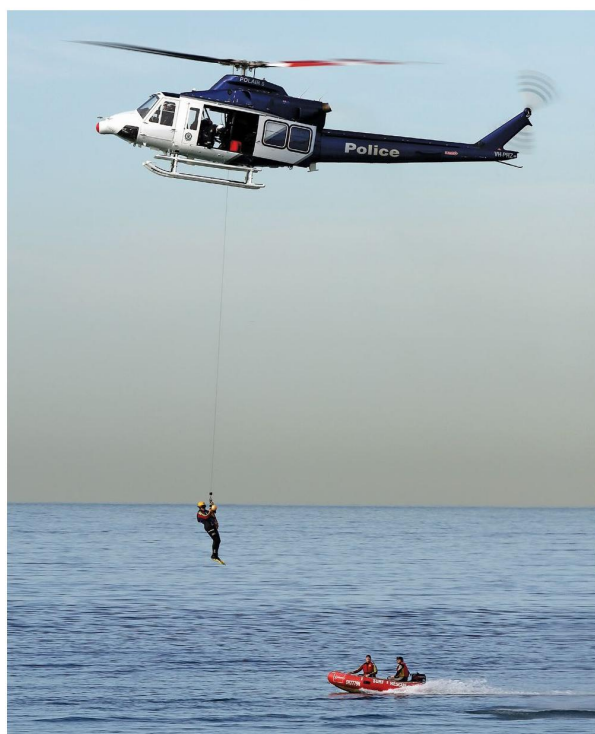
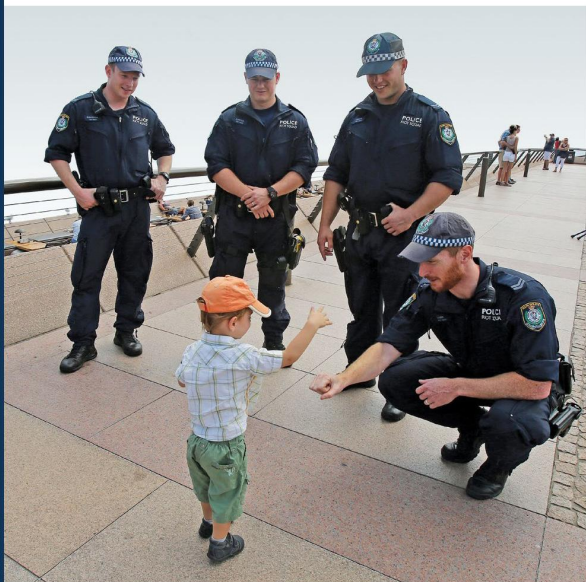


ANNUAL REPORT 2014-15  
**Serving the State**  
of New South Wales  
*Celebrating 100 years of women in policing*



## 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 7,565,500 people (approximately 30% 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.

## TABLE OF CONTENTS

|                                                    |     |
|----------------------------------------------------|-----|
| Commissioner's Foreword                            | 4   |
| Our Police Regions                                 | 5   |
| Our Organisation                                   | 6   |
| Year in Review                                     | 8   |
| How we Performed                                   | 10  |
| Financial Summary                                  | 24  |
| APPENDIX 1: NSW Police Force Staff                 | 81  |
| APPENDIX 2: Equal Employment Opportunity           | 84  |
| APPENDIX 3: Disability Plans                       | 85  |
| APPENDIX 4: Multicultural Policies                 | 86  |
| APPENDIX 5: Government Information & Public Access | 88  |
| APPENDIX 6: Injuries & Workers Compensation Claims | 91  |
| APPENDIX 7: Staff Drug & Alcohol Testing           | 92  |
| APPENDIX 8: Privacy & Personal Information         | 93  |
| APPENDIX 9: Complaints against Police              | 93  |
| APPENDIX 10: Requests for Assistance               | 95  |
| APPENDIX 11: Significant Judicial Decisions        | 95  |
| APPENDIX 12: Legislative Changes                   | 96  |
| APPENDIX 13: Annual Report Production Costs        | 98  |
| APPENDIX 14: Research & Development                | 99  |
| APPENDIX 15: Police Pursuits                       | 99  |
| APPENDIX 16: Consultants                           | 100 |
| APPENDIX 17: Waste Reduction                       | 100 |
| APPENDIX 18: Overseas Travel                       | 101 |
| APPENDIX 19: Public Interest Disclosures           | 103 |
| APPENDIX 20: Creditors Payments & Credit Cards     | 104 |
| APPENDIX 21: Matters Arising from 2014-15 Audit    | 105 |
| APPENDIX 22: Insurance Activities                  | 106 |
| APPENDIX 23: Property Disposals                    | 106 |
| APPENDIX 24: Audits & Reviews                      | 107 |
| APPENDIX 25: Digital Information Security          | 108 |
| APPENDIX 26: Asset Purchase & Protection           | 109 |
| APPENDIX 27: Productivity data                     | 109 |
| APPENDIX 28: Major Works in Progress               | 110 |
| APPENDIX 29: Awards and Honours                    | 111 |
| Glossary                                           | 117 |
| Legislative Index                                  | 118 |
| Index                                              | 119 |





