112</b>	<b>16,948</b>
1. The names and purposes of each service group are summarised in Note 6.												
Administered assets and liabilities are disclosed in Note 23.												

## 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

### (a) *Reporting Entity*

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

These financial statements for the year ended 30 June 2014 have been authorised for issue by the Commissioner on 16<sup>th</sup> September 2014.

### (b) *Basis of Preparation*

The NSW Police Force's financial statements are general purpose financial statements which have been prepared on an accrual basis and in accordance with:

- applicable Australian Accounting Standards (which include Australian Accounting Interpretations);
- the requirements of the *Public Finance and Audit Act 1983* and *Public Finance and Audit Regulation 2010* and
- the Financial Reporting Directions published in the Financial Reporting Code for NSW General Government Sector Entities or issued by the Treasurer.

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

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

- Fixed assets depreciation Note 1 (i) (v)
- Employee Benefits and other provisions Note 1 (j) (iv)
- Non renewal benefit Note 1 (j) (iv) (e)
- Death and disability Note 1 (j) (iv) (f)
- Service group statements allocation methodology Note 1 (o)

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

### (c) *Statement of Compliance*

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

### (d) *Administered Activities*

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

Transactions and balances relating to the administered activities are not recognised as the NSW Police Force's income, assets and liabilities, but are disclosed in the accompanying notes as "Administered Income", "Administered Assets" and "Administered Liabilities"; refer Note 23 and Note 24.

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

### (e) *Borrowing Costs*

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

### (f) *Insurance*

The insurance activities of the NSW Police Force are conducted through NSW Treasury Managed Fund Scheme of self-insurance for Government entities. The expense (premium) is determined by the Fund Manager and is based on past claims experience.

## 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

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

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

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

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

### (h) *Income Recognition*

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

#### (i) *Grants and Contributions*

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

The unspent funds on the protected items which are grant funded by the Justice (formerly Police and Justice) Cluster's Principal Department, the Department of Justice (formerly Department of Police and Justice), are recognised as liabilities rather than as income, as the authority to spend the money lapses and the unspent amount must be repaid to the principal department.

The liability is disclosed in Note 16 as part of 'Current Liabilities - Other'. The amount will be repaid and the liability will be extinguished next financial year.

#### (ii) *Sale of Goods*

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

#### (iii) *Rendering of Services*

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

#### (iv) *Investment Revenue*

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

### (i) *Assets*

#### (i) *Acquisitions of Assets*

Assets acquired are initially recognised at cost. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the specific requirements of other Australian Accounting Standards.

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

Fair value is the price that would be received to sell an asset in an orderly transaction between market participants at measurement date.

Where payment for an asset is deferred beyond normal credit terms, its cost is the cash price equivalent; i.e. deferred payment amount is effectively discounted at an asset-specific rate.

#### (ii) *Capitalisation Thresholds*

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

## 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

### (i) *Assets (continued)*

#### (iii) *Revaluation of Property, Plant and Equipment*

The NSW Police Force's property portfolio consists of land, police residences, police stations and other operational buildings. Physical non-current assets are valued in accordance with the "Valuation of Physical Non-Current Assets at Fair Value" Policy and Guidelines Paper (TPP 14-01). This policy adopts fair value in accordance with AASB 13 *Fair Value Measurement*, AASB 116 *Property, Plant and Equipment* and AASB 140 *Investment Property*. Also refer Note 1 (i) (x) on investment property.

Property, plant and equipment is measured at the highest and best use by the market participants that is physically possible, legally permissible and financially feasible. The highest and best use must be available at a period that is not remote and take into account the characteristics of the asset being measured, including any socio-political restrictions imposed by government. In most cases, after taking into account these considerations, the highest and best use is the existing use. In limited circumstances, the highest and best use may be a feasible alternative use, where there are no restrictions on use or where there is a feasible higher restricted alternative use.

Fair value of residential property, aircraft and vessels is based on a market participant's perspective, using valuation techniques (market approach, cost approach, income approach) that maximise relevant observable inputs and minimise unobservable inputs. Also refer Note 11 and Note 25 for further information regarding fair value.

Police Stations and associated administrative areas are valued based on the estimated current replacement cost of the most appropriate modern equivalent replacement facility having a similar service potential to the existing asset. Land is valued at the highest and best use basis, subject to any restrictions or enhancements since acquisition. The land component of the property portfolio and police residences has been revalued with market value as the basis for revaluation.

Land and buildings are revalued over a three-year cycle. The NSW Police Force undertakes this progressive method of revaluation in accordance with Treasury Guidelines and AASB 116 *Property, Plant and Equipment*. The last such revaluation was completed on 30 April 2014 and was based on an independent assessment. The 2014 revaluation is the second in the current three-year cycle. In 2014, the land and building assets in the Western region were revalued. To ensure that the land and building assets not included in the 2014 revaluation are held at fair value at 30 June 2014, valuation factors were obtained from accredited valuers. There was no material difference between the values recorded and the adjusted values had the valuation factors been applied. All land and building revaluation, and the valuation factors are undertaken by accredited valuers, engaged by the external property management service provider, to ensure consistency.

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

Heritage buildings are valued at a premium rate taking into consideration the highest and best use of the property.

When revaluing non-current assets using the cost approach, the gross amount and the related accumulated depreciation are separately restated.

For other assets valued using other valuation techniques, any balances of accumulated depreciation at the revaluation date in respect 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 revaluation surplus, 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 revaluation surplus for the same class of assets, they are debited directly to the revaluation surplus.

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

## 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(iv) **Impairment of Property, Plant and Equipment**

As a not-for-profit entity with no cash generating units, impairment under AASB 136 *Impairment of Assets* is unlikely to arise. As property, plant and equipment is carried at fair value, impairment can only arise in the rare circumstances where the costs of disposal are material. Specifically, impairment is unlikely for not-for-profit entities given that AASB 136 modifies the recoverable amount test for non-cash generating assets of not-for-profit entities to the higher of fair value less costs of disposal and depreciated replacement cost, where depreciated replacement cost is also fair value.

(v) **Depreciation and Amortisation of Property, Plant and Equipment**

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

All material separately identifiable components of assets are recognised and depreciated /amortised over their useful lives. If the asset cannot be separately identified, even though it is an integral part or component of a larger asset, then it is considered to be a whole of an asset and is depreciated /amortised over the useful life.

Current depreciation/amortisation rates are as follows:

Category	Asset Category Name	Rate
A	Aircraft/aviation	15%
B	Buildings & improvements	useful life varies 3 to 58years
C	Computers – not PC's	25%
C 1	Computers – PC's	20%
D	Computer integrated software	10%
E	Furniture & fittings	10%
F	Plant & equipment	10%
G	Marine equipment	5%
H	Transport equipment	15%
I	Office equipment	10%
J	Scientific apparatus	15%
K	Radio communications equipment	15%
M	Firearms and dangerous weapons	10%
N	Musical instruments	10%
P	Livestock	12.5%
Q	Leased buildings	lease term per asset

(vi) **Major Inspection Costs**

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

(vii) **Restoration Costs**

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

(viii) **Maintenance**

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

(ix) **Leased Assets**

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

## 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

### (ix) *Leased Assets (continued)*

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

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

### (x) *Investment Properties*

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

### (xi) *Intangible Assets*

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

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

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

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

Intangible assets are tested for impairment where an indicator of impairment exists. However, as a not-for-profit entity with no cash generating units, impairment under AASB 136 *Impairment of Assets* is unlikely to arise (refer to Note 1(i) (iv)).

### (xii) *Loans and Receivables*

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

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

### (xiii) *Impairment of Financial Assets*

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

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

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

Any reversals of impairment losses are reversed through the net result for the year where there is objective evidence. Reversals of impairment losses of financial assets carried at amortised cost cannot result in a carrying amount that exceeds what the carrying amount would have been had there not been an impairment loss.

## 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

### (xiv) *De-recognition of Financial Assets and Financial Liabilities*

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

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

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

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

### (xv) *Non-Current Assets Held for Sale*

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

### (xvi) *Trust Funds*

The NSW Police Force receives monies in a trustee capacity as set out in Note 22. As the NSW Police Force performs only a custodial role with these monies, and because the monies cannot be used for the achievement of the NSW Police Force's own objectives, these funds are not recognised in the financial statements.

### (xvii) *Other Assets*

Other assets are recognised on a historic cost basis.

## (j) *Liabilities*

### (i) *Payables*

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

### (ii) *Borrowings*

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

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

### (iii) *Financial Guarantees*

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

Financial guarantee contracts are recognised as a liability at the time the guarantee is issued and initially recognised at fair value plus, in the case of financial guarantees not at fair value through profit or loss, directly attributable transaction costs, where material. After initial recognition, the liability is measured at the higher of the amount determined in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets* and the amount initially recognised, less accumulated amortisation, where appropriate.

The NSW Police Force did not provide any financial guarantee contracts in the years ended 30 June 2014 and 30 June 2013.

## 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

### (iv) *Employee Benefits and Other Provisions*

#### (a) *Salaries and Wages, Annual Leave, Sick Leave and On-costs*

Salaries and wages (including non-monetary benefits), that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

Annual leave is not expected to be settled wholly before twelve months after the end of the annual reporting period in which the employees render the related service. As such, it is required to be measured at present value in accordance with AASB 119 *Employee Benefits* (although short-cut methods are permitted). Actuarial advice obtained by Treasury has confirmed that the use of a nominal approach plus the annual leave on annual leave liability (using 7.9% of the nominal value of annual leave) can be used to approximate the present value of the annual leave liability. NSW Police Force has assessed the actuarial advice based on the entity's circumstances and has determined that the effect of discounting is immaterial to annual leave.

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

#### (b) *Long Service Leave and Superannuation*

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

Long service leave is measured at present value in accordance with AASB 119 *Employee Benefits*. This is based on the application of certain factors (specified in NSWTC14/04) to employees with five or more years of service, using current rates of pay. These factors were determined based on an actuarial review to approximate present value.

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

#### (c) *Consequential on-costs*

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

#### (d) *Other Provisions*

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

If the effect of the time value of money is material, provisions are discounted at 3.68%, which is the 10 year government bond rate at 20 June 2014, which reflects the current market assessments of the time value of money and the risks specific to the liability.

#### (e) *Non-Renewal Benefit*

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

The liability for non-renewal benefits is recognised from the beginning of the first fixed term appointment of each officer and is measured on the accumulated salary earnings of each officer at reporting date. An actuarial assessment of this liability is performed every three years.

The Non-Renewal Benefit liability is measured at present value in accordance with AASB 119 *Employee Benefits*. A shorthand method, based on the actuarial report obtained as at 30 June 2012, was applied to calculate the current liability. This calculation is based on the application of a discount factor of 0.84 to total non-renewal benefit liability.

## 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

### (e) *Non-Renewal Benefit (continued)*

The next actuarial assessment of this liability is due no later than 30 June 2015.

The liability is disclosed in Note 15 as part of 'Current / Non-Current Liabilities – Provisions'.

### (f) *The NSW Police Force Blue Ribbon Super Scheme*

The valuation of NSW Police Force's self-insured liabilities under the NSW Police Death and Disability Award Insurance scheme as at 30 June 2014 is based on data as at 30 June 2014.

The NSW Police Force Blue Ribbon Super Scheme facilitates Death and Total and Permanent Incapacity benefits (TPD), and Partial and Permanent Disability benefits (PPD) to eligible police officers of the NSW Police Force from 23 June 2005 until its replacement by the Police Amendment (Death and Disability) Bill 2011 (2011 Bill) which was approved by Parliament in November 2011.

Under the 2011 Bill, the new death and TPD benefits were effective from 20 January 2012 while the new Income Protection (IP) benefits were effective for any claim that did not meet the transitional arrangements to be eligible for 2005 PPD benefits on 30 November 2011.

These arrangements are provided to a police officer in the event that he or she suffered an on duty or off duty injury which results in the death or total and permanent incapacity or partial and permanent incapacity of the officer. The NSW Police Force (employer) and police officers (employees) make contributions as required by these Awards.

The NSW Police Force's self-insured liability for PPD benefits (2005 Award) and income protection (IP) benefits are deemed "termination benefits" under AASB 119 *Employee Benefits*. The liability is measured in accordance with AASB 119 and is consistent with AASB 137.

The quantum of the NSW Police Force's total self-insured liability exposure is determined based on an independent actuarial assessment.

The assessment approximates the potential liability of PPD and IP as well as death and TPD that are not covered by the insurer, and the recovery of payments made under a PPD claim when the affected officer submits a TPD claim in finalisation of compensation for an injury. The valuation also includes the potential risk sharing liabilities payable to the insurers (MetLife and TAL) if the insured death and TPD claims experience is above a specified level.

As at 30 June 2014 the estimated recovery exceeded the estimated liability.

The liability has been discounted at an assumed government bond rate of 2.6% with a term of 2.6 years. The largest component of the liabilities is the 2011 Award income protection benefits and these have a maximum payment period of five years for claims with a date of injury prior to 1 October 2013 and seven years for claims with a date of injury from 1 October 2013.

The liability is disclosed in Note 15 as part of 'Current / Non-Current Liabilities – Provisions' and the recovery is disclosed in Note 8 as part of 'Current / Non-Current Assets – Receivables'.

### (v) *Lease Incentives*

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

### (k) *Fair value hierarchy*

A number of the NSW Police Force's accounting policies and disclosures require the measurement of fair values, for both financial and non-financial assets and liabilities. When measuring fair value, the valuation technique used maximises the use of relevant observable inputs and minimises the use of unobservable inputs. Under AASB 13, the NSW Police Force categorises, for disclosure purposes, the valuation techniques based on the inputs used in the valuation techniques as follows:

- Level 1 - quoted prices in active markets for identical assets / liabilities that the entity can access at the measurement date.
- Level 2 – inputs other than quoted prices included within Level 1 that are observable, either directly or indirectly.
- Level 3 – inputs that are not based on observable market data (unobservable inputs).

The NSW Police Force recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred. Refer Note 11 and Note 25 for further disclosures regarding fair value measurements of financial and non-financial assets.

## 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

### (l) *Equity and Reserves*

#### (i) *Revaluation surplus*

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

#### (ii) *Accumulated Funds*

The category 'Accumulated Funds' includes all current and prior period retained funds.

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

### (m) *Equity Transfers*

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

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

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

### (n) *Budgeted Amounts*

The budgeted amounts are drawn from the original budgeted financial statements presented to Parliament in respect of the reporting period, as adjusted for section 24 of the *Public Finance and Audit Act 1983* where there has been a transfer of functions between departments. Other amendments made to the budget are not reflected in the budgeted amounts.

### (o) *Service Group Statements Allocation Methodology*

The statement of comprehensive income line items within the Service Group Statements are allocated across the NSW Police Force service groups where deemed appropriate. The methodology is primarily based on the information from the rostering system, which is attributed to activities, which in turn are attributed to service groups. The major cost driver is labour hours for operational policing centres, which represents the fact that labour costs are the major cost of the NSW Police Force. Other Specialist policing centres are more easily aligned to service delivery and are allocated according to function from cost centre reports. Non policing corporate services functions are allocated on the basis determined by the policing cost centres. Where specific line items can be allocated to a specific service group, this has been done. Government contributions and Equity cannot be reliably allocated across service groups and are shown as "not attributed".

The rostering system and the associated activity based costing system is the most reliable information available, given that labour hours is the primary cost driver and systems providing other cost driver information are limited. The statement of financial position line items have been generally allocated as follows: Property, Plant and Equipment has been grouped by organisational unit and allocated across service groups applying different percentages to that used in the statement of comprehensive income. The finance lease for Police Headquarters has been based on floor space and spread across service groups accordingly. Other assets and liabilities have generally been allocated similarly to the line items in the statement of comprehensive income, except where specific material items can be specifically identified to a specific service group. Cash and cash equivalents cannot be reliably allocated across service groups and are shown as "not attributed".

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)****(p) Comparative Information**

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

The following comparatives have been reclassified due to additional categories in revenue and payables as at 30 June 2014.

Financial instruments market risk for receivables is deemed to be nil since no interest is earned on receivables.

Financial instruments market risk for borrowings is deemed to be nil as interest rates are fixed for the duration of the borrowing term.

	<b>Reclassified in</b>	<b>Audited Financial</b>
	<b>2014</b>	<b>Statements</b>
	<b>\$'000</b>	<b>2013</b>
		<b>\$'000</b>
<b>Note 3</b>	<b>Revenue</b>	
Note 3 (e)	Other revenue	
	Other	1,406
	Bad debts recovered	-
	1,406	1,406
	1,406	1,406
<b>Note 13</b>	<b>Current Liabilities-Payables</b>	
	Various sundry accruals	4,460
	Uncoded expense accruals	-
	Capital expense accruals	-
	4,460	4,460
	4,460	4,460
<b>Note 25</b>	<b>Financial Instruments</b>	
Note 25 (d)	Market Risk	
	Financial assets:	
	Receivables	
	Carrying amount	17,208
	-1% Profit	(172)
	-1% Equity	(172)
	+1% Profit	172
	+1% Equity	172
	Financial liabilities:	
	Borrowings	162,857
	Carrying amount	(1,629)
	-1% Profit	(1,629)
	-1% Equity	1629
	+1% Profit	1629
	+1% Equity	

## 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

### (q) *Changes in accounting policy, including new or revised Australian Accounting Standards*

#### (i) Effective for the first time in 2013-14

The accounting policies applied in 2013-14 are consistent with those of the previous financial year except as a result of the following new or revised Australian Accounting Standards that have been applied for the first time in 2013-14: AASB 13 *Fair Value Measurement* and AASB 119 (revised 2011) *Employee Benefits*.

The impact of these Standards in the period of initial application includes:

- AASB 13 *Fair Value Measurement* - AASB 13 establishes a single source of guidance under Australian Accounting Standards for all fair value measurements. AASB 13 does not change when an entity is required to use fair value but rather provides guidance on how to measure fair value under Australian Accounting Standards. AASB 13 defines fair value as an exit price. AASB 13 also requires additional disclosures. Application of AASB 13 has not materially impacted the fair value measurements of the NSW Police Force. Additional disclosures where required, are provided in the individual notes relating to the assets whose fair values were determined. Fair value hierarchy is provided in Note 11.
- AASB 119 *Employee Benefits* - The NSW Police Force applied AASB 119 (Revised 2011) retrospectively in the current period in accordance with the transitional provisions set out in the revised standard. Annual leave balances are not expected to be settled wholly within the months from the end of the reporting period, and are measured as an "Other long term benefit". Application of AASB 119 (Revised 2011) has not materially impacted the opening statement of financial position of the earliest comparative period presented (1 July 2013).

#### (ii) Issued but not yet effective

NSW public sector entities are not permitted to early adopt new Australian Accounting Standards, unless Treasury determines otherwise.

The following new Australian Accounting Standards have not been applied and are not yet effective.

