

NSW POLICE SERVICE  
**Operational Programs**  
**Terms of Reference**

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CASE TITLE:           Bias Crime Assessment – Possible Gay Hate  
                              Murders Sydney Region 1976 - 2000  
STRIKE FORCE:        Operation PARRABELL

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To:    Sergeant Geoff STEER

**You are hereby directed to take command of a Strike Force code named 'PARRABELL' with the following Terms of Reference: -**

**To review suicides and suspicious deaths that occurred in the Northern Beaches and Central Metropolitan Region areas between 1976 – 2000, to determine if an anti-gay bias motivation was a factor in any of the deaths.**

**The following personnel have been assigned to the Investigation:**

**Senior Sergeant Jo KENWORTHY**

**Additional staff will be allocated as required upon request.**

**THE INVESTIGATION WILL:**

- 1. Be commanded by Sergeant Geoff STEER.**
- 2. During the course of the investigation all staff will report to Sergeant Geoff STEER who will be accountable for all operational and administrative decisions (i.e. deployment of staff, overtime, reports, diaries etc).**
- 3. Be conducted in accordance with the Police Service 'Code of Conduct and Ethics'. Any information concerning corrupt and/or unethical conduct, including conflicts of interest, whether involving your staff or others, will be reported in writing immediately to Senior Sergeant Jo KENWORTHY.**
- 4. Utilise e@gle.i for information/intelligence/case management purposes.**
- 5. Utilise vehicle/s strictly in accordance with the NSW Police Service Handbook.**
- 6. Conduct the investigation as outlined in the attached investigation agreement.**

**YOU WILL:**

- 1. Ensure that Corruption Prevention risk management strategies, including informant management practices, are established, effectively implemented and documented, communicated clearly to staff members and continually monitored and evaluated. Identified risks will be addressed immediately and corrective action recorded.**
- 2. Clearly communicate to all members of the investigation team that when they identify:  
  
(a) corrupt or improper conduct on the part of team members and/or  
(b) improper associations between police, including former police, and criminals and/or persons of interest to the investigation,  
  
team members are to immediately notify you in writing of that corrupt and/or improper conduct or association. You will immediately notify in writing Senior Sergeant Jo KENWORTHY of that corrupt and/or improper conduct or association. All action taken by you must be documented.**
- 3. Ensure appropriate confidentiality is maintained.**
- 4. Regularly report to Senior Sergeant Jo KENWORTHY by way of Situation Report, Progress Report and verbally as required. Your first Progress Report is due by 1/10/2013 Subsequent reports will be submitted monthly and will form the basis for a monthly review of the investigation.**
- 5. Address any positive and negative aspects of the investigation in the monthly reports if urgency or impact does not require immediate notification to Senior Sergeant Jo KENWORTHY**
- 6. Provide a comprehensive Operational Assessment at the completion of your involvement in the investigation.**
- 7. You are required to read and acknowledge that you understand this document by signing hereunder.**

Signature:		
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