Friday, 30 October 2015

Deputy Premier, The Hon Troy Grant MP  
Minister for Justice and Police  
Parliament House  
SYDNEY NSW 2000

Dear Deputy Premier

I am pleased to submit the NSW Police Force Annual Report for the year ended 30 June 2015 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).

ISSN: 1832-3472 © NSW Police Force 2015. This work is copyright. It may be reproduced in whole or in part for study or training purposes, subject to the inclusion of an acknowledgement of the source. It may not be reproduced for commercial usage or sale. Reproduction for purposes other than those indicated above requires written permission from the Director, Public Affairs Branch, NSW Police Force.

## Commissioner's Foreword

This reporting year was one of celebration for the NSW Police Force as well as one of reflection.

A siege in Martin Place in December 2014 saw two innocent people, Katrina Dawson and Tori Johnson, lose their lives. Our thoughts remain with their families. Police responded quickly to the incident establishing a staged exclusion zone and evacuating a large number of buildings. Despite significant unavoidable disruption, the response of the workers and visitors to the CBD was exemplary. I was humbled by the support and cooperation of the community as well as the bravery and professionalism of our responding police and emergency services. All responders acted quickly and confidently, putting into place a range of well rehearsed plans. I would like to thank everyone involved – police, emergency services and the community – for their strength, support and resilience during a very difficult time.

This year we celebrated our centenary of women in policing. A strong and effective Police Force must be representative of the people it serves and the New South Wales Police Force would not be the organisation we are today without the enormous contributions made by women over the last 100 years. In 1915, Lillian Armfield and Maude Rhodes became the first two women in the NSW Police Force. However, it wasn't until 1948 before women were allowed to wear uniforms; 1965 before they were sworn in as Constables; and 1979 before they were routinely allowed to carry firearms. It's a much different picture now with women now making up almost 35% of the NSW Police Force both as police and administrative officers, and occupying positions in every one of our policing Commands. More pleasing still is the increasing number of women gaining seniority through promotion at all ranks and grades, up to and including the senior executive.

In September 2014 the National Terrorism Alert Level was raised to high to reflect changes in the security environment. The NSW Police Force works in collaboration with emergency service agencies, business and the community to counter terrorism. We also practise our plans and arrangements through approximately 20 multi-agency exercises per year.

New and amended legislation was introduced throughout the year assisting police to effectively fight crime. These included amendments to bail laws which require those accused of the most serious offences to show why they shouldn't be detained in custody. Amendments to the *Criminal Procedure Act 1986* enable domestic violence victims to give evidence by way of an electronically recorded statement, reducing the trauma of recounting evidence in front of offenders.

The prevalence of methylamphetamine, or Ice, was an increasing challenge during the year. With the assistance of information from the public, particularly through Crime Stoppers, police have made significant seizures of this insidious drug as well as closing down numerous clandestine laboratories.

Pleasingly, data from the Bureau of Crime Statistics & Research (BOCSAR) for the 24 months to June 2015 showed that all 17 major offence categories are either trending downward or stable. This continuing success is attributable to the efforts of our officers on the frontline and in specialist commands working together with the community to prevent crime.

As we move into a new reporting year I look forward to continuing our partnership with communities across New South Wales to reduce violence, crime and fear.



*Commissioner of Police Andrew Scipione APM paid his respects at the flower memorial following the siege in Martin Place*

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*           | 1,183,080    |
| Number of police officers      | 2,254        |
| Number of administrative staff | 183          |

### 2 SOUTH WEST METROPOLITAN REGION

|                                |                |
|--------------------------------|----------------|
| Area in square kilometres      | 3,637.93 sq km |
| Resident population*           | 1,454,032      |
| Number of police officers      | 2,035          |
| Number of administrative staff | 188            |

### 3 NORTH WEST METROPOLITAN REGION

|                                |                |
|--------------------------------|----------------|
| Area in square kilometres      | 6,254.98 Sq Km |
| Resident population*           | 1,857,524      |
| Number of police officers      | 2,062          |
| Number of administrative staff | 190            |