- AASB 9, AASB 2010-7 and AASB 2012-6 regarding financial instruments
- AASB 10 (NFP) *Consolidated Financial Statements* (NFP entities only)
- AASB 11 (NFP) *Joint Arrangements* (NFP entities only)
- AASB 12 (NFP) *Disclosure of Interests in Other Entities* (NFP entities only)
- AASB 127 (NFP) *Separate Financial Statements* (NFP entities only)
- AASB 128 (NFP) *Investments in Associates and Joint Ventures* (NFP entities only)
- AASB 1031 *Materiality*
- AASB 1055 and AASB 2013-1 regarding budgetary reporting
- AASB 2011-7 (NFP) regarding consolidation and joint arrangements (NFP entities only)
- AASB 2012-3 regarding offsetting financial assets and financial liabilities
- AASB 2013-3 Amendments to AASB 136 – Recoverable Amount Disclosures for Non- Financial Assets
- AASB 2013-4 regarding financial instruments – Novation of Derivatives and Continuation of Hedge Accounting
- AASB 2013-5 regarding accounting for Investment Entities
- AASB 2013-6 regarding Reduced Disclosure Requirements
- AASB 2013-7 regarding accounting for life insurance contracts
- AASB 2013-8 regarding Australian Implementation Guidance for Not-for-Profit Entities – Control and Structured Entities
- AASB 2013-9 regarding the Conceptual Framework, Materiality and Financial Instruments (Parts B and C).

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

	2014 \$' 000	2013 \$' 000
<b>2. EXPENSES EXCLUDING LOSSES</b>		
<b>(a) Employee related expenses</b>		
Salaries and wages (including annual leave)	1,811,103	1,716,100
Superannuation - defined benefit plans*	192,211	167,449
Superannuation - defined contribution plans	134,197	118,260
Long service leave	121,071	41,538
Workers' compensation insurance	433,388	357,682
Death and disability self-insurance scheme	1,276	360
Payroll tax and fringe benefit tax	125,925	113,611
Other	868	220
	<u><u>2,820,039</u></u>	<u><u>2,515,220</u></u>

Employee related expenses excluded from the above are as follows:

(i) Capitalised as intangible assets - \$0.034 million at 30 June 2014 (\$0.471 million in 2012-13).

(ii) Capitalised as property, plant and equipment - \$1.121 million at 30 June 2014 (\$0.698 million in 2012-13).

\* Included in the 'Superannuation - defined benefit plans' is contribution for the Death and Total and Permanent Disability Cover of \$124.698 million (\$99.928 million in 2012-13).

**(b) Other operating expenses**

Auditor's remuneration - audit of the financial statements	355	350
Operating lease rental expense - minimum lease payments	64,766	64,565
Insurance	61,717	61,669
Maintenance *	37,020	46,821
Other building expenses	28,126	29,180
Subsistence and transport	22,354	21,083
Motor vehicle, launches and aircraft	49,166	47,793
Fees for services rendered	86,286	82,220
Computer licensing and other	26,448	21,961
Gas and electricity	15,987	17,964
Postal and telephone	24,075	23,593
Stationery, printing and stores	8,326	9,209
Consultants	115	10
Contractors	6,511	7,182
Operation Supplies	12,239	9,665
Police Uniform Supplies	6,110	6,063
Other	5,778	9,480
	<u><u>455,379</u></u>	<u><u>458,808</u></u>

*\*Reconciliation - Total maintenance*

Maintenance expense - contracted labour and other (non employee related), as above	37,020	46,821
Employee related maintenance expenses included in Note 2(a)	8,358	8,785
Total maintenance expenses included in Note 2(a) + 2(b)	<u><u>45,378</u></u>	<u><u>55,606</u></u>

	<b>2014</b>	<b>2013</b>
	<b>\$' 000</b>	<b>\$' 000</b>
<b>2. EXPENSES EXCLUDING LOSSES (continued)</b>		
<b>(c) Depreciation and amortisation expense</b>		
<b>Depreciation</b>		
Buildings	43,636	47,289
Plant and equipment	80,756	73,604
	<u><b>124,392</b></u>	<u><b>120,893</b></u>
<b>Amortisation</b>		
Intangible assets - software	15,519	15,604
	<u><b>15,519</b></u>	<u><b>15,604</b></u>
	<u><b>139,911</b></u>	<u><b>136,497</b></u>
<b>(d) Grants and subsidies</b>		
Police and Community Youth Clubs contribution	9,187	9,335
	<u><b>9,187</b></u>	<u><b>9,335</b></u>
<b>(e) Finance costs</b>		
Finance lease interest charges	10,313	10,773
Borrowing interest expenses	31	17
Unwinding of discount rate	563	743
	<u><b>10,907</b></u>	<u><b>11,533</b></u>
<b>(f) Other expenses</b>		
Witnesses' expenses	2,236	2,324
	<u><b>2,236</b></u>	<u><b>2,324</b></u>
<b>3. REVENUE</b>		
<b>(a) Sale of goods and services</b>		
Rents and leases - other	3,205	3,322
NSW Police Force College operations	2,032	1,943
Officers on loan	9,982	6,472
Insurance reports	2,655	2,611
Sports/Entertainment Events - Supervision	9,755	8,443
National Criminal History Records Check	4,378	4,724
Refund of escort expenses	2,668	2,464
Minor sales of goods and services	3,361	3,011
	<u><b>38,036</b></u>	<u><b>32,990</b></u>
<b>(b) Investment revenue</b>		
Interest - NSW Treasury (Financial assets not at fair value through profit or loss)	3,743	2,641
	<u><b>3,743</b></u>	<u><b>2,641</b></u>

	2014 \$' 000	2013 \$' 000
<b>3. REVENUE (continued)</b>		
<b>(c) Grants and contributions</b>		
<b>State Grants and Contributions</b>		
Recurrent grants from Department of Justice	2,980,187	2,912,771
Capital grants from Department of Justice	124,000	137,290
Roads and Maritime Services (RMS) - Road Trauma Program*	18,569	17,782
Fire and Rescue NSW - Helicopter Maintenance	583	583
NSW Ministry of Health - Alcohol and Drug Programs	760	600
Office of Communities (Aboriginal Affairs) - Safe Families Program	-	396
NSW Centre for Road Safety - Solo Cycle Response Team	-	400
NSW Centre for Road Safety - High Visibility Markings	-	928
NSW Centre for Road Safety - P4 and Data Enhancement	244	-
NSW Centre for Road Safety - Random Roadside Drug Testing Consumable	114	-
NSW Centre for Road Safety - Tuff Books Maintenance	80	-
NSW Centre for Road Safety - In-house Pharmacologists PSNs	552	-
NSW Centre for Road Safety - Meter Matters	150	-
Domestic Violence Intervention Program - various NSW Government agencies	594	1,019
Department of Justice - Life/Youth On Track	311	105
NSW Centre for Road Safety - various capital programs	6,192	2,499
Miscellaneous	620	420
	<u>3,132,956</u>	<u>3,074,793</u>
<b>Commonwealth Grants and Contributions</b>		
Crimtrac	1,481	1,205
Operation Polaris	2,900	2,900
Counter Terrorism - Drill Style program	160	160
Miscellaneous	77	346
	<u>4,618</u>	<u>4,611</u>
	<u>3,137,574</u>	<u>3,079,404</u>
Conditional grants and contributions recognised as revenue in the current year, not fully spent with expected expenditure to occur in:		
2014-15	2,137	
Beyond 2014-15	-	
	<u>2,137</u>	
Unconditional grants and contributions recognised as revenue in the current year, not fully spent with expected expenditure to occur in:		
2014-15	9,883	
Beyond 2014-15	-	
	<u>9,883</u>	
Grants and contributions recognised as revenue in previous years, that were expended in the current year:		
Prior to 2005-06	-	
2005-06	31	
2007-08	86	
2009-10	317	
2010-11	122	
2011-12	289	
2012-13	6,864	
	<u>7,709</u>	

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

	<b>2014</b>	<b>2013</b>
	<b>\$' 000</b>	<b>\$' 000</b>
<b>3. REVENUE (continued)</b>		
<b>(d) Acceptance by the Crown Entity of employee benefits and other liabilities</b>		
The following liabilities and / or expenses have been assumed by the Crown Entity or other government agencies:		
Superannuation - defined benefit plans	67,513	67,521
Long service leave	121,071	41,538
Payroll tax	3,679	3,681
	<u><b>192,263</b></u>	<u><b>112,740</b></u>
<b>(e) Other revenue</b>		
Employee contributions to Death and Disability Scheme	22,688	21,381
Insurance recoveries 2005 Award- Partial and Permanent Disablement	7,659	12,948
Recognition of pre-existing but previously unrecorded assets	698	1,646
Refund from insurance	456	639
Reversal of provision of restoration costs	2,482	3,628
Bad debts recovered	2,913	231
Recovery of RMS Expenditure	-	156
Other	1,872	1,175
	<u><b>38,768</b></u>	<u><b>41,804</b></u>
<b>4. GAIN / (LOSS) ON DISPOSAL</b>		
<b>Gain / (loss) on disposal of land and buildings</b>		
Proceeds from disposal	-	1,403
Written down value of assets disposed	(1,247)	(3,788)
<b>Net gain / (loss) on disposal of land and buildings</b>	<u><b>(1,247)</b></u>	<u><b>(2,385)</b></u>
<b>Gain / (loss) on disposal of plant and equipment</b>		
Proceeds from disposal	904	70
Written down value of assets disposed	(2,741)	(1,484)
<b>Net gain / (loss) on disposal of plant and equipment</b>	<u><b>(1,837)</b></u>	<u><b>(1,414)</b></u>
<b>Gain / (loss) on disposal of Software Intangibles</b>		
Proceeds from disposal	-	-
Written down value of assets disposed	(12)	-
<b>Net gain / (loss) on disposal of Software Intangibles</b>	<u><b>(12)</b></u>	<u><b>-</b></u>
<b>Gain / (loss) on disposal of assets held for sale</b>		
Proceeds from disposal	-	923
Written down value of assets disposed	-	(950)
<b>Net gain / (loss) on disposal of assets held for sale</b>	<u><b>-</b></u>	<u><b>(27)</b></u>
<b>Total gain / (loss) on disposal</b>	<u><b>(3,096)</b></u>	<u><b>(3,826)</b></u>
<b>5. OTHER GAINS / (LOSSES)</b>		
Impairment of receivables	(541)	(1,006)
	<u><b>(541)</b></u>	<u><b>(1,006)</b></u>

## **6. SERVICE GROUPS OF NSW POLICE FORCE**

### **Service Group 39.1 - Community Support**

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

### **Service Group 39.2 - Criminal Investigation**

Service Description: This service group covers the detection and investigation of crime, the provision of forensic services and provides for the arrest of or other relevant action in respect of offenders. It also includes specialist activities to target organised criminal activities and criminal groups, maintenance of forensic databases and criminal records, and liaison with other law enforcement agencies.

### **Service Group 39.3 - Traffic and Commuter Services**

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

### **Service Group 39.4 - Judicial Support**

Service Description: This service group covers judicial and custodial services, the prosecution of offenders, the presentation of evidence at court, including coronial enquiries, the provision of police transport and custody for people under police supervision, and the provision of a high level of support to victims and witnesses.

	2014 \$' 000	2013 \$' 000
<b>7. CURRENT ASSETS - CASH AND CASH EQUIVALENTS</b>		
Cash at bank and on hand	<u>124,940</u>	<u>98,628</u>
For purposes of the statement of cash flows, cash and cash equivalents include cash on hand (including permanent and temporary advances) and cash at bank.		
Cash and cash equivalent assets recognised in the statement of financial position are reconciled at the end of the financial year to the statement of cash flows as follows:		
<b>Cash and cash equivalents</b> (per statement of financial position)	<u>124,940</u>	<u>98,628</u>
<b>Closing cash and cash equivalents</b> (per statement of cash flows)	<u>124,940</u>	<u>98,628</u>

NSW Police Force had the following banking facilities as at 30 June 2014:

- Bank guarantee authority of \$0.5 million (\$0.5 million in 2012-13). This authority enables NSW Police Force to provide bank guarantees to its suppliers on a need basis. There were no bank guarantees issued as at 30 June 2014.
- MasterCard facility of \$7.5 million (\$5.5 million in 2012-13), which is the total of the credit limit for all issued credit cards and purchase cards. Total amount of credit unused as at 30 June 2014 was \$2.60 million (\$1.64 million in 2012-13).
- Letter of credit facility of \$2 million (\$2 million in 2012-13). Total amount of letter of credit facility unused as at 30 June 2014 was \$2 million (\$2 million in 2012-13).
- Offset accounts facility of \$0.05 million (\$0.05 million in 2012-13). This facility allows bank fees incurred during the month to be debited to a temporary debit account, which are then transferred to the NSW Police Force main operating bank account the following month. Total amount of offset accounts facility unused as at 30 June 2014 was \$0.04 million (\$0.04 million in 2012-13).

Refer Note 25 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.

	2014 \$' 000	2013 \$' 000
<b>8. CURRENT / NON-CURRENT ASSETS - RECEIVABLES</b>		
<b>Receivables - Current</b>		
Sale of goods and services	20,126	13,246
Less: Allowance for impairment	(191)	(247)
	<u>19,935</u>	<u>12,999</u>
Other Debtors	30,154	32,972
Less: Allowance for impairment	(1,902)	(4,361)
	<u>28,252</u>	<u>28,611</u>
GST receivable	9,927	27,932
Prepayments	18,865	18,008
<b>Total Receivables -Current</b>	<b><u>76,979</u></b>	<b><u>87,550</u></b>
<b>Receivables - Non-Current</b>		
Other Debtors	20,600	37,700
<b>Total Receivables - Non-Current</b>	<b><u>20,600</u></b>	<b><u>37,700</u></b>
Movement in the allowance for impairment – Trade debtors		
Balance at 1 July	247	152
Amounts written off during the year	(85)	(75)
Amounts recovered during the year	(13)	(23)
Increase / (decrease) in allowance recognised in profit or loss	42	193
Balance at 30 June	<u>191</u>	<u>247</u>
Movement in the allowance for impairment – Other debtors		
Balance at 1 July	4,361	3,807
Amounts written off during the year	(34)	(48)
Amounts recovered during the year	(3,093)	(2,633)
Increase / (decrease) in allowance recognised in profit or loss	668	3,235
Balance at 30 June	<u>1,902</u>	<u>4,361</u>

Details regarding credit risk, liquidity risk and market risk, including financial assets that are either past due or impaired, are disclosed in Note 25.

## 9. NON-CURRENT ASSETS - PROPERTY, PLANT AND EQUIPMENT

	<b>Land and Buildings \$' 000</b>	<b>Plant and Equipment \$' 000</b>	<b>Total \$' 000</b>
<b>At 1 July 2013 - fair value</b>			
Gross carrying amount	2,045,809	764,120	2,809,929
Accumulated depreciation and impairment	<u>(784,665)</u>	<u>(469,452)</u>	<u>(1,254,117)</u>
<b>Net Carrying Amount</b>	<b><u>1,261,144</u></b>	<b><u>294,668</u></b>	<b><u>1,555,812</u></b>
<b>At 30 June 2014 - fair value</b>			
Gross carrying amount	2,082,642	749,534	2,832,176
Accumulated depreciation and impairment	<u>(821,025)</u>	<u>(436,969)</u>	<u>(1,257,994)</u>
<b>Net Carrying Amount</b>	<b><u>1,261,617</u></b>	<b><u>312,565</u></b>	<b><u>1,574,182</u></b>

### Reconciliations

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

	<b>Land and Buildings \$' 000</b>	<b>Plant and Equipment \$' 000</b>	<b>Leased Buildings \$' 000</b>	<b>Total \$' 000</b>
<b>Year ended 30 June 2014</b>				
<b>Net Carrying amount at start of year</b>	<b>1,162,408</b>	<b>294,668</b>	<b>98,736</b>	<b>1,555,812</b>
Additions	37,380	96,052 #	-	133,432
Disposals	(1,247)	(2,741)	-	(3,988)
Net revaluation increment less revaluation decrements	7,976	5,342	-	13,318
Depreciation expense	<u>(34,157)</u>	<u>(80,756)</u>	<u>(9,479)</u>	<u>(124,392)</u>
<b>Net carrying amount at end of year*</b>	<b><u>1,172,360</u></b>	<b><u>312,565</u></b>	<b><u>89,257</u></b>	<b><u>1,574,182</u></b>

# Additions in plant and equipment includes a \$7.355 million reclassification from Intangible assets.

\* Included in the net carrying amount are work in progress of \$55.595 million and \$60.833 million for land and buildings, and plant and equipment respectively.

	<b>Land and Buildings \$' 000</b>	<b>Plant and Equipment \$' 000</b>	<b>Total \$' 000</b>
<b>At 1 July 2012 - fair value</b>			
Gross carrying amount	1,968,410	741,226	2,709,636
Accumulated depreciation and impairment	<u>(751,553)</u>	<u>(430,082)</u>	<u>(1,181,635)</u>
<b>Net Carrying Amount</b>	<b><u>1,216,857</u></b>	<b><u>311,144</u></b>	<b><u>1,528,001</u></b>
<b>At 30 June 2013 - fair value</b>			
Gross carrying amount	2,045,809	764,120	2,809,929
Accumulated depreciation and impairment	<u>(784,665)</u>	<u>(469,452)</u>	<u>(1,254,117)</u>
<b>Net Carrying Amount</b>	<b><u>1,261,144</u></b>	<b><u>294,668</u></b>	<b><u>1,555,812</u></b>

## 9. NON-CURRENT ASSETS - PROPERTY, PLANT AND EQUIPMENT (continued)

### Reconciliations

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

	Land and Buildings \$' 000	Plant and Equipment \$' 000	Leased Buildings \$' 000	Total \$' 000
<b>Year ended 30 June 2013</b>				
Net Carrying amount at start of year	1,108,642	311,144	108,215	1,528,001
Additions	64,582	56,919	-	121,501
Assets held for sale - written back	841	-	-	841
Disposals	(3,788)	(1,484)	-	(5,272)
Net revaluation increment less revaluation decrements	29,941	1,693	-	31,634
Depreciation expense	(37,810)	(73,604)	(9,479)	(120,893)
<b>Net carrying amount at end of year*</b>	<b><u>1,162,408</u></b>	<b><u>294,668</u></b>	<b><u>98,736</u></b>	<b><u>1,555,812</u></b>

\* Included in the net carrying amount are work in progress of \$76.444 million and \$23.045 million for land and buildings, and plant and equipment respectively.

## 10. INTANGIBLE ASSETS

	Software \$' 000
<b>At 1 July 2013</b>	
Cost (gross carrying amount)	267,999
Accumulated amortisation and impairment	(148,677)
<b>Net Carrying Amount</b>	<b><u>119,322</u></b>
<b>At 30 June 2014</b>	
Cost (gross carrying amount)	240,087
Accumulated amortisation and impairment	(137,444)
<b>Net Carrying Amount</b>	<b><u>102,643</u></b>
<b>Year ended 30 June 2014</b>	
Net carrying amount at start of year	119,322
Additions (from internal development)	5,853
Additions (purchases)	354
Disposals	(12)
Amortisation (recognised in "depreciation and amortisation")	(15,519)
Intangibles reclassified to other assets	(7,355)
<b>Net carrying amount at end of year*</b>	<b><u>102,643</u></b>

\* Included in the net carrying amount is work in progress of \$17.015 million.

**10. INTANGIBLE ASSETS (continued)**

	<b>Software \$' 000</b>
<b>At 1 July 2012</b>	
Cost (gross carrying amount)	240,801
Accumulated amortisation and impairment	<u>(133,122)</u>
<b>Net Carrying Amount</b>	<b><u>107,679</u></b>
<b>At 30 June 2013</b>	
Cost (gross carrying amount)	267,999
Accumulated amortisation and impairment	<u>(148,677)</u>
<b>Net Carrying Amount</b>	<b><u>119,322</u></b>
	<b>Software \$' 000</b>
<b>Year ended 30 June 2013</b>	
Net carrying amount at start of year	<b>107,679</b>
Additions (from internal development)	25,697
Additions (purchases)	1,550
Disposals	-
Amortisation (recognised in "depreciation and amortisation")	<u>(15,604)</u>
<b>Net carrying amount at end of year*</b>	<b><u>119,322</u></b>

\* Included in the net carrying amount is work in progress of \$38.245 million.