### 4 SOUTHERN REGION

|                                |                  |
|--------------------------------|------------------|
| Area in square kilometres      | 199,443.07 sq km |
| Resident population*           | 961,476          |
| Number of police officers      | 1,453            |
| Number of administrative staff | 150              |

### 5 NORTHERN REGION

|                                |                 |
|--------------------------------|-----------------|
| Area in square kilometres      | 70,114.78 sq km |
| Resident population*           | 1,583,856       |
| Number of police officers      | 2,038           |
| Number of administrative staff | 194             |

### 6 WESTERN REGION

|                                |                  |
|--------------------------------|------------------|
| Area in square kilometres      | 520,382.57 sq km |
| Resident population*           | 525,532          |
| Number of police officers      | 1,142            |
| Number of administrative staff | 148              |

\* Region population estimates have been derived by taking each region's share of the NSW population. 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, human resource support and asset management. Actual strength across NSWPF has increased from 16,466 in 2013/14 to 16,693 in 2014/15. The figure above represents actual police strength as at 30 June 2015. This figure will vary from month to month and year to year. As at the 30 June 2015 the small decrease from the 30 June 2014 is the result of attrition from local area commands and internal realignment of resources to Specialist Commands.

# Our Organisation

## OUR CHARTER

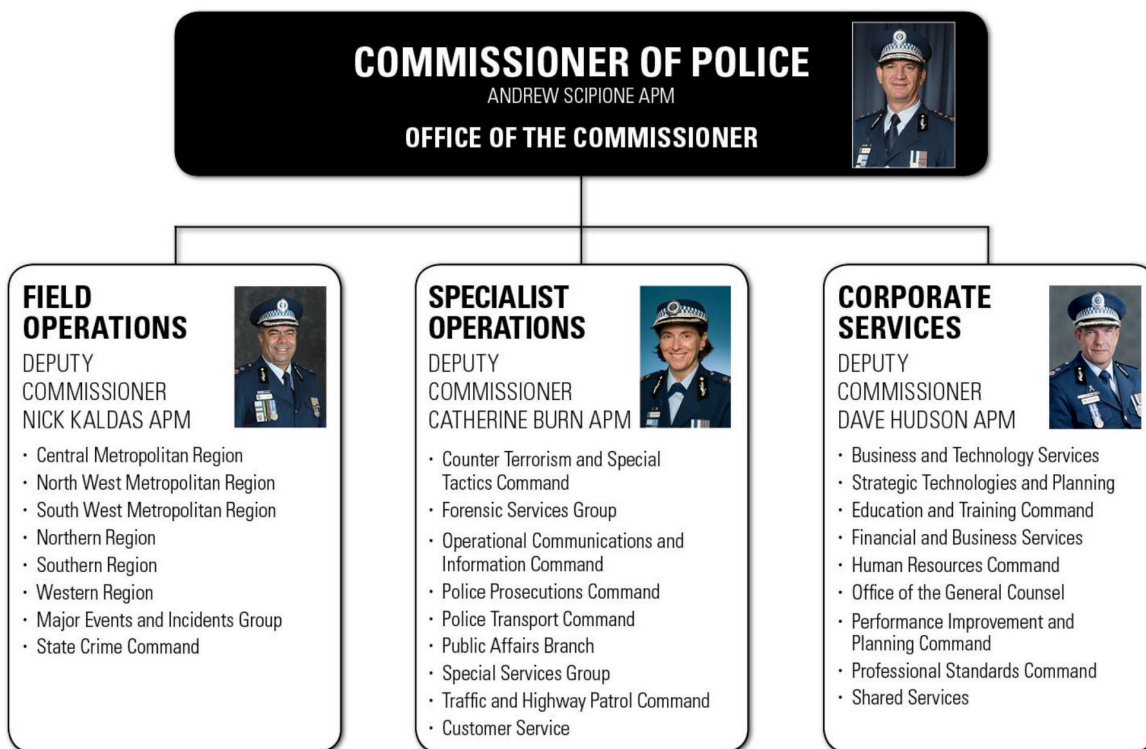
The NSW Police Force operates under the *Police Act 1990* and the *Police Regulation 2008*.

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 20,629 employees: 16,693 police officers and 3,936 civilian staff.

In the 2014-15 financial year, 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 Deputy Premier, Minister for Justice and Police for the overall direction and performance of the NSW Police Force. The Commissioner's Executive Team (CET) is the peak decision making body and its role includes:

- developing and implementing the overall strategic direction of the NSW Police Force
- planning for the future
- achieving *NSW 2021* 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 has completed the FBI Hostage Negotiator's Course as well as being a graduate of the FBI National Executive Institute. He 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 Dave 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 Ethics & Integrity Framework complies with Part 2 of the *Government Sector Employment Act 2013* which establishes a legal requirement for all employees in public sector agencies to act ethically in the public interest.