**11. FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS**

**(a) Fair Value Hierarchy**

**2014**

	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total Fair Value</b>
	<b>\$' 000</b>	<b>\$' 000</b>	<b>\$' 000</b>	<b>\$' 000</b>
<b>Property, plant and equipment</b>				
Land and buildings	-	-	1,172,360	1,172,360
Marine equipment and aviation assets	-	-	29,179	29,179
	<u>-</u>	<u>-</u>	<u>1,201,539</u>	<u>1,201,539</u>

There were no transfers between Level 1 or Level 2 during the period.

The "total" above includes assets measured at fair value and will not reconcile to the total property, plant and equipment recognised in the statement of financial position.

## 11. FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS (continued)

### (b) Valuation techniques, inputs and processes

For each class of property, plant and equipment, a description of the valuation technique applied and the inputs used in the fair value measurement is disclosed in the table below.

For the valuation processes refer Note 1(i) (iii).

Class	Valuation Technique	Key inputs
<b>Land and buildings</b>		
Land and residential buildings	<p>Market approach – land is valued based on comparable property sales transactions and where identical properties are not available, adjustments have been made to reflect the following characteristics of the asset: location, topography, construction, age, condition, size, legal/ physical restrictions, and enhancements.</p> <p>These assets are classified as Level 3 as the adjustments made to the observable data of comparative properties are considered significant and require judgement to be exercised by the valuer.</p>	<ul style="list-style-type: none"> <li>· Comparable property sales values</li> <li>· Adjustments for location, topography, construction, age, condition, and size</li> <li>· Adjustments for restrictions or enhancements</li> </ul>
Police stations, combined police stations and residences and other specialised buildings (including heritage assets)	<p>Cost approach – specialised buildings are valued based on the current replacement cost of the most appropriate modern equivalent replacement facility having a similar service potential to the existing asset.</p> <p>These assets are classified as Level 3 as the estimated construction costs are considered a significant adjustment to the observable data of comparable properties.</p>	<ul style="list-style-type: none"> <li>· Estimated construction costs for customisation</li> <li>· Depreciation rate/useful life</li> </ul>
<b>Plant and equipment</b>		
Aviation assets	<p>Market approach – Aviation assets are valued based on secondary market evidence with allowance made for certain elements of the air fleet including: engine overhauls or replacements, paint scheme, location, law enforcement equipment, and design modifications.</p> <p>These assets are classified as Level 3 as the allowance for the above elements are considered a significant adjustment to the observable data of the secondary market transactions.</p>	<ul style="list-style-type: none"> <li>· Secondary market data</li> <li>· Adjustments for engine overhauls or replacements, paint scheme, location, law enforcement equipment, and design modifications</li> </ul>
Marine assets	<p>Cost approach – Specialised assets are valued based on the cost to replace the asset with a new asset, an estimate of the residual value and depreciation.</p> <p>Market approach – Non specialised assets are valued based on secondary market evidence.</p>	<ul style="list-style-type: none"> <li>· Cost of new replacement asset</li> <li>· Residual value</li> <li>· Depreciation rate/useful life</li> <li>· Secondary market data</li> <li>· Depreciation rate/useful life</li> </ul>

There has been no change in valuation technique in the current year. The highest and best use of the assets is its current use.

**11. FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS (continued)**

**(c) Reconciliation of recurring Level 3 fair value measurements**

	<b>Land and Buildings</b>	<b>Marine Equipment and Aviation Assets</b>	<b>Total Recurring Level 3 Fair Value</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
<b>Fair value as at 1 July 2013</b>	<b>1,162,408</b>	<b>30,868</b>	<b>1,193,276</b>
Additions	37,380	935	38,315
Revaluation increments/decrements recognised in other comprehensive income – included in line item 'Net increase/(decrease) in property, plant and equipment revaluation surplus'	7,976	1,812	9,788
Disposals	(1,247)	(855)	(2,102)
Depreciation expense	(34,157)	(3,581)	(37,738)
<b>Fair value as at 30 June 2014</b>	<b><u>1,172,360</u></b>	<b><u>29,179</u></b>	<b><u>1,201,539</u></b>

There were no transfers to or from Level 2 during the period.

The "total" above includes assets measured at fair value and will not reconcile to the total property, plant and equipment recognised in the statement of financial position.

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**11. FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS (continued)****(c) Reconciliation of recurring Level 3 fair value measurements (continued)**

For each class of property, plant and equipment, a description of sensitivity of fair value measurement to changes in unobservable inputs is disclosed in the table below.

<b>Class</b>	<b>Unobservable Inputs</b>	<b>Sensitivity of fair value measurement to changes in unobservable inputs</b>
<b>Land and buildings</b>		
Land and residential buildings	Positive and negative adjustments for location, topography, construction, age, condition, and size. The net impact of these adjustments is in the range of -400% to +88% of the total value of the asset.  Adjustments for restrictions are in the range of 20% to 30% of the total value of the asset. These adjustments are made by the external valuer and require judgement to be exercised by the external valuer.	Significant increases/ (decreases) in the positive adjustments or decreases/ (increases) in the negative adjustments would result in a significantly higher/ (lower) fair value of the asset.
Police stations, combined police stations and residences and other specialised buildings (including heritage assets)	The estimated construction costs for customisation make up the total value of the asset. The remaining useful life is in the range of 3 to 58 years.	Significant increases/ (decreases) in estimated construction costs or useful life would result in a significantly higher/ (lower) fair value of the asset.
<b>Plant and equipment</b>		
Aviation assets	Adjustments for engine overhauls or replacements, paint scheme, location, law enforcement equipment, and design modifications are in the range of 3 to 11% of the total value of the asset.	Significant increases/ (decreases) in the positive adjustments or decreases/ (increases) in the negative adjustments would result in a significantly higher/ (lower) fair value of the asset.
Marine assets	Specialised assets: The estimated replacement cost make up the total value of the asset. The remaining useful life is 9 years.	Significant increases/ (decreases) in estimated replacement costs, residual value, or useful life would result in a significantly higher/ (lower) fair value of the asset.
	Non-specialised assets: The remaining useful life is 7 years. Adjustments for modifications to the asset are in the range of -27% to 0% of the total value of the asset.	Significant increases/ (decreases) in the positive adjustments or remaining useful life or significant decreases/ (increases) in the negative adjustments would result in a significantly higher/ (lower) fair value of the asset.

	<b>2014</b>	<b>2013</b>
	<b>\$' 000</b>	<b>\$' 000</b>
<b>12. RESTRICTED ASSETS</b>		
Included in the current assets are the following restricted assets:		
Death and Disabilities Scheme Monies	<u>20,440</u>	<u>4,547</u>
	<u><b>20,440</b></u>	<u><b>4,547</b></u>

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

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

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	<b>2014</b>	<b>2013</b>
	<b>\$' 000</b>	<b>\$' 000</b>
<b>13. CURRENT LIABILITIES - PAYABLES</b>		
Accrued salaries, wages and on-costs	56,311	42,220
Payroll Tax	11,612	7,330
Fringe Benefits Tax	1,500	1,341
Pay As You Go Tax withheld	11	36
Employee deductions withheld	814	735
Superannuation Guarantee Charge Payable	1	1
Creditors	3,729	9,846
Unearned revenue	105	-
Motor vehicle costs	3,896	3,760
Electronic Billing System (EBS) for telephones	130	-
Petrol Interface	1,809	1,678
Forensic Services Group	1,724	1,741
Education Services	758	716
Business Technology Services	340	258
State Crime Command	465	834
Auditor's remuneration - audit of the financial statements	304	218
Specialist Operations	443	436
Copyright fees for NSW Government print copying	430	491
Property related costs	5,240	5,065
Aircraft maintenance	547	780
Miscellaneous sponsorship	88	161
GST accruals	1,288	1,645
Uncoded expense accruals	1,098	183
Capital expense accruals	3,735	3,377
Various sundry accruals	4,343	900
	<b><u>100,721</u></b>	<b><u>83,752</u></b>

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 25.

#### **14. CURRENT / NON-CURRENT LIABILITIES - BORROWINGS**

Treasury Advances Repayable		
Current	138	133
Non-current	531	669
	<b><u>669</u></b>	<b><u>802</u></b>

The advance from NSW Treasury under the Sustainable Government Investment Program, is to fund environmental efficiency upgrade projects at Sydney Police Centre. The advance will be repaid in half-yearly instalments of principal and interest over a period of six years at the TCorp bond rate.

Finance lease (see Note 17 (c))		
Current	8,851	7,678
Non-current	145,526	154,377
	<b><u>154,377</u></b>	<b><u>162,055</u></b>

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above borrowings are disclosed in Note 25.

<b>Total Current Borrowings</b>	<b>8,989</b>	<b>7,811</b>
<b>Total Non-Current Borrowings</b>	<b><u>146,057</u></b>	<b><u>155,046</u></b>
<b>Total Borrowings</b>	<b><u>155,046</u></b>	<b><u>162,857</u></b>

	<b>2014</b>	<b>2013</b>
	<b>\$' 000</b>	<b>\$' 000</b>
<b>15. CURRENT / NON-CURRENT LIABILITIES - PROVISIONS</b>		
<b>Employee benefits and related on costs - Current</b>		
Annual leave *	202,172	205,793
Annual leave on long service leave	35,204	30,781
Non-renewal benefit*	63,005	57,602
Leave loading	1,806	1,766
Workers' compensation on long service leave	6,203	5,433
Superannuation on long service leave	19,540	14,669
Other Oncost on Leave - Superannuation	11,014	9,937
Payroll tax on annual leave liability	11,018	11,216
Payroll tax on long service leave	36,791	32,087
Payroll tax on other leave provisions	3,532	3,236
Death and disability self-insurance scheme	11,200	11,800
	<b><u>401,485</u></b>	<b><u>384,320</u></b>
<b>Employee benefits and related on costs - Non-Current</b>		
Annual leave on long service leave	1,853	1,620
Non-renewal benefit	23,222	20,238
Workers' compensation on long service leave	326	286
Superannuation on long service leave	1,028	772
Payroll tax on long service leave	1,936	1,689
Payroll tax on other leave provisions	1,266	1,103
Death and disability self-insurance scheme	21,700	34,400
	<b><u>51,331</u></b>	<b><u>60,108</u></b>
<b>Subtotal Employee benefits and related on costs</b>	<b><u>452,816</u></b>	<b><u>444,428</u></b>
<b>Other Provisions – Current</b>		
Restoration costs	2,558	2,168
	<b><u>2,558</u></b>	<b><u>2,168</u></b>
<b>Other Provisions – Non-Current</b>		
Restoration costs	14,709	14,906
	<b><u>14,709</u></b>	<b><u>14,906</u></b>
<b>Subtotal Other Provisions</b>	<b><u>17,267</u></b>	<b><u>17,074</u></b>
<b>Total Current Provisions</b>	<b><u>404,043</u></b>	<b><u>386,488</u></b>
<b>Total Non-Current Provisions</b>	<b><u>66,040</u></b>	<b><u>75,014</u></b>
<b>Total Provisions</b>	<b><u>470,083</u></b>	<b><u>461,502</u></b>
<b>Aggregate employee benefits and related on-costs</b>		
Provisions – Current	401,485	384,320
Provisions – Non-Current	51,331	60,108
Accrued salaries, wages and on-costs (refer Note 13)	56,311	42,220
	<b><u>509,127</u></b>	<b><u>486,648</u></b>

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

- (i) Annual leave totals \$1.837 million (\$2.638 million in 2012-13)
- (ii) Non-renewal benefit totals \$55.689 million (\$52.138 million in 2012-13)

2014	2013
\$' 000	\$' 000

## 15. CURRENT / NON-CURRENT LIABILITIES - PROVISIONS (continued)

### Movements in provisions (other than employee benefits)

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

#### Restoration Costs

Carrying amount at the beginning of financial year	17,074	18,414
Additional provisions recognised	2,164	(181)
Amounts used	(140)	(66)
Unused amounts reversed	(2,394)	(1,836)
Unwinding / change in the discount rate	563	743
Carrying amount at the end of financial year	<u>17,267</u>	<u>17,074</u>

## 16. CURRENT / NON-CURRENT LIABILITIES - OTHER

### Other Liabilities - Current

Repayment of grant	199	-
Lease incentives	70	100
Other	57	57
	<u>326</u>	<u>157</u>

### Other Liabilities – Non-Current

Lease incentives	284	354
	<u>284</u>	<u>354</u>
<b>Total Liabilities – Other</b>	<u>610</u>	<u>511</u>

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 25.

## 17. COMMITMENTS FOR EXPENDITURE

### (a) Capital Commitments

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

Not later than one year	41,157	102,374
Later than one year and not later than 5 years	839	109,109
Later than five years	-	-
Total (including GST)	<u>41,996</u>	<u>211,483</u>

Input tax credits of \$3.436 million (\$19.226 million in 2012-13), expected to be recoverable from the Australian Taxation Office, are included above.

	2014 \$' 000	2013 \$' 000
<b>17. COMMITMENTS FOR EXPENDITURE (continued)</b>		
<b>(b) Operating Lease Commitments</b>		
Future non-cancellable operating lease rentals not provided for and payable:		
Not later than one year	64,989	68,508
Later than one year and not later than 5 years	134,559	135,786
Later than five years	67,894	73,614
Total (including GST)	<u><u>267,442</u></u>	<u><u>277,908</u></u>

Input tax credits of \$24.276 million (\$24.263 million in 2012-13), expected to be recoverable from the Australian Taxation Office, are included above.

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

Building leases vary between 1 - 12 years, and are generally subject to either CPI, fixed or market rental review at regular intervals.

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

Motor vehicle fleet leases vary from 6 months to 5 years, and are subject to a fixed interest rate during the lease term.

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

**(c) Finance Lease Commitments**

Minimum lease payment commitments in relation to finance leases		
Not later than one year	18,533	17,907
Later than one year and not later than 5 years	80,852	78,118
Later than five years	111,643	132,910
Minimum lease payments	<u>211,028</u>	<u>228,935</u>
Less: future finance charges	56,651	66,880
Present value of minimum lease payments	<u><u>154,377</u></u>	<u><u>162,055</u></u>

The present value of finance lease commitments is as follows:

Not later than one year	8,851	7,678
Later than one year and not later than 5 years	49,272	43,478
Later than five years	96,254	110,899
	<u><u>154,377</u></u>	<u><u>162,055</u></u>
Classified as:		
Current (Note 14)	8,851	7,678
Non-current (Note 14)	145,526	154,377
	<u><u>154,377</u></u>	<u><u>162,055</u></u>

## 17. COMMITMENTS FOR EXPENDITURE (continued)

### (c) Finance Lease Commitments (continued)

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

2014	2013
\$' 000	\$' 000

## 18. CONTINGENT LIABILITIES AND CONTINGENT ASSETS

### (a) Contingent Liabilities

Contingent liabilities comprise civil matter claims that have been made against the NSW Police Force. The contingent liabilities are estimates from the NSW Police Force's legal advisers. The prospects of success or otherwise of each claim will become certain only when all the evidence is available, which usually is just before hearing. The vast majority of settlements, if the claimant is successful, will be met by NSW Treasury Managed Fund.

<u>104,353</u>	<u>67,640</u>
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### (b) Contingent Assets

The NSW Police Force entered into a lease for the NSW Police Force Headquarters at Parramatta. As part of the conditions of the lease term, the Lessor agrees that, on the fifteenth anniversary of the lease (1 June 2019), it will deposit \$6 million (expressed as a nominal amount) in an account in its name. The NSW Police Force may, at any time after the deposit of the funds until 31 May 2024, request that the Lessor carry out refurbishment work to the premises in accordance with the NSW Police Force's request, up to maximum value of \$6 million plus any interest accrued in the account from 1 June 2019.

<u>6,000</u>	<u>6,000</u>
--------------	--------------

## 19. BUDGET REVIEW

### Net result

The actual net result was unfavourable to budget by \$11 million.

This result was mainly due to the following factors:

- Increased Death & Disability premium costs of \$10 million associated with improved member benefits;
- The outcome of a triennial actuarial review with an increase in on costs on Long Service Leave of \$7.5 million;
- An increase in employee benefits accepted by the Crown Entity of \$24 million;
- A net increase in other wages and salary costs, including variations in authorised police strength, of \$12.5 million;
- A saving of \$20 million on depreciation due to a realignment of budget values and capital program impacts;
- Increased revenues of \$12 million from seconded officer charge outs, Police user pays revenue and other revenues;
- An offsetting increase in revenues for the Crown Entity expenses listed above of \$24 million;
- Net increases in a range of other operating expenses of \$6 million; and
- A loss on disposal of assets of \$3 million.

### Assets and liabilities

Total current assets increased by \$51 million compared to budget, mainly due to increases in cash and cash equivalents of \$47 million, permanent and partial disability self insurance gross recoveries of \$6 million.

Non-current assets increased by \$38 million over budget mainly due to the following factors:

- A \$5 million increase in land and buildings flowing from annual property revaluations;
- Plant & equipment increases of \$48 million due to expenditure on aircraft of \$17 million and other capitalisations;
- Offsetting reductions in non-current 2005 Award permanent and partial disability self insurance gross recoveries of \$10 million and a decrease in intangible assets by \$5 million.

Total liabilities increased by \$19 million compared to budget, mainly due to increase in other employee related provisions of \$36 million, offset by decrease in payables of \$9 million and a reduction in the permanent and partial disability self insurance provision of \$7.6 million.

### Cash flows

Net cash flows from operating activities increased by \$24 million compared to the budget.

This is mainly due to the following:

- Other revenues for the year returned \$7 million more than budget;
- RMS and Commonwealth grants received exceeded budget by \$19 million;
- Improved Net GST cash flow compared to budget assumptions of \$18 million; and
- An offsetting cash reduction resulting from the rephasing of Capital Grants to the 2014-15 year.

	<b>2014</b>	<b>2013</b>
	<b>\$' 000</b>	<b>\$' 000</b>
<b>20. RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES TO NET RESULT</b>		
Net cash from operating activities	169,327	128,598
Depreciation and amortisation	(139,911)	(136,497)
Increase / (decrease) in receivables	(27,671)	25,656
Decrease / (increase) in creditors	(16,969)	37,184
Decrease / (increase) in provisions	(8,581)	75,600
Decrease / (increase) in other liabilities	(99)	19
Increase / (decrease) in Capital Works expenditure accruals	(6,997)	2,757
Net gain / (loss) on sale of plant and equipment	(3,096)	(3,826)
Non-cash revenue – net	3,085	1,539
<b>Net result</b>	<b><u>(30,912)</u></b>	<b><u>131,030</u></b>

## 21. NON-CASH FINANCING AND INVESTING ACTIVITIES

Liabilities and expenses assumed by the Crown Entity:		
Superannuation	(67,513)	(67,521)
Long service leave	(121,071)	(41,538)
Payroll tax on superannuation	(3,679)	(3,681)
	<b><u>(192,263)</u></b>	<b><u>(112,740)</u></b>

## 22. TRUST FUNDS

The NSW Police Force holds money in a Crown Trust Fund, comprising money found and exhibit money, held in trust pending resolution of ownership. These monies are excluded from the financial statements, as the NSW Police Force cannot use them to achieve its objectives. The following is a summary of the transactions in the trust account:

### Crown Trust Fund Account

Cash balance at 1 July	16,610	16,860
Add: Receipts	16,530	14,314
Less: Expenditure	(15,449)	(14,564)
<b>Cash balance at 30 June</b>	<b><u>17,691</u></b>	<b><u>16,610</u></b>

	<b>2014</b>	<b>2013</b>
	<b>\$' 000</b>	<b>\$' 000</b>
<b>23. ADMINISTERED ASSETS AND LIABILITIES</b>		
<b>Administered Assets<sup>1</sup></b>		
Receivables	<u>505</u>	<u>587</u>
<b>Total Administered Assets</b>	<b><u>505</u></b>	<b><u>587</u></b>
<b>Administered Liabilities<sup>2</sup></b>		
Unearned income due not later than one year	10,367	8,963
Unearned income due later than one year	<u>15,385</u>	<u>13,438</u>
<b>Total Administered Liabilities</b>	<b><u>25,752</u></b>	<b><u>22,401</u></b>

## Note

1. The administered assets comprise of accrued income from RMS for month of June 2014.
2. The administered liabilities comprise multi-years firearms and security industry licence payments in advance for a maximum period of up to 5 years. The fees collected are amortised based on the term of the licence.

**24. ADMINISTERED INCOME**

Firearms licensing	8,420	8,367
Security industry licensing	7,870	7,228
Fines and forfeitures	370	1,016
Receipts under Crimes Act	429	330
Other	<u>23</u>	<u>7</u>
	<b><u>17,112</u></b>	<b><u>16,948</u></b>

The administered income is not reported in the annual financial statements for NSW Police Force.

## 25. FINANCIAL INSTRUMENTS

The NSW Police Force's main risks arising from financial instruments are outlined below, together with the NSW Police Force's objectives, policies and processes for measuring and managing risk. The NSW Police Force does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes. Further quantitative and qualitative disclosures are included throughout this financial statement.

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

### (a) Financial Instrument Categories

	Note	Category	Carrying Amount 2014 \$' 000	Carrying Amount 2013 \$' 000
<b>Financial Assets</b>				
Cash and cash equivalent	7	N/A	124,940	98,628
Receivables <sup>1</sup>	8	Loans and receivables measured at amortised costs	30,887	17,208
<b>Financial Liabilities</b>				
Payables <sup>2</sup>	13	Financial liabilities measured at amortised costs	87,492	75,044
Borrowings	14	Financial liabilities measured at amortised costs	155,046	162,857
Other liabilities	16	Financial liabilities measured at amortised costs	610	511

Notes:

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

## 25. FINANCIAL INSTRUMENTS (continued)

### (b) Credit Risk

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

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

#### *Cash*

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System, and the Brookfield Johnson Controls NSW Police Force Property Bank Account.

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

#### *Receivables – trade and other debtors*

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

The NSW Police Force is not materially exposed to concentrations of credit risk to a single debtor or group of debtors. Based on past experience, debtors that are not past due (\$28.447 million in 2013-14 and \$16.090 million in 2012-13) and debts that are past due but not considered impaired (\$2.439 million in 2013-14 and \$1.119 million in 2012-13) in accordance with the NSW Police Force's policy together represent 94% of the total debtors.

**25. FINANCIAL INSTRUMENTS (continued)****(b) Credit Risk (continued)**

<b>Trade Debtors</b>	<b>Total<sup>1,2</sup></b>	<b>Past due but not impaired<sup>1,2</sup></b>	<b>Considered impaired<sup>1,2</sup></b>
	<b>\$' 000</b>	<b>\$' 000</b>	<b>\$' 000</b>
<b>2014</b>			
< 3 months overdue	1,149	1,149	-
3 months – 6 months overdue	539	539	-
> 6 months overdue	609	418	191
<b>2013</b>			
< 3 months overdue	1,461	1,461	-
3 months – 6 months overdue	845	845	-
> 6 months overdue	930	683	247
<b>Other Debtors</b>	<b>Total<sup>1,2</sup></b>	<b>Past due but not impaired<sup>1,2</sup></b>	<b>Considered impaired<sup>1,2</sup></b>
	<b>\$' 000</b>	<b>\$' 000</b>	<b>\$' 000</b>
<b>2014</b>			
< 3 months overdue	3	3	-
3 months – 6 months overdue	1,319	1,319	-
> 6 months overdue	914	(988)	1,902
<b>2013</b>			
< 3 months overdue	943	943	-
3 months – 6 months overdue	483	483	-
> 6 months overdue	1,064	(3,297)	4,361

Notes:

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

## 25. FINANCIAL INSTRUMENTS (continued)

### (c) Liquidity Risk

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

The main source of credit standby arrangements available to the NSW Police Force is advances from NSW Treasury. Advances are requested from NSW Treasury on a need basis and are repaid by way of reduction in the recurrent grants from the Justice (formerly Police and Justice) Cluster's Principal Department, the Department of Justice (formerly Department of Police and Justice). Credit card facilities are also in operation within the NSW Police Force. The risks associated with credit cards are minimised through credit card policy including transactional and monthly limits. In addition, credit card usage is monitored by independent officers within the NSW Police Force.

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

Liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW TC 11/12. For small business suppliers, where terms are not specified, payment is made not later than 30 days from date of receipt of a correctly rendered invoice. For other suppliers, if trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. For small business suppliers, where payment is not made within the specified time period, simple interest must be paid automatically unless an existing contract specifies otherwise. For payments to other suppliers, the Head of an authority (or a person appointed by the Head of an authority) may automatically pay the supplier simple interest. The rate of interest applied during the year was 10.63% (2013- 10.95%).

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

**25. FINANCIAL INSTRUMENTS (continued)****(c) Liquidity Risk (continued)**

	Weighted Average Effective Rate	Nominal Amount <sup>2</sup> \$' 000	Interest Rate Exposure			Maturity Dates		
			Fixed Interest Rate \$' 000	Variable Interest Rate \$' 000	Non- Interest Bearing \$' 000	< 1 Year \$' 000	1 - 5 Years \$' 000	> 5 Years \$' 000
<b>2014</b>								
<i>Payables</i> <sup>1</sup>	-	87,492	-	-	87,492	87,492	-	-
<i>Borrowings:</i>								
Finance Lease	6.61%	211,028	211,028	-	-	18,533	80,852	111,643
Treasury Advances Repayable	4.08%	669	669	-	-	138	531	-
<i>Other:</i>								
Lease Incentives	-	354	-	-	354	70	284	-
Other	-	256	-	-	256	256	-	-
		<b>299,799</b>	<b>211,697</b>	-	<b>88,102</b>	<b>106,489</b>	<b>81,667</b>	<b>111,643</b>
<b>2013</b>								
<i>Payables</i> <sup>1</sup>	-	75,044	-	-	75,044	75,044	-	-
<i>Borrowings:</i>								
Finance Lease	6.61%	228,935	228,935	-	-	17,907	78,118	132,910
Treasury Advances Repayable	4.08%	802	802	-	-	133	669	-
<i>Other:</i>								
Lease Incentives	-	454	-	-	454	100	354	-
Other	-	57	-	-	57	57	-	-
		<b>305,292</b>	<b>229,737</b>	-	<b>75,555</b>	<b>93,241</b>	<b>79,141</b>	<b>132,910</b>

## Notes:

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

## 25. FINANCIAL INSTRUMENTS (continued)

### (d) Market Risk

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

#### *Foreign exchange rate risk*

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

The NSW Police Force had no foreign currency contracts outstanding at year end.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below for interest rate risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the NSW Police Force operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the statement of financial position date. The analysis is performed on the same basis for 2012-13. The analysis assumes that all other variables remain constant.

#### *Interest rate risk*

Exposure to interest rate risk arises primarily through the NSW Police Force's interest bearing liabilities. The risk is minimal as the most significant financial liability, the finance lease, has a fixed interest rate predetermined at the inception of the lease and remains fixed for the entire term of the lease. Therefore for this financial instrument, a change in interest rates would not affect profit or loss or equity. A reasonably possible change of +/-1% is used, consistent with current trends in interest rates (based on the RBA commonwealth bond rate as at the balance date over the last two years). The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility.

**25. FINANCIAL INSTRUMENTS (continued)****(d) Market Risk (continued)**

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

	Carrying Amount \$'000	-1% Profit \$'000	Equity \$'000	+1% Profit \$'000	Equity \$'000
<b>2014</b>					
<i>Financial assets:</i>					
Cash and cash equivalents	124,940	(1,249)	(1,249)	1,249	1,249
Receivables	30,887	-	-	-	-
<i>Financial liabilities:</i>					
Payables	87,492	875	875	(875)	(875)
Borrowings	155,046	-	-	-	-
Other liabilities	610	6	6	(6)	(6)
<b>2013</b>					
<i>Financial assets:</i>					
Cash and cash equivalents	98,628	(986)	(986)	986	986
Receivables	17,208	-	-	-	-
<i>Financial liabilities:</i>					
Payables	75,044	750	750	(750)	(750)
Borrowings	162,857	-	-	-	-
Other liabilities	511	5	5	(5)	(5)

*Other price risk*

Exposure to other price risk primarily arises through the investment in the TCorp Hour Glass Investment facilities.

The NSW Police Force does not have investment in these facilities. Therefore the NSW Police Force has no exposure to other price risk.

**(e) Fair Value Measurement***(i) Fair value compared to carrying amount*

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

*(ii) Fair value recognised in the statement of financial position*

No financial assets or financial liabilities were measured at fair value in the statement of financial position.

**26. EVENTS AFTER THE REPORTING PERIOD**

At the date of signing, there were no events subsequent to the reporting period which would have a material effect on the NSW Police Force's financial statements.

**END OF AUDITED FINANCIAL STATEMENTS**

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## APPENDIX 1: NSW Police Force Staff

### Movements in wages, salaries and allowances

The Crown Employees (Police Officers 2013) Award provided an increase in salaries and allowances of 3.2% to all non-executive police officers from 1 July 2013.

The Crown Employees (NSW Police Administrative Officers & Temporary Employees) Award 2009 provided an increase in salaries and allowances of 2.5% (inclusive of Superannuation Guarantee increases) to administrative officers from 1 July 2013.

Other groups such as medical officers, nurses and special constables were provided with similar pay increases in compliance with the relevant industrial awards.

### Summary of total strength details as at 30 June 2014

Employee	2009-10	2010-11	2011-12	2012-13	2013-14
Police officers*	15,633	15,943	15,977	16,371	16,467
Administrative officers	3,700	3,687	3,700	3,721	3,656
Ministerial officers <sup>^</sup>	183	202	202	194	206
<b>TOTAL</b>	<b>19,516</b>	<b>19,832</b>	<b>19,879</b>	<b>20,286</b>	<b>20,329</b>

Source: NSW Police Force, SAP. \* Includes officers on secondment to other public sector agencies.

### Strength details (police officers) as at 30 June 2014

Rank	Internal police		External seconded external funded		External seconded internal funded		Total	
	2012-13	2013-14	2012-13	2013-14	2012-13	2013-14	2012-13	2013-14
Executive officers*	19	22	0	0	0	0	19	22
Commissioned officers <sup>#</sup>	871	878	2	1	1	1	874	880
Snr Sgt & Sgt	3,006	3,018	8	8	1	2	3,015	3,028
Snr Cst, Cst & Prb Cst	12,448	12,520	8	9	7	8	12,463	12,537
<b>TOTAL</b>	<b>16,344</b>	<b>16,438</b>	<b>18</b>	<b>18</b>	<b>9</b>	<b>11</b>	<b>16,371</b>	<b>16,467</b>

Source: NSW Police Force, SAP. \* Includes officers at the rank of commissioner, deputy commissioner and assistant commissioner. # Includes officers at the rank of superintendent and inspector.

## APPENDIX 1: NSW Police Force Staff (continued)

### Police senior executive service (PSES) officers

PSES	No of officers June 2010		No of officers June 2011		No of officers June 2012		No of officers June 2013		No of officers June 2014	
	Male	Female								
Above 6	3	1	3	1	3	1	3	1	3	1
Level 6	0	0	0	0	0	0	0	0	0	0
Level 5	17	4	15	3	18	2	17	2	19	3
Level 4	3	1	2	1	2	1	1	1	1	1
Level 3	0	0	0	2	0	2	0	2	0	2
Level 2	0	1	0	0	0	0	0	0	0	0
Level 1	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>23</b>	<b>7</b>	<b>20</b>	<b>7</b>	<b>23</b>	<b>6</b>	<b>21</b>	<b>6</b>	<b>23</b>	<b>7</b>

Source: NSW Police Force, SAP

### The average remuneration of senior executives

Band	Range \$	Average Remuneration
		2013-14 \$
Remuneration Level 8	422,501 - 488,100	455,291
Remuneration Level 7	336,851 - 422,500	358,360
Remuneration Level 6	299,751 - 336,850	-
Remuneration Level 5	259,851 - 299,750	275,219
Remuneration Level 4	238,301 - 259,850	243,115
Remuneration Level 3	209,801 - 238,300	213,364
Remuneration Level 2	195,601 - 209,800	-
Remuneration Level 1	167,100 - 195,600	-

Source: NSW Police Force, SAP

## APPENDIX 1: NSW Police Force Staff (continued)

### Police separations 2013-14

Rank	Retire		Death		Resign		Medically unfit**		Appointment annulment		Dismissed S80(3) <sup>tt</sup>		Removed S181D <sup>t</sup>		Contract terminated		Transfer		Total			
	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14		
Executive officers*	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2	1
Commissioned officers#	4	11	1	1	0	2	39	27	0	0	0	0	0	3	0	0	0	0	0	44	44	
Senior sergeant and sergeant	9	15	3	6	10	5	76	67	0	0	0	0	0	0	0	4	4	102	97			
Constables (all)	15	6	5	4	180	154	201	81	0	0	6	6	4	5	0	0	6	5	417	261		
<b>TOTAL</b>	<b>29</b>	<b>32</b>	<b>9</b>	<b>11</b>	<b>190</b>	<b>161</b>	<b>317</b>	<b>176</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>6</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>9</b>	<b>565</b>	<b>403</b>		

### Administrative and ministerial officer separations 2013-14

Category	Retire		Death		Resign		Medically unfit**		Appointment annulment		Contract terminated		Dismissed		Temporary		Transfer		Secondment		Secondment to other govt body		Voluntary redundancy		Total	
	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14	12-13	13-14
Clerical	24	38	6	2	102	87	14	5	4	3	0	1	0	1	12	11	20	30	0	0	0	0	1	12	183	190
Professional	5	7	2	1	11	8	0	0	0	0	0	0	0	0	6	1	5	34	0	1	0	0	2	1	31	53
Other	5	8	1	2	38	28	4	3	1	2	0	0	1	0	3	0	4	4	0	0	0	0	0	0	57	47
Ministerial	4	1	0	0	5	14	0	0	0	0	0	0	0	0	0	1	2	1	0	0	0	0	0	0	11	17
<b>TOTAL</b>	<b>38</b>	<b>54</b>	<b>9</b>	<b>5</b>	<b>156</b>	<b>137</b>	<b>18</b>	<b>8</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>21</b>	<b>13</b>	<b>31</b>	<b>69</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>13</b>	<b>282</b>	<b>307</b>

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

# Includes officers at the rank of superintendent and inspector.

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

<sup>tt</sup> Dismissal orders are served on constables appointed on probation. Dismissal orders made under section 80(3) of the Police Act 1990 can be the subject of review by the Industrial Relations Commission. This may result in a variation in the recording of the method of separation from the NSW Police Force.

<sup>t</sup> Removal orders are served on confirmed police officers. Removal orders made under section 181D of the Police Act 1990 can be the subject of review by the Industrial Relations Commission. This may result in a variation in the recording of the method of separation from the NSW Police Force. The date of the removal of an officer under section 181D is the date the Commissioner signs that order. However for entitlement calculations the date of service of the order is used.

## APPENDIX 2: Equal Employment Opportunity

### TRENDS IN EEO TARGET GROUPS

#### Percentage of total staff<sup>1, 2</sup>

EEO target group	Benchmark or target	2012	2013	2014
Women	50%	34.5%	34.5%	34.4%
Aboriginal People & Torres Strait Islanders	2.6%	2.5%	2.7%	3.0%
People whose first language was not English	19.0%	7.5%	8.3%	8.4%
People with a disability	N/A	1.0%	1.1%	1.0%
People with a disability requiring work-related adjustment	1.5%	0.3%	0.3%	0.2%

Note: The benchmarks or targets above are set by the Public Service Commission to apply to all NSW Public Service agencies. They are based on the proportion of each group to the New South Wales population. However, no benchmark has been set for the employment of people with a disability. The NSW Police Force has set a further internal target of 4% for the employment of Aboriginal people and Torres Strait Islanders.

#### Distribution index<sup>3</sup>

EEO target group	Benchmark or target	2012	2013	2014
Women	100	94	94	95
Aboriginal people & Torres Strait Islanders	100	95	92	89
People whose first language was not English	100	89	93	94
People with a disability	100	111	103	102
People with a disability requiring work related adjustment	100	110	104	104

Source: NSW Department of Premier & Cabinet, Public Sector Workforce Profile 2014

1. Staff numbers are as at 30 June 2014.

2. Excludes casual staff.

3. A distribution index of 100 indicates that the centre of the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels.

### WORKFORCE DIVERSITY STRATEGIES

Workforce diversity strategies (including equal employment opportunity) underpin all aspects of human resource management; creating a safe and healthy work environment that values and utilises the contribution of its employees from diverse backgrounds and experiences.

The *Workforce Equity & Diversity Strategic Plan 2012-2016* sets out how the NSW Police Force promotes a fair, safe and inclusive work environment that accommodates differences in background and the family responsibilities of its employees.

## APPENDIX 2: Equal Employment Opportunity (continued)

A number of initiatives were progressed during the reporting period. They included:

- development of a workplace diversity training framework for employees
- review of the workplace equity and diversity data capture system, monitoring and reporting capabilities
- development of a Workplace Equity and Diversity Guide for managers, supervisors and staff
- review and enhancement of information available to support employees with a disability
- establishment of an inter-command forum on discrimination, harassment and bullying
- review of human resource policies and procedures on pregnancy and work, Community Language Allowance Scheme and harassment, discrimination and bullying.

During the reporting period the organisation continued to implement and progress strategies under the **Women in Policing Strategic Plan**. This involved:

- conducting the My Mentor Program; also staging a refresher development day for previous My Mentor participants
- conducting the Women's Leadership Program
- developing a Flexible Work Practices Guide, Part-time Work Policy and supporting tools for commanders and managers
- participating in research / evaluation projects including: The impact of absences from the workforce on social capital and career progression for women attaining senior roles and gender based choices in specialist policing roles.

The NSW Police Force continues to support the **Ready, Willing and Able (RWA)** Disability Employment program through the promotion of the RWA Information Guide.

The **Community Language Allowance Scheme (CLAS)** continues to be promoted to employees who speak a language other than English. There are 135 employees receiving the Community Language Allowance covering 25 languages. A training day for CLAS officers was also held.