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

## Year in Review

### FIELD OPERATIONS



Deputy Commissioner  
Naguib (Nick) Kaldas APM

The majority of the NSW Police Force is under the command of Deputy Commissioner Field Operations Nick Kaldas APM. This includes frontline local police delivering community based policing, and various skilled commands and units. Together they target crime and the fear of crime, antisocial behaviour, crowd and riot control, organised and serious crime, and drive programs and initiatives for all communities.

With the National Terrorism Alert level being elevated to high, Exercise Sydney CBD, an inter-agency emergency management exercise successfully took place across the city in May 2015. This was significant in ensuring preparedness to manage and respond to threats and identify risks for any future major incidents.

The crackdown on drug syndicates has been a major focus over the last 12 months. Some of our biggest drug operations included **Operation Polaris**, which seized \$156 million worth of liquid methamphetamine from Colombia and Canada after an eight month investigation; **Strike Force Duperry** seized more than 60kg of illicit drugs from a multinational drug syndicate; and **Strike Force Finney** stopped \$30 million worth of ecstasy reaching our streets through seizure of large quantities of precursor chemicals; as well as **Strike Forces Babel, Calyx and Croci**, which focused on the drug methamphetamine (ice). Through these, 130 people were charged with various drug supply offences and more than \$3 million worth of dangerous drugs were kept off our streets. **Strike Force Zambesi** seized 35,730 cannabis plants worth an estimated \$107 million and 396kg of cannabis head worth \$3.5 million while arresting and charging 123 individuals.

Our continued efforts to blunt the influence of outlaw motorcycle gangs (OMCGs) through the sixth year of **Strike Force Raptor** have seen further success, with **Operation Union 1** cracking down on the Rebels OMCG, arresting 10 for various weapons and drug charges. The three-day operation saw over 600 police target more than 200 homes, 50 other premises and seize several firearms.

**Operation Talon** and **Strike Force Sitella** have made significant dents in gang related activity. Since inception these have resulted in a 67% decrease in public place shootings in South West Sydney, and more than 300 charges for offences including extortion, home invasions and homicide.

Strides continue to be made in the Multicultural and Diversity portfolio for which Deputy Commissioner Kaldas is the Corporate Sponsor. Highlights include the inaugural *National Forum on Diversity Training in Policing - Setting Benchmarks* which attracted officers from policing jurisdictions around Australia. Deputy Commissioner Kaldas was also a proud recipient of The Ethnic Communities Council award for fostering and supporting social cohesion in the community.

We also celebrated the 25th anniversary of the Gay & Lesbian Liaison Officer program, highlighting just how far we have come in building trust and confidence in police.

### SPECIALIST OPERATIONS



Deputy Commissioner  
Catherine Burn APM

Under the leadership of Deputy Commissioner Specialist Catherine Burn APM, police and civilian staff are deployed throughout the state to provide a specialist policing capability that contributes to making New South Wales safe and secure.

By introducing new technologies, reviewing existing processes and **developing creative strategies**, a number of Specialist Operations Commands have reduced their backlogs and increased efficiencies.

Already considered a leader in providing **airborne law enforcement services**, the NSW Police Force Aviation Support Branch has commissioned two new aircraft at a cost of \$17.3 million. PolAir 5 is a Bell 412EPI medium twin engine multipurpose helicopter, and PolAir 7 is Cessna Grand Caravan EX, a turbo prop single engine fixed wing aircraft.

**Radio Communications** has eliminated a number of critical black spots in New South Wales. For example police can now drive between Emmdale and Cobar in the far west of the state without needing a satellite phone or CB radio. This was a complicated project that required a great deal of planning and infrastructure.

The NSW Police Force is taking **virtual crime scenes** into the courtroom. Laser scanning technology is being used to reconstruct crime scenes. The system takes images from 3D laser scans, as well as CCTV footage



and photographs, and puts them together to create a virtual crime scene that investigators and members of the jury can 'walk through' on a computer or tablet.

The Counter Terrorism & Special Tactics Command is working collaboratively with other law enforcement agencies to develop strategies and legislation aimed at **countering terrorism and violent extremism**. This Specialist Command sits on committees including the ANZ Counter Terrorism Committee and the Cabinet Committee on Counter Terrorism.

One of the oldest continuous commands in the NSW Police Force, the Police Armoury has implemented new systems to manage arms and appointments issued to police. The Armoury now has tracking and audit control of all arms and appointments issued to police. The Armoury has also introduced new timelines to service firearms, handcuffs and batons across all metropolitan and country-based areas.

The Information Access & Subpoena Unit (IASU) significantly **reduced an annual backlog** of applications under the *Government Information (Public Access) Act 2009* (GIPA). This was accomplished in 12 months by reducing double handling while improving quality control and empowering staff to make decisions.

Over the last three years the Police Transport Command (PTC) has used an **intelligence-driven, multifaceted deployment model** that sees police saturate the public transport network within targeted hotspots. These operations have resulted in many charges and increased safety on our transport networks.

The **power of social media** as an investigative tool was demonstrated a number of times throughout the year. Facebook, and our other social media platforms, have become powerful communication tools during times of crisis. They have effectively revolutionised our capacity for the community to be our eyes and ears.



Deputy Commissioner  
Dave Hudson APM

## CORPORATE SERVICES

Under the leadership of Deputy Commissioner Dave Hudson APM, Corporate Services ensures police at the frontline and those who provide specialist and corporate support to the frontline 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 responsible for promoting organisational effectiveness and efficiency, and ensuring police conduct meets the highest ethical standards.

The NSW Police Force internal **Command Performance Accountability System (COMPASS)** continues to review key performance indicators that align with state and national policing initiatives as well as our Corporate Plan targets. We also conduct up to three forums per year to address emerging topics (such as population growth).

This financial year we received \$15.1 million in funding from the State Government to extend the **Workforce Improvement Program** for an additional four years. Established three years ago, the program aims to improve health and wellbeing, both psychological and physiological, of all employees.

The NSW Police Force **Command College Yarramundi**, formerly the Management Leadership & Development Command, provides a variety of programs to improve the leadership skills of our senior staff. As well as coordinating the Graduate Certificate in Applied Management (Policing & Emergency Services), Yarramundi has also introduced the Taking the Lead Program for constables and the Leading Locally Program for senior management teams.

Following the trial of 60 mobile devices by operational police last year, the Mobile Policing Program extended the trial to include 500 smartphones. Using specifically designed apps, police are able to make national enquiries of people and vehicles, as well as capture video and photographic evidence. Working in partnership with the Office of State Revenue we're also developing apps to issue electronic infringement notices.

The NSW Police Force is modernising its core IT systems. In January 2015, we implemented Bail System Amendments to support the enhanced legislative processes. In September 2014 we released the Domestic Violence Safety Assessment Tool (DVSAT), which helps identify victims at risk of future harm and the sharing of information between government agencies to manage that risk.

This reporting year the NSW Police Force completed the design of the new COPS system and issued a Request For Proposal to the marketplace at the end of June 2015. We also entered into a partnership with Service NSW to build the Online Crime Reporting Community Portal, which will provide a convenient alternative for the community to report certain incidents and interact with investigating officers. The first release will include the reporting of lost property, stealing and malicious property damage.

## 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* 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.

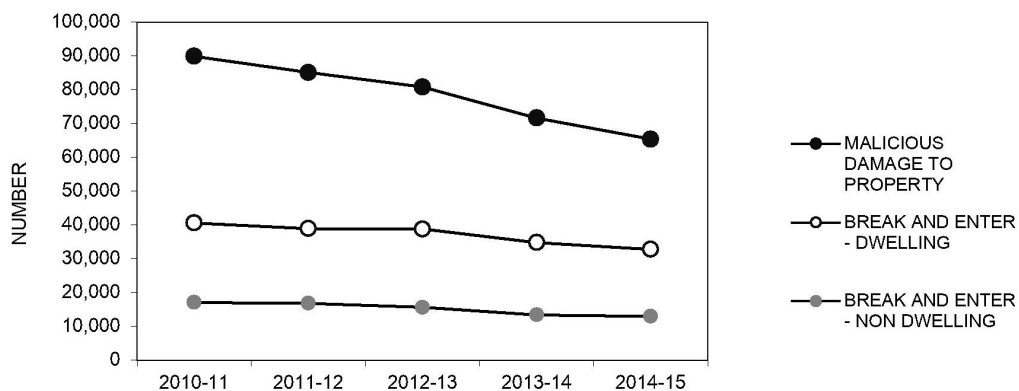
Note: Recorded crime statistics represent only those matters reported to police. A change in recorded crime may reflect changes in the propensity to report to police.