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## APPENDIX 3: Disability Plans

The NSW Police Force Disability Advisory Council was instrumental in raising organisational awareness of the barriers faced by people with disabilities. Representatives on the Disability Advisory Council raised issues relating to service delivery and accessibility they believed required a systemic response. Progress on actions was reported at each meeting by the Corporate Sponsor for Vulnerable Communities.

The NSW Police Force Disability Advisory Council has now been merged into a larger Police & Justice Disability Advisory Council. However the NSW Police Force is still required to report progress. There are a number of current and completed projects designed to improve accessibility and inclusiveness, including:

- creating awareness of basic Auslan (Australian sign language) among staff, translating key pages on the NSW Police Force website into Auslan, and displaying a community poster for the deaf in all police stations
- raising community awareness on how vision impaired people can contact the Police Assistance Line
- developing police training materials in partnership with Guide Dogs NSW/ACT
- 15 fact sheets for victims of crime have been translated in 16 community language vodcasts (online videos); Easy English to help people with low English literacy; captioned and non-captioned Auslan.

The NSW Police Force is also represented on a number of committees, including the Senior Officers' Committee on People with Cognitive Impairment & Complex Needs in the Criminal Justice System.

## APPENDIX 4: Multicultural Policies

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### NSW Police Force Multicultural Policies & Services Forward Plan 2011-2014

The plan titled NSW Police Force *Priorities for Working in a Culturally, Linguistically & Religiously Diverse Society and Multicultural Policies & Services Forward Plan 2011 - 2014* complies with the NSW Principles of Multiculturalism as required by the *Community Relations Commission and Principles of Multiculturalism Act 2000*.

The Plan takes into account the diversity of the community in which the NSW Police Force operates with a particular focus on how this diversity impacts our core business. The plan contains six broad priority areas that are linked to and support operational policing priorities. Each of these priorities outlines our commitments, responsibilities and performance indicators for achieving NSW Police Force objectives for working with culturally, linguistically and religiously diverse backgrounds. The priority areas are:

1. **Targeted programs to reduce and prevent crime:** Increase the capacity and confidence of communities from diverse linguistic, cultural and religious backgrounds to work with police to report crime and contribute to reducing the rates of crime and violence in the broader community.
2. **Working with victims, witnesses, offenders and communities from diverse cultural, linguistic and religious backgrounds:** Barriers to the accessibility of services for people from culturally, linguistically and religiously diverse backgrounds are identified, and programs and services are developed to address them.
3. **Community consultation and participation:** Policy development and service delivery is informed by agency expertise and by client feedback and complaints, and participation on advisory boards and significant committees.
4. **Staff capacity building and support:** The capacity of the agency is enhanced by the employment and training of people with linguistic and cultural expertise.
5. **Operational planning and capacity:** Multicultural policy goals are integrated into the overall corporate and business planning, as well as the review mechanisms of the NSW Police Force.
6. **Leadership and accountability:** Chief executive officers and senior managers actively promote and are accountable for the implementation of the Principles of Multiculturalism within the agency and the wider community.

Frontline commands with a significant diverse population have local Multicultural Policies & Services Programs (MPSP) with specific strategies under each priority area. Local multicultural community liaison officers (MCLOs) support police and help build strong community relations. They also provide assistance with victim support information and crime prevention projects in partnership with local community agencies and other specialist liaison officers.

### Major highlights for 2013-14:

- The Community Relations Commission (CRC) reported that the NSW Police Force demonstrated best practice in multicultural implementation and is rated within the highest level of the NSW Government Multicultural Framework. In its report *Community Relations Report 2013: Advancing Multiculturalism in NSW* the CRC acknowledged that our strong focus on effective and sustainable community interaction is having an impact.
- New South Wales police engage with culturally and linguistically diverse communities every day through local, regional and statewide programs. The Commissioner's Police Multicultural Advisory Council (PMAC) provided strategic advice to help us deliver culturally-responsive policing services to the people of New South Wales. Our community engagement strategies help local police build proactive and productive relations with all communities.
- Thirty-three MCLOs work with police across 25 local area commands. The program expanded into the Northern Region this reporting year to meet the needs of local communities.

## APPENDIX 4: Multicultural Policies (continued)

- There was increased emphasis on engagement with young people through PMAC-driven consultations across the state involving more than 250 young people. They explored issues of concern to young people in their community and specific to policing.
- Our Mental Health Intervention Team (MHIT) delivers specialist awareness training to police to help them respond to mental health related incidents. Trans-cultural mental health is now included in the course to increase police understanding of these challenges within culturally and linguistically diverse communities.
- Dealing with bias related incidents is core business for the NSW Police Force. As well as analysing statistical data on bias motivated crimes, a specialist officer helps commands with their investigations and response to bias motivated crimes.
- With over 40% of all international students arriving in Australia studying in New South Wales every year, we embarked on a number of projects and social activities to improve the safety of these students. Some examples include:
  - establishing a social media page on WEIBO (China's equivalent to Facebook) to disseminate information to Chinese students and their families. This project received the Community Relations Commission – National Multicultural Marketing Award 2013 in the technical category
  - signing an agreement of cooperation with the Brazilian Consulate and the Brazilian Council of Australia, pledging a collaborative approach to addressing the safety and wellbeing of Brazilian students
  - competing in the Commissioner's XI vs Indian High Commissioner's XI T20 cricket match and hosting the Latin American International Students Beach Soccer Tournament.
- We organised a forum with the assistance of various key settlement organisations to look into practical solutions and protocols at local levels for the safety of asylum seekers.
- Strategies to build staff capacity remain an important part of our multicultural strategies. The NSW Police Force delivered a range of programs in accordance with the *Multicultural Policies and Services Program (MPSP) Forward Plan 2011-2014*, including:
  - developing diversity content for the recruit training program
  - delivering diversity training in specific courses including Youth Officers Course, Domestic Violence Course, Crime Prevention Officers Course, Safe Custody Course and Human Source Management Course
  - delivering special training sessions for corporate spokespersons to increase their understanding of diversity issues
  - customising diversity training for specialist units such as the Disaster Victims Identification Unit, Business & Technology Services, Workforce Relations Equity Unit and the Operational Information Agency.

### Independent professional interpreters

For investigative and court purposes we use independent accredited interpreters when communicating with people who are not able to speak or understand English, or who are deaf and hearing impaired.

An agreement between the Community Relations Commission for a Multicultural NSW and the Department of Justice allows police to book interpreters for victims of domestic and family violence, and for all offenders on behalf of local courts for first court appearances and mentions.

## APPENDIX 5: Government Information & Public Access

The NSW Police Force Information Access & Subpoena Unit administers and fulfils the NSW Police Force's obligations under the *Government Information (Public Access) Act 2009* (GIPA). The GIPA Act replaced the *Freedom of Information Act 1989* on 1 July 2010. The total number of valid GIPA Act applications processed this reporting year was 5,223.

**Table A: Number of applications by type of *APPLICANT* and outcome<sup>a</sup>**

	Access granted in full	Access granted in part	Access refused in full	Info not held	Info already available	Refuse to deal with application	Refuse to confirm/deny whether info is held	Application withdrawn
Media	13	47	13	15	0	5	0	14
Members of Parliament	3	6	1	2	0	3	0	0
Private sector business <sup>b</sup>	17	56	8	4	3	1	0	4
Members of the public (via legal representative) <sup>b</sup>	497	2032	436	320	91	14	3	160
Members of the public (other) <sup>b</sup>	474	668	192	224	22	17	6	31
Not for profit org or community group <sup>b</sup>	70	121	24	8	2	0	1	36

**Table B: Number of applications by type of *APPLICATIONS* and outcome<sup>a</sup>**

	Access granted in full	Access granted in part	Access refused in full	Info not held	Info already available	Refuse to deal with application	Refuse to confirm/deny whether info is held	Application withdrawn
Personal information applications <sup>b</sup>	1,001	2,859	638	553	114	33	10	237
Access applications (other than personal info applications)	6	9	8	6	0	4	0	8
Access applications that are partly personal info applications and partly other	2	3	0	0	0	1	0	1

a. More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such application.

b. A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant.

## APPENDIX 5: Government Information & Public Access (continued)

**Table C: Invalid applications**

Reason for Invalidity	Number of applications
Application does not comply with formal requirements (section 41 of the Act)	645
Application is excluded information of the agency (section 43 of the Act)	3
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	648
Invalid application that subsequently became valid applications	87

**Table E: Other public interest considerations against disclosure: Matters listed in table to section 14 of the Act**

	Number of occasions when application successful <sup>c</sup>
Responsible and effective government	393
Law enforcement and security	398
Individual rights, judicial processes and natural justice	3,032
Business interests of agency and other persons	34
Environment, culture, economy and general matters	0
Secrecy provisions	3
Exempt documents under interstate Freedom of Information legislation	1

**Table D: Conclusive presumption of overriding public interest against disclosure: matters as listed in Schedule 1 to the Act**

	Number of times consideration used <sup>cd</sup>
Overriding secrecy laws	56
Cabinet information	3
Executive Council information	1
Contempt	1
Legal professional privilege	23
Excluded information	114
Documents affecting law enforcement and public safety	9
Transport safety	1
Adoption	0
Care and protection of children	1
Ministerial Code of Conduct	0
Aboriginal and environmental heritage	0

*c. A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant.*

*d. More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application).*

**APPENDIX 5: Government Information & Public Access (continued)**

**Table F: Timeliness<sup>ef</sup>**

	Number of applications
Decided within statutory timeframe (20 days plus any extensions)	3,721
Decided within 35 days (by agreement with applicant)	71
Not decided within time (deemed refusal)	1,431
<b>TOTAL</b>	<b>5,223</b>

**Table G: Number of applications<sup>ef</sup> reviewed under Part 5 of the Act (by type of review and outcome)**

	Decision varied	Decision upheld	TOTAL
Internal review	307	15	322
Review by Information Commissioner <sup>g</sup>	0	4	4
Internal review following recommendation under section 93 of the Act	1	2	3
Review by NSW Civil and Administrative Decisions Tribunal (NCAT)	4	5	9
<b>TOTAL</b>	<b>312</b>	<b>26</b>	<b>338</b>

**Table H: Applications<sup>ef</sup> for review under Part 5 of the Act (by type of applicant)**

	Number of applications
Applications by access applicants <sup>g</sup>	334
Applications for persons to whom information the subject of access application relates (see section 54 of the Act)	0

*e. Includes applications for review received in 2013-14.*

*f. The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.*

*g. Not all matters under review this reporting year have been finalised.*

## APPENDIX 6: Injuries & Workers Compensation Claims

The NSW Police Force was subject to a finalised prosecution by WorkCover NSW, which resulted in a fine. The same authority initiated another prosecution, which is ongoing.

### Claim rate by mechanism of injury

Mechanism of injury	2009-10	2010-11	2011-12	2012-13	2013-14	Difference 12-13 and 13-14
Being hit by moving objects	2.98	3.48	3.42	3.70	2.81	-0.89
Biological factors	0.93	1.23	0.92	1.15	1.23	0.08
Body stressing	5.51	5.01	4.63	3.85	4.29	0.44
Chemicals and other substances	0.33	0.25	0.27	0.34	0.31	-0.03
Falls, trips and slips of a person	2.05	2.62	2.60	2.08	2.01	-0.07
Heat, electricity and other environmental factors	0.07	0.09	0.07	0.09	0.08	-0.01
Hitting objects with a part of the body	0.61	1.11	1.23	1.07	1.07	0.00
Mental stress	4.14	4.87	3.15	2.23	2.15	-0.08
Sound and pressure	0.07	0.07	0.10	0.05	0.05	0.00
Vehicle incidents and other	3.47	2.73	1.59	1.26	1.18	-0.08
<b>TOTAL</b>	<b>20.16</b>	<b>21.46</b>	<b>17.98</b>	<b>15.82</b>	<b>15.18</b>	<b>-0.64</b>

Source: Treasury Managed Fund Data Warehouse current at 31 July 2014

Note: Claims include all claims reported to the NSW Police Force insurer by sworn and non-sworn employees covered by the *Workers Compensation Act 1987*. Claims are reported per 100 full time equivalent employees (FTE). These FTE figures were obtained from the December 2013 wage declaration. Claim numbers are subject to minor revision in subsequent years as details of individual claims are updated. The mechanism of injury categories are based on the Types of Occurrence Classification System Version 3.1.

## APPENDIX 7: Staff Drug & Alcohol Testing

### Drug and alcohol testing supports a safe workplace

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

Testing includes:

- random drug and alcohol testing of sworn officers
- random drug and alcohol testing of students of policing
- targeted drug, steroid and alcohol testing of sworn officers and students of policing
- mandatory testing for drugs and alcohol in circumstances required by legislation.

Program results	2012-13		2013-14	
	Type	Positive	Type	Positive
<b>DRUG</b>				
Random – sworn officers	4,532	1	4,817	4
Random – students	95	0	191	0
Targeted	18	3	16	1
<b>SUBTOTAL</b>	<b>4,645</b>	<b>4</b>	<b>5,024</b>	<b>5</b>
<b>ALCOHOL</b>				
Random – sworn officers	10,055	6	10,332	4
Random – students	1,095	3	1,030	0
Targeted	9	4	7	4
<b>SUBTOTAL</b>	<b>11,159</b>	<b>13</b>	<b>11,369</b>	<b>8</b>
<b>OTHER</b>				
Targeted steroid	8	2	9	5
Mandatory testing	95	0	44	0
<b>SUBTOTAL</b>	<b>103</b>	<b>2</b>	<b>53</b>	<b>5</b>
<b>TOTAL TESTS</b>	<b>15,907</b>	<b>19</b>	<b>16,446</b>	<b>18</b>

## APPENDIX 8: Privacy & Personal Information

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

The NSW Police Force collects, holds, uses and discloses personal and health information about individuals on a daily basis. The Computerised Operational Policing System (COPS) is an extensive database used to capture, access and analyse crime information and intelligence. Personal details of the people police have contact with are kept on this database for investigative and intelligence purposes. Identifiers such as names and dates of birth, residential addresses and other contact details are kept to enable follow up inquiries.

The *Privacy and Personal Information Protection (PIIP) Act 1998* and the *Health Records and Information Privacy (HRIP) Act 2002* provide members of the community with legally enforceable rights and safeguards about how government agencies, including the NSW Police Force, must deal with their personal and health information. These Acts also provide police with a number of exemptions when exchanging personal information with other agencies or third parties for law enforcement or community protection purposes. We audit access to records held on COPS, and all staff are required to abide by the *Code of Best Practice for Information Management*.

To guide NSW Police Force employees in the management of personal and health information of individuals, we have created a Privacy Code of Practice and a Privacy Management Plan. These documents assist us in managing our responsibilities under the PPIP Act.

De-identified information from COPS records is provided to the NSW Bureau of Crime Statistics & Research, Australian Bureau of Statistics and other agencies for crime statistics compilation.

During this reporting year 11 applications for internal review were received under the provisions of Part 5 (section 53) of the PPIP Act. Of these reviews, two applicants sought further review by the Administrative Decisions Tribunal (which became the NSW Civil & Administrative Tribunal (NCAT) on 1 January 2014) pursuant to section 55 of the PPIP Act.

## APPENDIX 9: Complaints against Police

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### **We seek to improve our services as a result of complaints and consumer suggestions**

There was a 0.64% decrease in the number of complaints against police officers received this reporting year. There was also a 6.21% decrease in the number of issues identified within these complaints over the period.

The NSW Police Force endeavours to resolve complaints quickly and efficiently. We have streamlined our complaints system and introduced informal processes to help resolve minor matters quickly. This reporting year more than 77% of complaints against police officers were successfully resolved without needing a formal investigation. We continue to focus on the release of complaint information in accordance with procedural fairness and government policy and our management systems emphasise remedial approaches to managing the conduct of police officers.

The survey on complainant satisfaction, last conducted in 2012, has been deferred in 2014 while consultation occurs with the NSW Ombudsman to determine how to improve its design and efficacy.

For further information about the extent and main features of the complaints we have received, refer to the table *Issues raised in complaints received* (on page 90).

## APPENDIX 9: Complaints against Police (continued)

### Issues raised in complaints received

Category	2009-10	2010-11	2011-12	2012-13	2013-14	Difference 2012-13 and 2013-14
Academic Misconduct (Category Introduced in 2010-11)	N/A	53	59	25	24	-4.0%
Arrest	136	158	129	141	117	-17.0%
Corruption/Misuse of Office	332	408	363	403	365	-9.4%
Custody	135	159	167	152	155	2.0%
Customer Service Related	N/A	1,634	1,551	1,580	1,603	1.5%
DNA Evidence and Sampling	2	2	3	2	3	50.0%
Drugs (Other than Searches or Evidence Matters)	83	107	116	107	100	-6.5%
Evidence	185	179	173	170	202	18.8%
Failure to Observe Service Standards	62	69	48	58	44	-24.1%
False Complaint	11	5	5	8	7	-12.5%
Harassment and Discrimination	345	375	331	427	350	-18.0%
Investigations	965	1,118	1,093	1,187	1,135	-4.4%
Local Management Issues	2,731	1,747	1,812	1,824	1,765	-3.2%
Misconduct	224	218	170	201	166	-17.4%
Misuse of Information and Information Systems	406	395	362	419	383	-8.6%
Other Criminal Act or Omission (Not Specified Elsewhere)	292	338	328	364	415	14.0%
Property and Exhibits	201	211	243	246	215	-12.6%
Prosecution	282	330	329	292	240	-17.8%
Searching	117	122	132	123	131	6.5%
Service Delivery*	1,515	843	887	1,040	808	-22.3%
Theft/Misappropriation	71	51	39	33	32	-3.0%
Traffic Offences	112	112	154	93	107	15.1%
Unreasonable use of Force (Including Assault)	570	567	542	554	519	-6.3%
Untruthfulness/Lying/Dishonesty	230	173	168	247	189	-23.5%
Use of Service Resources	91	108	78	60	75	25.0%
<b>TOTAL</b>	<b>9,098</b>	<b>9,482</b>	<b>9,282</b>	<b>9,756</b>	<b>9,150</b>	<b>-6.2%</b>

\* The data listed under Service Delivery and Local Management Issues prior to 2010-11 are not comparable to that published in previous years' Annual Reports due to the introduction of the Customer Service Related category.

In 2013-14 there were 4,995 complaints made against police officers. These contained 9,150 separate issues or allegations, 18% of which were sustained. These statistics are based on data extracted from c@ts.i at 30 June 2014 and include complaints from both NSW Police Force staff and members of the community. Previous year's figures are revised as new complaints are entered onto the system.

## APPENDIX 10: Requests for Assistance

In this reporting period the NSW Police Force answered 93% of Triple Zero (000) calls within 10 seconds with an average answer time of six seconds. Calls to the Police Assistance Line (131 444) were answered in an average of 39 seconds per call. The number of contacts received is outlined in the chart below.