TABLE 1: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PROPERTY

| INCIDENT CATEGORY              | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 |
|--------------------------------|---------|---------|---------|---------|---------|
| Break and enter - dwelling     | 40,571  | 38,887  | 38,749  | 34,746  | 32,746  |
| Break and enter - non dwelling | 17,057  | 16,792  | 15,571  | 13,345  | 12,902  |
| Malicious damage to property   | 89,856  | 85,078  | 80,763  | 71,589  | 65,339  |
| Steal from motor vehicle       | 45,963  | 48,471  | 45,600  | 43,255  | 42,264  |
| Motor vehicle theft            | 19,692  | 19,065  | 16,983  | 15,061  | 15,049  |
| Steal from dwelling            | 20,651  | 21,464  | 21,637  | 21,968  | 22,326  |
| Steal from person              | 8,496   | 8,307   | 7,680   | 6,571   | 5,924   |
| Steal from retail store        | 20,910  | 21,227  | 22,159  | 20,745  | 21,299  |

Source: NSW Bureau of Crime Statistics & Research

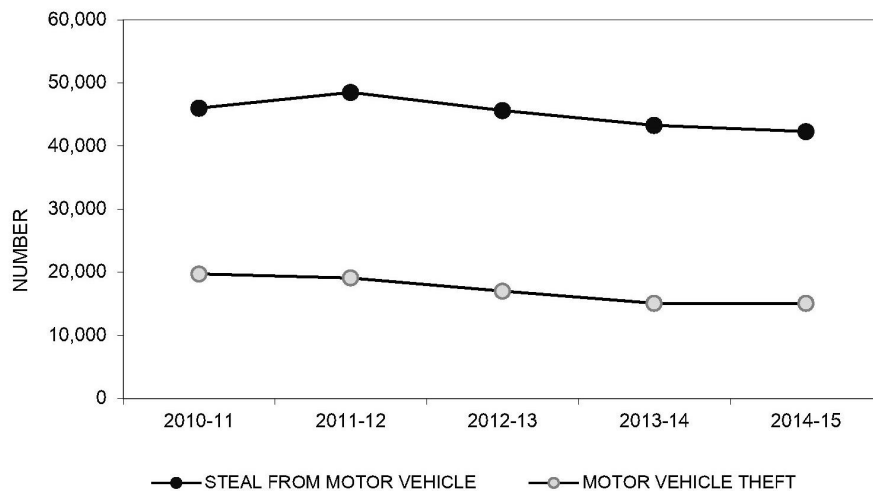
CHART 1: NUMBER OF INCIDENTS RECORDED FOR BREAK AND ENTER, AND PROPERTY DAMAGE



Source: NSW Bureau of Crime Statistics & Research

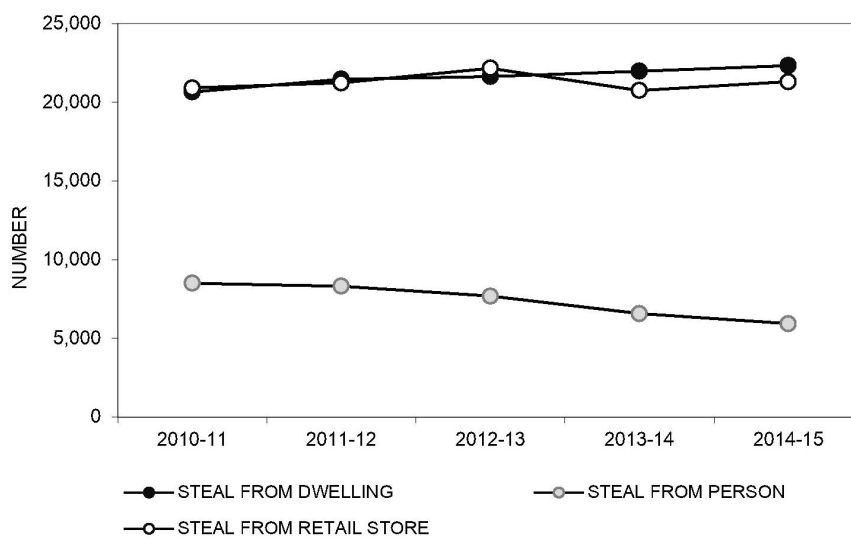


CHART 2: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PROPERTY INVOLVING MOTOR VEHICLES