	2009-10	2010-11	2011-12	2012-13	2013-14
Triple Zero (000)	830,710	797,415	791,687	772,710	744,371
Police Assistance Line (131 444)	497,401	499,514	563,561	601,502	593,287
Hold-up alarms	6,905	4,004	3,257	2,518	2,026
Alarms (for alarm companies)	2,455	1,493	1,252	1,037	828
Crime Stoppers (1800 333 000)	46,412	53,328	60,149	64,679	69,709
Customer Assistance Unit (1800 622 571)	23,929	23,770	28,619	24,220	25,112
Police Switchboard (9281 0000)	128,379	111,254	97,120	90,213	79,205
Missing Persons Unit after hours (1800 025 091)	297	280	258	207	220
Injury Management Hotline (1800 996 336)	436	289	253	212	285
Child Wellbeing Unit	19,271	34,522	33,109	33,241	33,296
<b>TOTAL</b>	<b>1,556,195</b>	<b>1,525,869</b>	<b>1,579,265</b>	<b>1,590,539</b>	<b>1,548,339</b>

Source: PoliceLink telephony systems

Note: These figures do not include phone calls or visits to police stations or interactions with frontline police. Decreases in calls from alarm monitoring companies are a result of changes to procedures between the NSW Police Force and alarm companies, including a direct access service freeing up Triple Zero (000).

## APPENDIX 11: Significant Judicial Decisions

### **Baff v New South Wales Commissioner of Police [2013] NSW Supreme Court**

The Supreme Court declared that a police officer is entitled to exercise the privilege against self-incrimination and refuse to answer questions if directed to do so in a departmental interview conducted under clause 8 of the *Police Regulations 2008*.

### **Inspector Cook v State of New South Wales (NSW Police Force) [2013] NSW Industrial Relations Commission**

The NSW Police Force was fined for breaches of the *Occupational Health and Safety Act 2000* following a WorkCover prosecution involving the Surry Hills Exhibit Centre.

### **Glen Robinson v Commissioner for Police, NSW Police Force [2013] NSW Industrial Relations Commission**

The NSW Industrial Relations Commission held, in consideration of a reinstatement application under section 241 of the *Workers Compensation Act 1987* involving a police officer previously medically retired under section 72A of the *Police Act 1990*, that a medical retirement is a dismissal. However, the application for reinstatement was dismissed by the Full Bench on the basis that Robinson was deemed medically unfit to be reinstated.

## APPENDIX 12: Legislative Changes

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On 1 July 2013 the *Road Transport Act 2013* commenced, consolidating the *Road Transport (Driver Licensing) Act 1998*, *Road Transport (Vehicle Registration) Act 1997*, *Road Transport (Safety and Traffic Management) Act 1999* and *Road Transport (General) Act 2005* (other than those provisions dealing with the management of heavy vehicles) into the one Act.

On 1 July 2013 the *Road Transport (General) Regulation 2013* commenced, making provision for various matters under the *Road Transport Act 2013*. Importantly, the Regulation preserves the validity of certain forms, certificates and documents that were previously used under (the repealed) road transport legislation.

On 1 July 2013 the *Liquor Act 2007* was amended to create a new type of liquor licence for small bars. Such licences permit the sale of liquor on licensed premises provided the liquor is consumed on the premises, there are no more than 60 people on the premises, the small bar is open to the public and food is available.

On 1 July 2013 the *Liquor Regulation 2008* was amended to provide for various matters relating to small bars and to prevent gaming (including the use of gaming machines and the conduct of totalizator or public lotteries) at small bars.

On 1 July 2013 Part 2 of the *Intoxicated Persons (Sobering Up Centres Trial) Act 2013* commenced enabling the care and detention of intoxicated people at sobering up centres.

On 1 July 2013 the *Intoxicated Persons (Sobering Up Centres Trial) Regulation 2013* was amended to identify the catchment areas for sobering up centres participating in the trial.

On 5 July 2013 the *Tattoo Parlours Act 2012* was amended to provide for the Commissioner of Police to sign a certificate which is admissible in evidence in any proceedings and is evidence of the matters stated. The certificate states that on a specified day, or during a specified period, specified premises were, or were not, subject to an interim closure order made under the Act.

On 1 September 2013 the *Crimes Act 1900* was amended to enable a court to draw an unfavourable inference from a defendant's failure or refusal to mention a fact during official questioning in relation to a serious indictable offence. Such an inference cannot be drawn if they were not given a special caution (in the presence of their lawyer) before being questioned.

On 6 September 2013 the *Road Rules 2008* were amended to exempt bicycle riders who are carrying a child under 10 years old as a passenger (either on the bicycle or in or on a bicycle trailer being towed by the bicycle) from the offence of riding a bicycle on a footpath.

On 12 September 2013 the *Crimes Act 1900* was amended so that the offence of being a member of a terrorist organisation continues to be an offence until 13 September 2016. The offence was to have been repealed on 13 September 2013.

On 27 September 2013 the *Prevention of Cruelty to Animals Regulation 2012* was amended to prescribe new legally enforceable requirements that apply to the land transport of livestock.

On 27 September 2013 the *Drug Misuse and Trafficking Act 1985* was amended to prohibit an additional 45 substances. Those substances consist mainly of synthetic cannabinoids, cathinone analogues and synthetic phenylamines.

On 1 October 2013 the offence provisions set out in Part 2 of the *Tattoo Parlours Act 2012* commenced. Those provisions relate to unlicensed body art tattooing.

On 29 October 2013 the *Child Protection (Offenders Registration) Act 2000* was amended to permit police to enter and inspect (without warrant) the homes of registrable persons to verify the personal information they have reported. Such inspections may occur once within 28 days of an initial report, then once again that year. Subsequent inspections may be made once annually.

On 29 October 2013 the *Child Protection (Offenders Prohibition Orders) Act 2004* was amended to expand the conduct that can be subject to a child protection prohibition order to include, among other things, being a contractor, subcontractor, volunteer, trainee, religious or spiritual leader or a member of a religious organisation. The maximum penalty for the offence of failing to comply with a child protection prohibition order was increased to a fine of \$55,000 or five years imprisonment (or both).

## APPENDIX 12: Legislative Changes (continued)

On 29 October 2013 the *Criminal Procedure Act 1986* was amended so that the offence of failing to comply with a child protection prohibition order may be dealt with summarily unless the prosecutor elects to have the offence dealt with on indictment.

On 29 October 2013, as a consequence of the High Court's decision in *Muldock v The Queen* [2011] HCA 39, the *Crimes (Sentencing Procedure) Act 1999* was amended in relation to the setting of standard non-parole periods for offences. The amendments implemented the recommendations of the NSW Law Reform Commission.

On 29 October 2013 *Crimes (Appeal and Review) Act 2001* was amended to make it clear that an application for the annulment of a conviction or sentence by a defendant may only be made if the defendant was not in appearance when the conviction was made or the sentence imposed. Such applications may not be made if the defendant had lodged a written plea. The amendments also made it clear that an appeal against an order for costs must be made within 28 days of the order.

On 29 October 2013 the *Crimes (Forensic Procedures) Act 2000* was amended to make it clear that the taking of measurements of the whole or any part of a person's body (other than their private parts) is a non-intimate forensic procedure. The amendments also removed the requirement that the taking of such measurements must be for the purposes of "biomechanical analysis".

On 29 October 2013 the *Drug Misuse and Trafficking Act 1985* was amended to make it clear that it is an offence to possess a tablet press (a device capable of producing a prohibited drug in a pill, tablet or other similar form). The amendments also made it clear that it is an offence to possess a drug encapsulator (a device capable of producing a prohibited drug in a capsule or similar form).

On 29 October 2013 the *Evidence Act 1995* was amended to make it clear that the special rules that apply to the compellability of the spouse or de facto partner of an accused person to give evidence in proceedings for a domestic violence offence or a child assault offence apply only to the spouse or de facto partner, and not other family members.

On 29 October 2013 the *Justices of the Peace Act 2002* was amended to enable a justice of the peace to be able to certify documents as being true and accurate copies of the originals.

On 29 October 2013 the *Law Enforcement (Powers and Responsibilities) Act 2002* was amended to enable applications in relation to property in police custody with a value of between \$40,000 and \$100,000 to be made to the Local Court rather than to the District Court.

On 29 October 2013 the *Oaths Act 1900* was amended in respect to the taking of statutory declarations by people who are unable to understand written English, the taking of oaths or statutory declarations for the purposes of laws and courts in jurisdictions other than New South Wales and the taking of affidavits made by more than one person.

On 29 October 2013 the *Young Offenders Act 1997* and the *Young Offenders Regulation 2010* were amended to allow for the disclosure of certain records to the Australian Bureau of Statistics and the Australian Institute of Criminology.

On 1 November 2013 the *Firearms Act 1996* was amended to provide police with additional search powers to help them determine whether people subject to firearms prohibition orders are complying with the order. The amendments also created new offences in relation to acquiring, using, supplying and possessing firearms, firearm parts and ammunition.

On 20 November 2013 the *Criminal Procedure Act 1986* was amended to make it clear that protections that apply to the giving of evidence by a witness in certain sexual offence proceedings (as set out in Division 1 of Part 5 of Chapter 6) are not limited to the sexual offences to which the Division applies and extend to acts that would constitute such an offence if they occurred in the state at the time of the proceedings.

## APPENDIX 12: Legislative Changes (continued)

On 20 November 2013 the *Crimes (Forensic Procedures) Act 2000* was amended to make it clear that the legal representative and interview friend of a suspect who is subject to an order (made by oral communication) to carry out a non-intimate forensic procedure must be given the opportunity to speak to the senior police officer who made the order; to remove the requirement for an application for an order authorising the carrying out of a forensic procedure on a suspect to be made in the presence of the suspect; and to enable a magistrate to make an order authorising the carrying out of a forensic procedure on a suspect *ex parte*.

On 20 November 2013 the *Crimes Act 1900* was amended to extend (by one year) the period within which the Ombudsman must prepare a report on the operation of certain provisions relating to consorting with convicted offenders.

On 20 November 2013 the *Bail Act 1978* was amended to clarify that a magistrate may review any decision made in relation to bail by the President of the Children's Court exercising the jurisdiction of the Children's Court.

On 20 November 2013 the *Interpretation Act 1987* was amended to provide that in any Act or instrument, a reference to an offence that is punishable by imprisonment for a specified term or more includes a reference to a common law offence and an offence that is punishable by imprisonment for life.

On 29 November 2013 the *Child Protection (Offenders Prohibition Orders) Regulation 2013* was amended to prescribe the police officer in charge of the Child Protection Register of the NSW Police Force as a person to whom the Commissioner of Police can delegate the function of applying for the making, variation or revocation of a child protection prohibition order or a contact prohibition order if the order is against a person who is under 18 years of age.

On 1 December 2013 the *Liquor Act 2007* was amended to change the list of licensed premises that are subject to special licence conditions.

On 3 December 2013 the *Surveillance Devices Act 2007* was amended so as to bring the Act further into line with the model law on cross-border investigative powers for law enforcement developed by the Australian Leaders' Summit on Terrorism and Multi-jurisdictional Crime. The amendments facilitate the mutual recognition of warrants and authorisations for the use of surveillance devices issued under the Act and those issued under Acts of other jurisdictions.

On 9 December 2013 the *Security Industry Act 1997* was amended to resolve an inconsistency between that Act and Australia's international trade commitments under the General Agreement on Trade in Services (GATS) by allowing persons who hold certain visas entitling them to work in Australia to apply for a licence under the *Security Industry Act*.

On 9 December 2013 the *Firearms Regulation 2006* was amended to prescribe the circumstances in which a provisional pistol (business/employment licence) holder is taken to be under direct supervision for the purposes of the *Firearms Act 1996*.

On 9 December 2013 the *Security Industry Regulation 2007* was amended to change what information must be provided when applying for certain licences and to provide for the Commissioner of Police to make determinations in relation to uniforms to be worn and vehicles to be used in connection with the carrying on of security activities.

On 13 December 2013 the *Police Regulation 2008* was amended to make it an offence for a police officer to provide a false test sample in purported compliance with testing under the Regulation; replace a test sample provided by a police officer with a false test sample; and encourage another person to provide a false sample or replace a test sample. The amendments also made it an offence for any person to remove or interfere with a test sample provided by a police officer for the purpose of preventing or perverting the course of proceedings or to assist or encourage a person to interfere with a test result.

On 13 December 2013 the *Evidence (Audio and Audio Visual Links) Regulation 2010* was amended to prescribe Amber Laurel Correctional Centre so that an accused detainee who is being held there will be exempt from the requirement to appear physically before the court in bail proceedings.

## APPENDIX 12: Legislative Changes (continued)

On 13 December 2013 the *Road Transport (Driver Licensing) Regulation 2008* was amended to allow New South Wales police officers and anyone living with those officers, to display an address other than a residential address on their driver licence, if those details have been suppressed in the driver licence register.

On 16 December 2013 the *Law Enforcement (Powers and Responsibilities) Act 2002* was amended to expand the power of arrest by introducing additional reasons for arrest including to stop a person fleeing, to enable inquiries to be made to establish a person's identity and to protect the safety of any person (including police). The amendments also enable police to arrest without warrant if it is reasonably necessary because of the nature and seriousness of the offence.

On 3 January 2014 the *Smoke-free Environment Act 2000* was amended to give police officers the functions of inspectors under that Act in order to deal with smokers on railway platforms and stations, ferry wharves, light rail stops, bus stops and taxi ranks. These functions include the power to issue a penalty notice and the power to require a person to stop smoking and to state his or her name and address.

On 3 January 2014 *Telecommunications (Interception and Access) (New South Wales) Act 1987* was amended to bring certain definitions in that Act into line with those in the *Telecommunications (Interception and Access) Act 1979* of the Commonwealth.

On 31 January 2014 the *Crimes Act 1900* was amended to create a new offence of assault causing death. The maximum penalty for that offence is 20 years imprisonment. The amendments also created an aggravated form of the offence where the offence is committed by an intoxicated adult. The maximum penalty for the aggravated offence is 25 years imprisonment. The amendments also created a mandatory minimum sentence of 8 years for the aggravated form of the offence.

On 31 January 2014 the *Law Enforcement (Powers and Responsibilities) Act 2002* was amended to confer on police officers breath testing and breath analysis powers, and blood or urine sampling powers in relation to the aggravated offence of assault causing death.

On 31 January 2014 the *Crimes (Sentencing Procedure) Act 1999* was amended to prevent self-induced intoxication being taken into account as a mitigating factor in sentencing.

On 31 January 2014 the *Drug Misuse and Trafficking Act 1985* was amended to declare various anabolic and androgenic steroids to be prohibited drugs under that Act.

On 10 February 2014 the *Heavy Vehicle (Adoption of National Law) Act 2013* commenced providing laws in relation to vehicles weighing over 4.5 tonnes that are nationally consistent.

On 20 February 2014 the *Police Regulation 2008* was amended in consequence of the enactment of the *Government Sector Employment Act 2013*. The minor amendments related public service conditions of employment and extended leave.

On 21 February 2014 the *Tattoo Parlours Regulation 2013* was amended to permit certain unlicensed body art tattooists to participate in the 2014 Australian & Body Art Expo.

On 23 February 2014 the *Crimes (Appeal and Review) Act 2001* was amended to abolish the DNA Review Panel and to impose an ongoing duty on the NSW Police Force to retain biological material obtained during the investigation and prosecution of certain matters. The amendments also permit certain convicted offenders to request information about, and the biological testing of, that DNA material.

On 24 February 2014 the *Liquor Act 2007* and the *Liquor Regulation 2008* were amended to prescribe a new Sydney CBD precinct, provide for the issuing of temporary banning orders in certain circumstances, introduce lock out periods and sales cessation periods. The amendments also added "Brothers for Life" and "Outlaws" as organisations for which membership prevents people from lawfully entering licensed premises in the Kings Cross precinct.

On 28 February 2014 the *Poisons and Therapeutic Goods Regulation 2008* was amended to, among other things, remove alprazolam from the list of prescribed restricted substances.

## APPENDIX 12: Legislative Changes (continued)

On 15 March 2014 the *Liquor Act 2007* was amended to make provision for long-term banning orders with respect to high risk venues in prescribed precincts.

On 21 March 2014 the *Road Rules 2008* were amended to specifically enable the use of restricted rotating and flashing lights by police officers for law enforcement purposes. The amendments also limited the use of devices capable of making a sound like the sound of a siren to certain vehicles responding to an emergency or being used for law enforcement purposes and to prescribe the unauthorised use of such devices as a penalty notice offence.

On 31 March 2014 the *Summary Offences Act 1988* was amended to increase the maximum penalty for being intoxicated and disorderly in a public place within 6 hours of being given a move on direction for being intoxicated or disorderly in a public place from 6 penalty units to 15 penalty units.

On 31 March 2014 the *Criminal Procedure Regulation 2010* was amended to increase the penalty notice amounts for various offences under the *Summary Offences Act 1988*.

On 4 April 2014 the *Police Act 1990* and the *Police Regulation 2008* were amended to give effect to a number of recommendations arising from the Wright Review of the police promotions system. The amendments included introducing greater flexibility in promotion appointments to certain specialist positions and superintendent positions.

On 4 April 2014 the *Liquor Regulation 2008* was amended to specify the licensed premises in the Sydney CBD Entertainment precinct that are (or are not) high risk venues for the purposes of the *Liquor Act 2007*. The amendments also made it clear that tourist accommodation establishments, licensed restaurants and small bars may (in certain circumstances) be subject to lock out and sale cessation provisions.

On 4 April 2014 the *Surveillance Devices Regulation 2014* commenced. That regulation declared certain laws of the Northern Territory, Queensland, Tasmania and Victoria to be corresponding laws to the *Surveillance Devices Act 2007*.

On 2 May 2014 the *Intoxicated Persons (Sobering Up Centres Trial) Regulation 2013* was amended to expand the boundaries of the Sydney City sobering up centre catchment area.

On 14 May 2014 *Graffiti Control Act 2008* was amended to replace certain graffiti offences with a new two-tiered graffiti offence. The amendments also clarified how community clean up orders may be made and set the maximum number of hours of community clean up work that may be specified in any one community clean up order.

On 14 May 2014 the *Criminal Assets Recovery Act 1990* was amended to broaden the definition of proceeds under that Act to include increases in the value of and interest in property resulting from an activity.

On 20 May 2014 the *Crimes (Domestic and Personal Violence) Act 2007* was amended to enable police officers of or above the rank of sergeant to issue provisional apprehended domestic violence orders. The amendments also expanded the powers of police officers to give directions to people in connection with such orders. The amendments also provided for a statutory detention period to facilitate the application, determination and serving of police issued provisional apprehended violence orders.

On 20 May 2014 the *Crimes (Domestic and Personal) Violence Regulation 2014* commenced prescribing the record keeping requirements that must be complied with by police when a person is detained for the purposes of applying for a police issued provisional apprehended violence order.

On 20 May 2014 the *Bail Act 2013* commenced, repealing the *Bail Act 1978*. The new Act introduced a risk assessment and mitigation model of determining bail applications and detention applications as opposed to the old presumption based model.

On 20 May 2014 the *Crimes Act 1900* was amended to increase the maximum penalty for performing female genital mutilation from 7 years imprisonment to 21 years. The amendments also created a new offence of taking another person from NSW, or arranging for another person to be taken from NSW, with the intention of having female genital mutilation performed on the other person.

## APPENDIX 12: Legislative Changes (continued)

On 1 June 2014 the *Liquor Act 2007* was amended to change the list of licensed premises that are subject to certain special licence conditions under that Act.

On 5 June 2014 the *Crimes Act 1900* was amended to introduce a simple strangulation offence along with an aggravated strangulation offence. Actual unconsciousness is not a requisite element of the offence. The amendments overcome various difficulties previously associated with the prosecution of strangulation type offences.