Source: NSW Bureau of Crime Statistics & Research

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

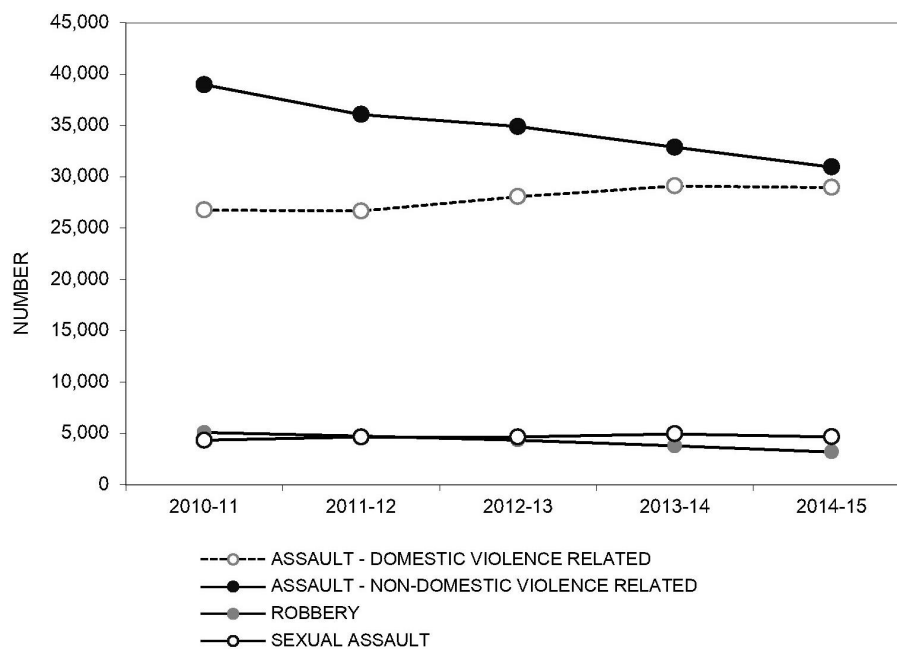


Source: NSW Bureau of Crime Statistics & Research

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)

CHART 4: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PERSONS



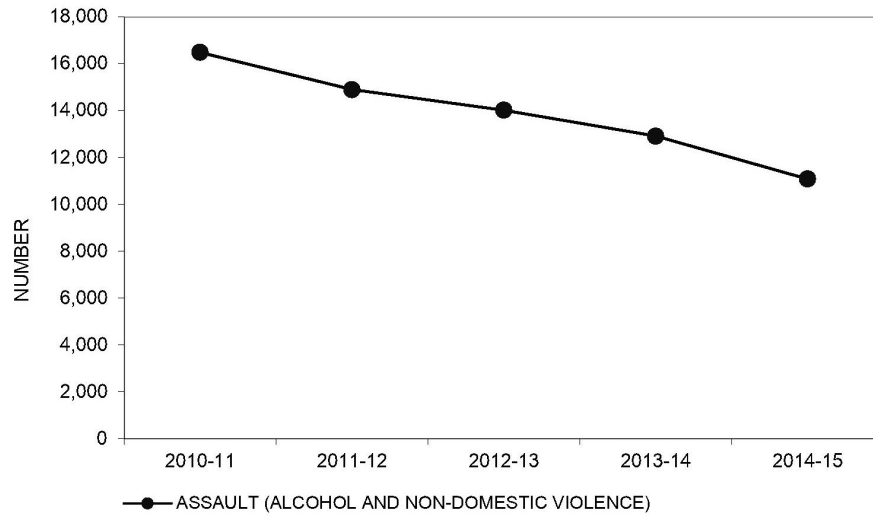
Source: NSW Bureau of Crime Statistics & Research

TABLE 2: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PERSONS

| INCIDENT CATEGORY                       | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 |
|-----------------------------------------|---------|---------|---------|---------|---------|
| Assault - domestic violence related     | 26,748  | 26,638  | 28,044  | 29,075  | 28,939  |
| Assault - non-domestic violence related | 38,947  | 36,039  | 34,866  | 32,858  | 30,937  |
| Robbery                                 | 5,069   | 4,730   | 4,325   | 3,767   | 3,172   |
| Sexual assault                          | 4,316   | 4,640   | 4,632   | 4,942   | 4,653   |

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 FOR ALCOHOL-RELATED NON-DOMESTIC VIOLENCE

| INCIDENT CATEGORY                           | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 |
|---------------------------------------------|---------|---------|---------|---------|---------|
| Assault (alcohol and non-domestic violence) | 16,485  | 14,901  | 14,023  | 12,911  | 11,086  |

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.