On 8 June 2014 the *Liquor Regulation 2008* was amended to allow certain hotels and clubs to trade for extended periods on days when Australia plays in the 2014 FIFA World Cup and on the day of the National Rugby League Grand Final.

On 13 June 2014 the *Crimes Act 1900* was amended to repeal the partial defence of provocation and replace it with a more limited partial defence of extreme provocation.

On 13 June 2014 the *Intoxicated Persons (Sobering Up Centres Trial) Regulation 2013* was amended to extend the sobering up centres trial (that was due to conclude on 30 June 2014) to 30 June 2016. The amendments also removed the Coogee and Wollongong sobering up catchment areas from the trial and to exempt certain people from the requirement to pay a costs recovery charge for detention under the trial.

On 13 June 2014 the *Road Transport (General) Regulation 2013* was amended to prescribe certain offences under the *Road Transport (Mass, Loading and Access) Regulation 2005* as penalty notice offences.

On 24 June 2014 the *Crimes (Domestic and Personal Violence) Amendment (Information Sharing) Act 2013* was amended to facilitate the collection, use and disclosure of personal information and health information by agencies, bodies and persons that provide domestic violence support services in cases involving domestic violence.

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## APPENDIX 13: Annual Report Production Costs

The 2013-14 NSW Police Force Annual Report was produced by the Public Affairs Branch. The total production cost was \$1,500 (exclusive of GST). The Annual Report is available on the NSW Police Force website [www.police.nsw.gov.au](http://www.police.nsw.gov.au).

## APPENDIX 14: Research & Development

**Table 1 Completed projects**

NSW Police Force involvement	Other agencies involved	Funding and status
Evaluation of Your Choice early intervention project	ARTD Consultants	Police contribution \$130,000
Exploring links between violent extremism and gang violence	Australian Institute of Criminology	Commonwealth Department of Attorney General & Justice. No police funding
Resilience in the NSW Police Force	Australian National University	Police contribution \$100,000 per annum over three years
The inter and intra tester reliability of the functional movement screen in the police physical trainer population	Bond University	Police funding of \$1,000 for all 5 fitness projects
The use of the progressive shuttle run assessment as a predictor of physical resilience in police recruits	Bond University	Police funding of \$1,000 for all 5 fitness projects
The use of the 30-15 IFT as a predictor of physical resilience in police recruits	Bond University	Police funding of \$1,000 for all 5 fitness projects
The use of ability based training as determined by the 30-15 assessment in the physical training of police recruits	Bond University	Police funding of \$1,000 for all 5 fitness projects
The importance of grip strength in a police recruit population	Bond University	Police funding of \$1,000 for all 5 fitness projects
Gender choices in specialist policing roles	Charles Sturt University	No police funding
Interviewing techniques to secure cooperation by high-value detainees	Charles Sturt University, Federal Bureau of Investigation, University of Texas at El Paso	Federal Bureau of Investigation. In kind support. No police funding
The partial defence of provocation	Deakin University	No police funding
Measuring police integrity with ethical scenarios	Griffith University, Michigan State University, John Jay College of Criminal Justice, City University of New York	No police funding
The impact of incarceration on children's care: A strategic framework for good care planning	Monash University, Department of Human Services, Victoria, Department of Human Services Victoria Child Safety Commissioner, Department of Justice, Victoria, Prison Fellowship Australia Victoria, SHINE for Kids Cooperative Ltd, VACRO Victorian Association for the Care and Rehabilitation of Offenders	Australian Research Council and partner agencies. No police funding

## APPENDIX 14: Research & Development (continued)

**Table 2 Current projects**

Current projects	Other agencies involved	Funding and status
Justice, rehabilitation and reintegration: capturing 'success' of drug courts in Australia	Australian Graduate School of Policing and Security, Charles Sturt University	PhD project. No police funding
Decision making in sex crime investigation	Australian Graduate School of Policing and Security, Charles Sturt University	No police funding
Use of interpreters in police interviews	Australian Graduate School of Policing and University of NSW.	No police funding
National police custody monitoring program	Australian Institute of Criminology	No police funding
The management of intoxicated persons in police custody	Australian Institute of Criminology	National Drug and Alcohol Research Fund. No police funding
Surveying workforce perceptions of organisational justice and legitimacy	Australian Institute of Police Management	No police funding.
Digital Engagement: social technologies, public discourse and public policy	Australian National University	PhD project. No police funding
Homicide Investigation Manual	Charles Sturt University	In kind support. No police funding.
Looking beyond the trees: police educators' conceptions of and approaches to growing and developing as teachers	Charles Sturt University	PhD project. In kind support. No police funding
The function of intelligence in policing major sports events within New South Wales	Charles Sturt University	Masters project. No police funding
Parenting and prosecuting: the impact of motherhood on the careers of police prosecutors in New South Wales	Charles Sturt University	Honours project. No police funding
Psychosocial drivers of New South Wales police wellbeing, commitment, resilience and retention	Charles Sturt University, Australian Catholic University	Australian Research Council Linkage Grant. Police contribution \$180,000 over three years
Police leadership in the 21st century: Redesigning roles and practices	Charles Sturt University, Australian National University, Western Australia Police, University of Otago, Police Association of NSW	Australian Research Council linkage project. Police contribution \$50,000 per annum over three years
International longitudinal study of police officers in the first five years of employment	Charles Sturt University, Ontario Police College, Victoria Police, China Criminal Police University, Shenyang	Police Contribution \$5,000
Alcohol and drug involvement in family and domestic violence	Deakin University	National Drug and Alcohol Research Fund. No police funding
The efficacy of community capacity building programs for improving police-youth relations in Australia	Flinders University	PhD project. No police finding
Forensic platform technologies for drug testing	Flinders University, Australian Federal Police South Australia Police, Forensic Science South Australia, National Institute of Forensic Science	Australian Research Council and partner agencies. In kind support. No police funding
The impact of arrests with other processes on crime rates and recidivism in New South Wales	Griffith University and NSW Bureau of Crime Statistics & Research	Police contribution \$50,818
Reporting victimisation to LGBTI (lesbian, gay, bisexual, transgender, intersex) police liaison services: a mixed methods study across two Australian states.	Griffith University, University of Sydney	Criminology Research Council. No police funding

## APPENDIX 14: Research & Development (continued)

Current projects	Other agencies involved	Funding and status
An examination of Muslim religious practices in the workplace and their implications for management	Macquarie University	PhD project. In kind support. No police funding
The impact of absences from the workforce on social capital and career progression for women attaining senior roles and gender based choices in specialist policing roles.	Macquarie University	PhD project. No police funding
An in depth crash investigation study to determine injury sources and mechanisms among vehicle occupants and motorcyclists	Neuroscience Research Australia, University of Technology, Sydney, University of NSW, Children's Hospital, Westmead, Sydney Children's Hospital, Liverpool Hospital	Austrroads Ltd. No police funding
Quantification of physical demands on New South Wales officers	NSW Police Force Workplace Health and Safety Unit	Police contribution \$46,200
Child exploitation material and online offending	University of Canberra	No police funding
Participation in the administration of justice: deaf citizens as jurors	University of NSW	Australian Research Council. No police funding
The efficacy of mental health training in moderating attitudes towards mental health	University of NSW	PhD project. No police funding.
Primary aggressor in the context of domestic violence	University of Sydney, University of NSW, University of Technology, Sydney	University of Sydney Law Faculty grant. No police funding
Learning to do inter-agency domestic violence work: a practice-based approach	University of Technology Sydney	PhD project. No police funding
Blood pressure and fatigue links to shift work in police officers	University of Technology, Sydney	PhD project. Police contribution \$5,000
Assessing coping mechanisms and stress associations: psychometric and heart rate variability based assessment	University of Technology, Sydney	Honours Project. No police funding

## APPENDIX 15: Consultants

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

The consultants were engaged to assist with the following services:

- Finance and Business Services – Professional services. The cost was \$105,632.

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

The consultants were engaged to assist with the following services:

- Information Technology – Enterprise Firewall Architectural model. The cost was \$9,600.

## APPENDIX 16: Waste Reduction

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### **We are reducing our impact on the environment**

This reporting year 26.29 tonnes of paper and cardboard waste was captured at Police Headquarters in Parramatta for recycling. This equates to the saving of 403 trees or the reduction of 124 cubic metres sent to landfill. Within Headquarters, 4.59 tonnes of other material was kept from landfill. The building continues to use energy efficient measures, including timers, sensors and light-emitting diode (LED) fittings.

The Police Academy at Goulburn underwent a major LED upgrade this reporting year, saving power and eliminating waste.

A number of efficiency measures were implemented at the Sydney Police Centre, in conjunction with the Office of Environmental & Heritage. These included:

- full upgrade to LED office and car park lighting
- complete installation of solar heating for domestic hot water
- calibration of car park to better manage CO2 levels
- full installation of flow restriction devices on taps and showers across the site
- additional electrical meters have been installed, allowing site staff to track daily energy consumption
- bike racks were installed to improve staff travel options
- suppliers are sourced locally where possible to reduce emissions through movement to the site
- new installations aim for improved environmental management
- new carpet in the foyer area is made from recycled content and offers the potential to recycle all of it at the end of its life.

Strategies for energy and water conservation have been introduced. These included:

- lighting upgrades are centred around LED lighting to reduce energy output
- sites retrofitted with LED, solar, timer switches and sensor technology, aimed at overall energy reduction
- energy efficient heating, ventilating, and air conditioning improves the working environment while reducing energy usage
- Higher Water Efficiency Labelling & Standards Scheme (WELS) fittings allow for greater water management
- onsite water storage upgrades aim to limit consumption and ensure more efficient use of current systems.

### **Green vehicle management**

In keeping with the government's commitment to providing efficient resource management, we have implemented policies and management initiatives that contribute to the overall green vehicle strategy. These included:

- where possible we source more efficient models with direct injection engine management systems and operate on ethanol and LPG green fuels
- each command undertakes fleet reviews to ensure their vehicles are fit for purpose, sustainable and efficient
- where possible, we use more economical four cylinder options without compromising operational capability
- we evaluate emerging energy saving technologies and green rating prior to inclusion in the NSW Police Force fleet.

## APPENDIX 17: Overseas Travel

### Operational travel 2013-14

Name	Purpose	Country
Two officers	Investigative inquiries	Belgium
Two officers	Witness statements	Canada
Two officers	Extradition	China (Hong Kong)
One officer	Investigative inquiries	China (Hong Kong)
One officer	Investigative inquiries	China (Hong Kong)
One officer	Investigative inquiries	Ireland
Two officers	Extradition	Malaysia
Two officers	Extradition	Malaysia
Two officers	Investigative inquiries	Netherlands
Two officers	Investigative inquiries	New Zealand
One officer	Investigative inquiries	New Zealand
Two officers	Investigative inquiries	New Zealand
Two officers	Equipment review	New Zealand
Two officers	Extradition	Papua New Guinea
Two officers	Investigative inquiries	Philippines
Two officers	Extradition	Serbia
Three officers	Investigative inquiries	Singapore
One officer	Investigative inquiries	Singapore
One officer	Investigative inquiries	Spain
Two officers	Extradition	United Kingdom
One officer	Aircraft training	United Kingdom
Two officers	Investigative inquiries	United Kingdom, Sweden, Denmark, Canada
Two officers	Extradition	United States of America
Two officers	Witness statements	United States of America
Two officers	Investigative inquiries	United States of America
Two officers	Aircraft training	United States of America
Two officers	Aircraft acceptance testing	United States of America
Four officers	Aircraft engineering training	United States of America
One officer	Aircraft training	United States of America
Six officers	Aircraft training	United States of America
Four officers	Aircraft acceptance testing	United States of America
One officer	Witness statements	United States of America
One officer	Aircraft training	United States of America
One officer	Investigative inquiries	United States of America

## APPENDIX 17: Overseas Travel (continued)

### Non-operational travel 2013-14

Name	Purpose	Country
Detective Superintendent Peter McErlain	Study tour	Belgium, Netherlands
Inspector David Kay	Conference	Canada
Inspector Brian Yates	Conference	China
Detective Senior Sergeants Wayne Miller and Richards Sinclair, Detective Sergeants Kerry Wilson, Russell Plummer, Mitchell Turner, James Mulholland and Marlon Andrews, Detective Senior Constable Warren English, Senior Constable Bernadine Harmond, Ms Sharron Chandler and Ms Lisa Gordon	Study tour	China, Vietnam
Detective Inspector William Van der Graaf and Detective Senior Sergeant Cliff Harris	Conference	France, Germany
Detective Senior Constable James Williams	Conference	Germany
Detective Inspector William Van der Graaf	Training	Hong Kong
Detective Senior Constable Jason Henderson	Training	Italy
Detective Superintendent Gavin Dengate	Training	Korea
Superintendent Mark Walton	Lecturing	Maldives
Deputy Commissioner David Hudson	Conference	Nepal
Dr Michael Raymond	Conference	Netherlands
Assistant Commissioner Michael Fuller	Conference	Netherlands, Belgium, Thailand
Ms Judy Saba	Conference	New Zealand
Senior Constable Andrew Pieper	Training	New Zealand
Superintendent David Scrimgeour, Inspector Colin Moore, Senior Sergeant Anthony Elliott, Senior Constables Mark Williams, Gerald Keyte and Scott Chester	Conference	New Zealand
Detective Chief Inspector Graham Abel	Lecturing	New Zealand
Superintendents Karen Webb and Martin Fileman, Mr Royal Butler and Ms Gemma Harrison	Study tour	New Zealand
Mr Chris Beatson and Mr Paul Reason	Meeting	New Zealand
Mr Chris Robson	Meeting	New Zealand
Superintendent Ian Dickson	Conference	New Zealand
Inspector Carlene Mahoney	Conference	New Zealand
Ms Sarah Andruchow	Study tour	Singapore
Senior Constable Karen Lowden	Conference	South Africa
Deputy Commissioner Nick Kaldas	Conference	United Arab Emirates
Superintendent Robert Redfern	Study tour	United Kingdom
Superintendent Patrick Paroz	Research	United Kingdom
Detective Inspector Gregory Judkins	Conference	United Kingdom
Detective Chief Superintendent John Kerlatec and Superintendent Christopher Keane	Training	United Kingdom

## APPENDIX 17: Overseas Travel (continued)

Name	Purpose	Country
Superintendent Kyle Stewart	Training	United States of America
Detective Sergeant Mitchell Turner	Conference	United States of America
Detective Senior Sergeant Richard Sinclair	Conference	United States of America
Sergeant Jarrod French and Senior Constable Benjamin Clavel	Conference	United States of America
Ms Melanie Holt	Conference	United States of America
Detective Sergeant Bruce Groenewegen	Conference	United States of America
Chief Superintendent Stephen Cullen	Conference	United States of America
Detective Superintendents Scott Whyte and Kenneth Finch	Conference	United States of America
Detective Inspector Andrew Waterman and Detective Sergeant Hassan El-Khansa	Conference	United States of America
Sergeant Mick Stierli	Meeting	United States of America
Deputy Commissioner Catherine Burn	Training	United States of America
Deputy Commissioner Nick Kaldas	Conference	United States of America
Detective Chief Inspector Lindsay Rogerson	Churchill Fellowship	United States of America
Detective Sergeant Amanda Clarke	Conference	United States of America
Mr Chris Beatson	Conference	United States of America
Commissioner Andrew Scipione	Conference	United States of America
Inspector Glenn Allen and Dr Robert Fearn	Training	United States of America, Canada
Detective Sergeant Glen Browne	Research	United States of America, Canada, United Kingdom
Superintendent Karen McCarthy	Churchill Fellowship	United States of America, United Kingdom

## APPENDIX 18: Property Disposals

The NSW Police Force did not sell any properties in 2013-14.

There were seven buildings demolished and sites cleared to make way for new police stations and residences respectively, with a combined value of \$1.08 million.

## APPENDIX 19: Creditors Payments & Credit Cards

### Payment of accounts

#### 1(a) Accounts due or paid within each quarter

Accounts due or paid within each quarter				
Measure	September 2013	December 2013	March 2014	June 2014
<b>All suppliers</b>				
Number of accounts due for payment	48,487	98,009	51,381	88,692
Number of accounts paid on time	40,784	90,914	41,474	81,513
Actual percentage of accounts paid on time (based on number of accounts)	84%	93%	81%	92%
Dollar amount of accounts due for payment \$'000's	\$124,350	\$131,355	\$128,558	\$208,695
Dollar amount of accounts paid on time \$'000's	\$97,797	\$115,409	\$98,588	\$185,860
Actual percentage of accounts paid on time (based on \$)	79%	88%	77%	89%
Number of payments for interest on overdue accounts	-	1	-	-
Interest paid on overdue accounts (\$) actual	-	\$25.87	-	-

#### 1(b) Creditors aged analysis as at 30 June 2014

Quarter	Current \$'000	Between 30 and 60 days overdue \$'000	Between 60 and 90 days overdue \$'000	More than 90 days overdue \$'000
<b>All suppliers</b>				
September	9,079	172	205	219
December	2,816	332	277	350
March	10,842	255	257	202
June	2,323	269	218	350
<b>Small Business Suppliers</b>				
September	128	-	-	-
December	53	-	-	-
March	263	-	-	-
June	362	(3)	(1)	-

*The above information is extracted from the Aged Accounts Payable Analysis as at September and December 2013 and March and June, 2014. It includes data provided by NSW Police Force's external property service provider.*

Penalty interest paid during the year: \$25.87

## APPENDIX 19: Creditors Payments & Credit Cards (continued)

### 2 Commentary

The new payment of accounts policy on the small business supplier payment of accounts performance disclosures became fully operational from 1 January 2012.

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

- delays were experienced in the finalisation of accounts payable preparation by business units prior to work flowing back to Shared Services for payment. This was as a result of the announcements in relation to the realignment of local area commands
- the fundamental reasons for delay are the finalisation by business units in the processing function and disputes in connection with the correct rendering of valid tax invoices by suppliers, which includes discrepancies between orders, goods received and invoices
- work is continuing with business units and suppliers to improve the NSW Police Force's procure to pay systems and processes.

#### 2(b) Initiatives implemented to improve payment performance:

- vendors are requested to supply bank details for payment by EFT as part of the ongoing initiative to reduce cheque printing and dispatch
- consolidation of multiple accounts from vendors where possible to improve payment processes and controls
- greater use of Purchase Card system in NSW Police Force. Purchase card transactions are excluded from this information
- discussions with major suppliers in 2014-15 to further automate the accounts payable process will result in further improvements in payment performances.

### Credit Card Certification

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

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

The use of credit cards within the NSW Police Force for the period 2013-14 was satisfactory and has been in accordance with the Premier's Memoranda and Treasurer's Directions.

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## APPENDIX 20: Matters Arising from 2013-14 Audit

There were no significant matters reported during the 2013-14 audit.

## APPENDIX 21: Insurance Activities

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### **Workers Compensation**

The workers compensation insurance policy covers work place related injuries for all unsworn staff and all sworn officers recruited after 1 April 1988. For 2013-14, the workers compensation premium increased by 0.8%. This was due to increases in claims.

### **Public Liability**

The public liability insurance policy covers all claims resulting from police activities for which the NSW Police Force is legally liable. For 2013-14, the premium increased by 0.8%. The premium increase was due to increases in claim numbers and costs for small claims.

### **Motor vehicle**

The motor vehicle insurance policy covers damage to any vehicle used by the NSW Police Force for authorised police operations and activities. For 2013-14, the motor vehicle premium decreased by 3%. The premium reduction was due to decreases in claims costs and changes in fleet mix.

### **Property**

The property insurance policy covers loss or damage to property (other than motor vehicles) owned, used, or in the control of the NSW Police Force. For 2013-14, the premium increased by 5%. The premium increase was due to increases in declared asset values and claims costs.

### **Miscellaneous**

The miscellaneous insurance policy covers personal accident for volunteers, air travel and personal effects.

## APPENDIX 22: Asset Purchase & Protection

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

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

## APPENDIX 23: Audits & Reviews

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

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

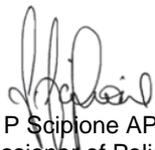
The committee ensures all internal audit functions are consistent with the relevant standard, Institute of Internal Auditors International Standards for the Professional Practice of Internal Auditing and any additional practice requirements set by the Internal Audit & Risk Management Policy.

### **NSW Police Force Internal Audit & Risk Management Statement for the 2013-14 financial year**

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

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

- Independent Chair, Ms Carol Holley from 2010 to December 2013
- Independent Chair, Mr Arthur Butler for a term of four years from January 2014
- Independent Member, Mr Arthur Butler from 2010 to December 2013
- Independent Member, Ms Carol Holley for a term of four years from January 2014
- Non-independent Member, Deputy Commissioner David Hudson Corporate Services for a term of four years from November 2012.



A P Scipione APM  
Commissioner of Police

### **INTERNAL AUDITS AND REVIEWS**

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

The Unit completed seven audits and two consultancies for 2013-14 including:

- payroll processing
- motor vehicle fleet management - operational use
- absence management framework
- follow up of agreed action plans for the motor vehicle fleet management audit
- information security management system – internal Information Security Management System audit
- implementation of data analytics tools for the continuous auditing of accounts payable transactions and controls.

## APPENDIX 23: Audits & Reviews (continued)

- ICT availability management audit
- ongoing advice during the SAP Governance Risk & Compliance project as a member of the Project Management Team
- ongoing advice as part of a working party for improvements to the NSW Police Force Fraud Control Plan.

The recommendations from these audits and consultations have resulted in improved compliance with legislation and our own guidelines, better accountability and improved internal controls to assist in the achievement of corporate objectives.

## EXTERNAL AUDITS AND REVIEWS

During the year the Audit Office of NSW issued performance audit reports on government agencies, two of which were relevant to the operations of the NSW Police Force.

### Improving legal and safe driving among Aboriginal people

The audit examined how well government responses to improve legal and safe driving among Aboriginal people have worked. Specifically:

- are barriers identified within the:
  - a) licensing and vehicle registration process?
  - b) fines enforcement process?
  - c) justice system?
- are actions to prevent or address these barriers effective?

The report identified that the government responses to improve legal and safe driving among Aboriginal people, though effective for some, have had little overall impact. Aboriginal people continue to be overrepresented in traffic-related offending and imprisonments. Unlicensed Aboriginal drivers are also over-represented in road accident fatalities.

### Effectiveness of the NSW Police Force's new Death & Disability Scheme

The new Police Blue Ribbon Insurance (PBRI) scheme replaced the 2005 death and disability scheme in January 2012. The amendments to the *Police Act 1990* required the Auditor-General to review the effectiveness of the new arrangements soon after their implementation. The audit examined performance over the initial two years from January 2012.

The report identified that from early 2012, NSW Police Force injury management practices have reduced the length of time injured officers are on benefits, decreased costly psychological claims and increased the number of injured officers returning to work on rehabilitation. Underlying the improvement is the new PBRI scheme, which has lessened the strong incentive to claim a lump sum and leave the police force. Payments to injured officers have decreased substantially compared with the previous death and disability scheme. However, the improvement in performance has not yet resulted in reduced premium rates for PBRI, which are nearly double the statutory target of 4.6% of police salaries. The related workers compensation premium rate has also not reduced significantly because of ongoing payments commenced under the previous scheme, and increasing common law claims for negligence.

The report also identified that the governance structure does not adequately support the achievement of the scheme's objectives of achieving costs savings and targets. There is a need for improved performance reporting to the police executive and commands to support a keener focus on costs; better streamlining the case management of injured officers; and making more information on PBRI and workers compensation claims publically available.

## APPENDIX 24: Digital Information Security

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### Digital Information Security Annual Attestation Statement for the 2013 - 2014 Financial Year for the NSW Police Force

I, Andrew Scipione, consider the NSW Police Force has had an Information Security Management System in place in 2013/14 that has met the core requirements of the *Digital Information Security Policy for the NSW Public Sector*.

I, Andrew Scipione, consider the security controls in place to mitigate identified risks to the digital information and digital information systems of the NSW Police Force are adequate for the foreseeable future.

I, Andrew Scipione, consider that, where necessary and in accordance with the *Digital Information Security Policy for the NSW Public Sector*, the NSW Police Force has maintained certified compliance with AS/NZS ISO/IEC 27001 *Information technology – Security techniques – Information security management systems – Requirements*.



A P Scipione APM  
Commissioner of Police

## APPENDIX 25: Public Interest Disclosures

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The *Public Interest Disclosures Act 1994* sets in place a system to encourage public officials to report serious wrongdoing.

Under the NSW Police Force *Public Interest Disclosures Policy & Guidelines*, the *Code of Conduct & Ethics* and the *Corruption Resistance Plan* all staff, irrespective of their position, are expected to contribute to corruption resistance.

These plans, however, do not exist in isolation. They rely on all staff managing corruption and misconduct risks through their own professional and ethical conduct, and on the effective application of the Command Management Framework, good supervisory practices and compliance with relevant corporate policies and procedures.

- The number of officers who made public interest disclosures this reporting year: 32
- The number of public interest disclosures received in total: 37
- The number of public interest disclosures received relating to:
  - (i) corrupt conduct 27
  - (ii) maladministration 9
  - (iii) serious and substantial waste of public money 1
  - (iv) government information contraventions 0
  - (v) the number of public interest disclosures finalised 17

## APPENDIX 26: Major Works in Progress

Project	Due for completion	Cost to 30/06/14 \$'000
<b>Building</b>		
Bowral Police Station	2017	667
Child Abuse Squad fit out	2015	947
Coffs Harbour Police Station	2015	16,090
Deniliquin Police Station	2017	1,456
Hazardous Materials Management Program	2017	38,041
Lake Macquarie Local Area Command	2017	4,530
Liverpool Police Station	2016	7,326
Manly Police Station	2015	6,691
Police Transport Command fit out and equipment	2015	8,246
Riverstone Police Station	2016	2,236
Tweed Heads Police Station	2017	2,232
Walgett Police Station	2016	3,910
<b>Information and communication technology</b>		
COPS Phase 3 technical migration	2016	9,884
Digital storage solution	2016	1,117
Disaster recovery for Legacy Systems	2016	999
Firearms Licensing System	2016	-
Fleet Management System	2015	624
Government Information Access Application Management System	2015	163
iLearn Facilities Management Phase 2	2015	2,282
Mobile Data Terminal replacement	2015	3,653
Voice infrastructure migration and data network upgrade	2017	4,117
<b>Plant and equipment</b>		
Counter Terrorism Helicopter	2015	16,710
Enhanced DNA Testing	2015	219
Fit out of vehicles for additional police officers	2016	6,766
Prisoner transport vehicles	2015	616
Surveillance equipment replacement	2016	848

*This appendix lists major capital works in progress managed by the NSW Police Force and the actual cost of those works from project inception to 30 June 2014. Completion dates are estimates as published in the 2014-15 Budget Paper No.4 and may be subject to change.*

## APPENDIX 27: Honours & Awards

### Commissioner's Valour Award (VA)

Awarded to sworn police for acts of exceptional bravery while on duty.

Sgt Anthony James Fokes

### Commissioner's Commendation – Courage

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

Sgt David Allan Flood

L/Snr Cst Paul Edward Gale

L/Snr Cst Kym Allan Hutton

Snr Cst Steven Joseph Giffney

Snr Cst John Paul Gomes

Snr Cst Connie Sammut

Snr Cst Roger Patrick Taig

Snr Cst Paul Andrew McGarry

Cst Andrew Michael Humphries

Cst Matthew James Liddall

Cst Damon Van Der Merwe

Cst Lee Jennings



### **Commissioner's Commendation – Community Service**

Awarded to officers for outstanding service to the community.

Sgt Robert Norman Grant  
Snr Cst Michael William Elvin  
Ms Kellie Maree Dean

### **Commissioner's Certificate of Merit**

Awarded to officers for exceptional performance of duty.

Sgt Brian William Wiles  
Snr Cst Michael Lawrence McKechnie  
Snr Cst Chad Stewart  
Snr Cst Kane Robert Jamieson  
Cst Keith Aaron Andrews  
Cst Andrew Robert Donaldson  
Cst Nathan Carroll  
Cst Michael Renzo Di Sandro  
Prb Cst Maja Karolina Andersson  
Mr William John James

### **Commissioner's Unit Citation**

Awarded to officers who come together for a common purpose and perform outstanding service which may involve bravery or other acts of merit.

Det Insp Michele Anne Ledden  
Det Insp Nicola Gerrard Iorfino  
Insp Thomas Chuen Kwok Li  
Insp Joel Murchie  
Det Sgt Andrea Panozzo  
Det Sgt Matthew David Kennedy  
Det Sgt Michael Van Eyk  
Sgt Alexander Douglas Hamilton  
Sgt Peter James Hennessy  
Sgt Zac Zlatko Ferkula  
Sgt Richard Peter Sinclair  
Det Snr Cst Alison Jayne Fahey  
Det Snr Cst Olivia Mary Gouge  
Det Snr Cst Robert Gozdziński  
Det Snr Cst Kenneth Hayes  
Det Snr Cst Scott Lister  
Det Snr Cst Raymond Malkoun  
Det Snr Cst Kandice Williams  
Det Snr Cst Todd Mathers  
Det Snr Cst Kylie Owen  
Snr Cst Ian Rowney  
Snr Cst Andrew Malusa  
Snr Cst Heath Silvester  
Snr Cst Justin Sutherland  
Snr Cst Ranjeev Thiru  
Snr Cst Kenneth John Ryan

Snr Cst Prasitt Ping Chhin  
Snr Cst Matthew Theoklis  
Snr Cst Robert Chislett  
Cst Sarah Lea McKenzie

### **NSW Police Diligent & Ethical Service Medal**

Awarded to officers for 10 years of diligent and ethical service. A numbered clasp is awarded for each additional five years of diligent and ethical service. Forty-three retrospective medals were awarded to former police officers.

947 x NSW Police Medals  
806 x 1st Clasps  
424 x 2nd Clasps  
503 x 3rd Clasps  
189 x 4th Clasps  
56 x 5th Clasps  
116 x 6th Clasps  
1 x 7th Clasp

### **NSW Police Diligent & Ethical Service Medallion**

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

301 Medallions  
446 Roundels

### **Commissioner's Long Service Award**

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

334 lapel pins and certificates

### **Bravery Medal**

Awarded for acts of bravery in hazardous circumstances.

Former Snr Cst Rodney Howard  
Former Snr Cst Mark McNicol

### **Commendation for Brave Conduct**

Awarded for acts of bravery considered worthy of recognition.

Snr Cst John Paul Gomes

### **Group Bravery Citation**

Awarded for a collective act of bravery, by a group of persons in extraordinary circumstances, that is considered worthy of recognition.

Sgt Christopher York  
Sgt Andrew Setter  
Snr Cst Kelvin Maddalena  
Snr Cst Jamie Oliver

### **Public Service Medal (PSM)**

Awarded for outstanding service by employees of the Australian Government and state, territory and local government.

Mr Peter John Nicholson  
Mr James Eugene Baldwin

### **Australian Police Medal (APM)**

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

Ch Supt Adam Robb Whyte  
Det Supt Wayne Starling  
Supt Craig Anthony Rae  
Supt Wayne Cox  
Det Insp John Maricic  
Det Insp Christopher Olen  
Det Insp David Moss  
Insp Lynette Kaesler  
Insp Richard Paul Steinborn  
Insp Michael Anthony Logan  
Snr Sgt Richard Simpson  
Snr Sgt Michael Alan Steggles  
Det Sgt Andrew Marks  
Sgt Karen Mercia Owen  
Sgt David Peter Rose  
Sgt Robert Peter Minns  
Sgt Glenn Griffiths

### **National Police Service Medal**

Awarded to sworn officers for 15 years of diligent and ethical service.

2018 Medals

### **National Medal**

Awarded to sworn officers for 15 years of diligent and ethical service. A numbered clasp is awarded for each additional 10 years of diligent and ethical service.

1 National Medal  
485 1st Clasp to the National Medal  
32 2nd Clasp to the National Medal  
1 3rd Clasp to the National Medal

### **St John Ambulance Awards (NSW)**

For life saving sustaining achievements to members of Emergency Services organisations.

Cst Kristian Raymond Swarbrick  
Cst Phillip Charles Muscat

### **Royal Humane Society Awards (NSW)**

Awarded for acts of human bravery when saving or endeavouring to save life.

Insp Rowan Patrick O'Brien  
Det Snr Cst Nigel Stephen Jarvis  
Snr Cst Jeffrey Colin Wayne Garland



Snr Cst Troy Christian Simmons  
Snr Cst David Roderick  
Snr Cst Matthew David Cribb  
Snr Cst Nathan Inward  
Cst Michael Davis  
Cst Samuel William Churchill

### **Royal Life Saving (NSW) – NSW Police Award**

Awarded for outstanding attempts to save human life.

Sgt Justin McEvoy  
Sgt Darryl Conroy  
Sgt Nicholas Park  
Sgt Christopher Tuite  
L/ Snr Cst Paul Cuddy  
Snr Cst Marvin Mungcal  
Snr Cst Sue Devlin  
Snr Cst Anthony Bunyan  
Snr Cst Jason Mills  
Snr Cst Russell Crowe  
Snr Cst Gareth James Neil  
Snr Cst Kelvin Patrick Jubb  
Snr Cst Stephen David Cromie  
Snr Cst Bradley Shane Savins  
Cst Brooke Amber Heyward  
Cst Matthew Lewis Davis  
Cst Melissa Jordan  
Cst Christopher Wallis  
Cst David Hollier  
Cst David Brodie  
Cst Jessica Kelly  
Prb Cst Taryn Kirkpatrick  
Prb Cst Hong(Eric) Viet Tran

<b>181D</b> Section of the <i>Police Act 1990</i> under which a police officer is removed from the NSW Police Force	<b>DV</b> Domestic violence	<b>NSWTC</b> New South Wales Treasury Circular
<b>AASB</b> Australian Accounting Standards Board	<b>EEO</b> Equal employment opportunity	<b>NZS</b> New Zealand standards
<b>ABS</b> Australian Bureau of Statistics	<b>FTE</b> Full time equivalent employees	<b>OMCG</b> Outlaw motorcycle gang
<b>ADVO</b> Apprehended Domestic Violence Order	<b>GIPA</b> Government Information (Public Access) Act 2009	<b>PAL</b> Police Assistance Line
<b>AFP</b> Australian Federal Police	<b>GST</b> Goods and Services Tax	<b>PBRI</b> Police Blue Ribbon Insurance scheme
<b>APM</b> Australian Police Medal	<b>HR</b> Human Resources	<b>PMAC</b> Police Multicultural Advisory Council
<b>AS</b> Australian standards	<b>HRIP Act</b> Health Records and Information Privacy Act 2002	<b>PMMA</b> Para-Methoxymethamphetamine found in tablets and capsules of the MDMA sold as ecstasy
<b>ASGS</b> Australian Statistical Geography Standard	<b>ICT</b> Information & Communication Technology	<b>PPD</b> Partial and permanent disability
<b>APM</b> Australian Police Medal	<b>ISO</b> International Standards Organisation	<b>PIIP Act</b> Privacy and Personal Information Protection Act 1998
<b>Auslan</b> Australian sign language	<b>ISSN</b> International Standard Serial Number	<b>PSES</b> Police Senior Executive Service
<b>BM</b> Australian Bravery Medal	<b>ISO</b> International Organization for Standardization	<b>PSM</b> Public Service Medal
<b>BOCSAR</b> NSW Bureau of Crime Statistics & Research	<b>IEC</b> International Electrotechnical Commission	<b>RWA</b> Ready, Willing and Able
<b>c@ts.i</b> Complaints Management System	<b>IP</b> Income protection	<b>SA1</b> Statistical Area Level 1 is the smallest geographic area
<b>CAD</b> Computer Aided Dispatch	<b>LACs</b> local area commands	<b>SAP</b> NSW Police Force's electronic finance system
<b>CAPP</b> Community Awareness of Policing Program	<b>LGAs</b> Local government areas	<b>TMF</b> Treasury Managed Fund
<b>CET</b> Commissioner's Executive Team	<b>MCLOs</b> Multicultural community liaison officers	<b>TPD</b> Total and permanent disablement
<b>COMPASS</b> Command Performance Accountability System	<b>MHIT</b> Mental Health Intervention Team	<b>WebCOPS</b> Web based Computerised Operational Policing System
<b>COPS</b> Computerised Operational Policing System	<b>MPSP</b> Multicultural Policies and Services Program (MPSP) Forward Plan 2011-2014	<b>WEIBO</b> China's equivalent to Facebook
<b>CLAS</b> Community Language Allowance Scheme	<b>NCAT</b> NSW Civil and Administrative Decisions Tribunal	<b>WELS</b> Water Efficiency Labelling & Standards Scheme
<b>CRC</b> Community Relations Commission	<b>NSCSP</b> National Survey of Community Satisfaction with Policing	<b>VA</b> Valour Award
<b>Cth</b> Commonwealth	<b>NSW 2021</b> The State Plan	
<b>DNA</b> Deoxyribonucleic acid, or a set of genetic blueprints		

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## **POLICE, FIRE, AMBULANCE**

### **Triple Zero (000)**

#### **In an emergency**

Use Triple Zero (000) only for emergencies or life threatening situations.

## **POLICE ASSISTANCE LINE 131 444**

### **For non-emergencies and general enquiries**

If you are a victim of a crime, other than life threatening or time critical emergency situations, contact the Police Assistance Line (PAL).

## **CRIME STOPPERS 1800 333 000**

[www.nsw.crimestoppers.com.au](http://www.nsw.crimestoppers.com.au)

### **Report crime information anonymously**

If you have information about people who are wanted by police; unsolved crimes or a crime being planned; suspicious or unusual activity, contact Crime Stoppers on 1800 333 000 or at [www.nsw.crimestoppers.com.au](http://www.nsw.crimestoppers.com.au). You don't have to give your name and the information will be passed immediately to relevant investigators.

## **CONTACTS**

### **NSW Police Force Headquarters**

1 Charles Street PARRAMATTA NSW 2150

**Postal address:** Locked Bag 5102 PARRAMATTA NSW 2124

**Website:** [www.police.nsw.gov.au](http://www.police.nsw.gov.au)

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

### **Police Assistance Line: 131444 – 24 hours**

**Customer Assistance Unit:** 1800 622 571 – 24 hours (free call)

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

[www.nsw.crimestoppers.com.au](http://www.nsw.crimestoppers.com.au)

**Police Switchboard:** General enquiries 131 444 – 24 hours

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

## **REGION OFFICES**

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

North West Metropolitan  
Level 10, Ferguson Centre  
130 George Street  
PARRAMATTA NSW 2150  
(02) 9689 7638 – Business hours

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

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

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

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

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