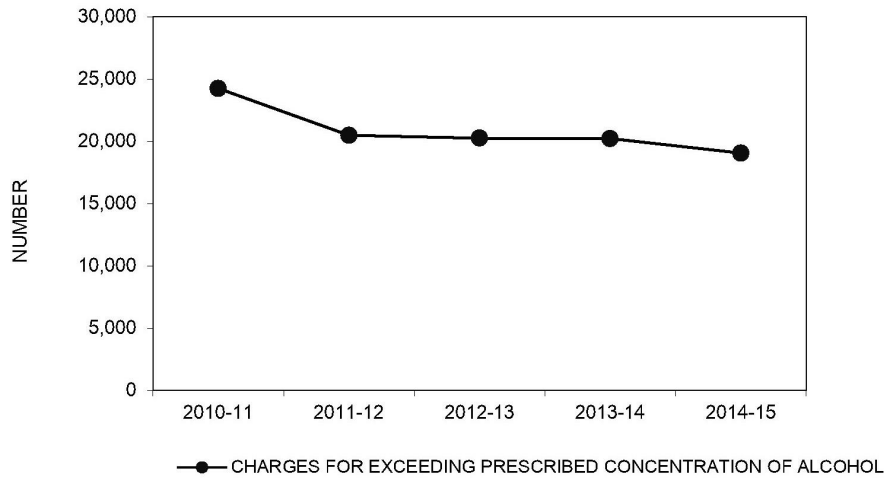
**HOW WE PERFORMED (continued)**

**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.

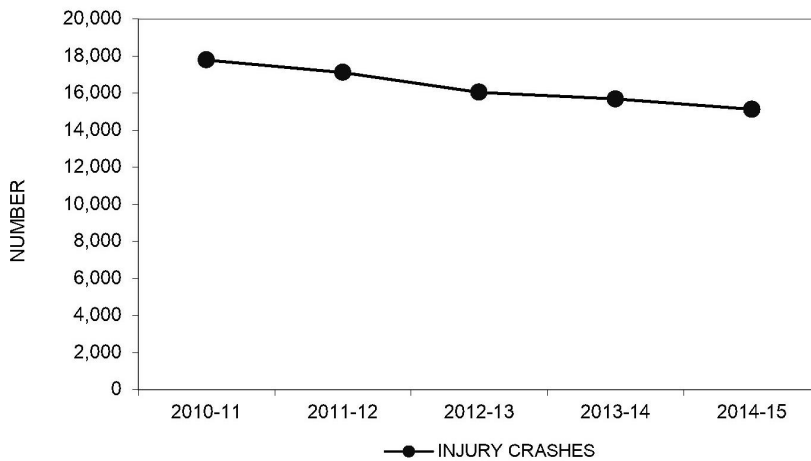
**Safety on our roads**

CHART 6: CHARGES FOR EXCEEDING PRESCRIBED CONCENTRATION OF ALCOHOL



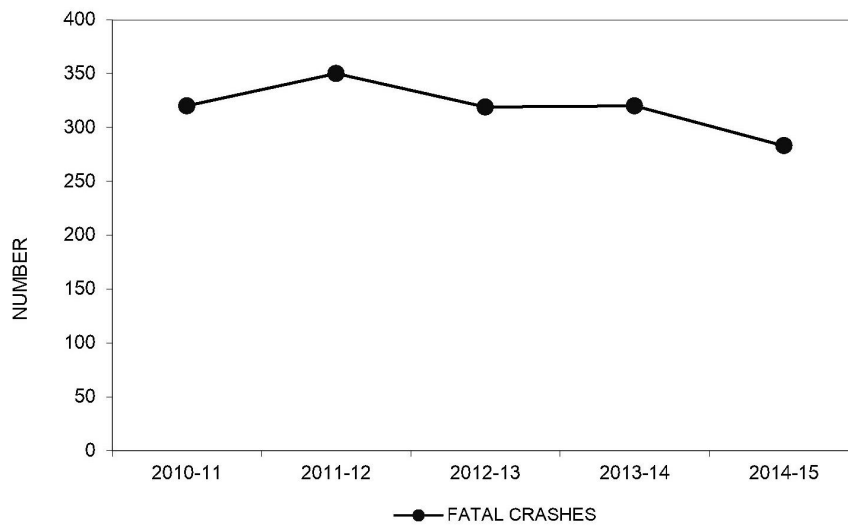
Source: NSW Police Force Traffic & Highway Patrol Command

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                          | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 |
|--------------------------------------------|---------|---------|---------|---------|---------|
| Exceed prescribed concentration of alcohol | 24,264  | 20,496  | 20,268  | 20,230  | 19,070  |
| Injury crashes                             | 17,778  | 17,106  | 16,033  | 15,677  | 15,114  |
| Fatal crashes                              | 320     | 350     | 319     | 320     | 283     |

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

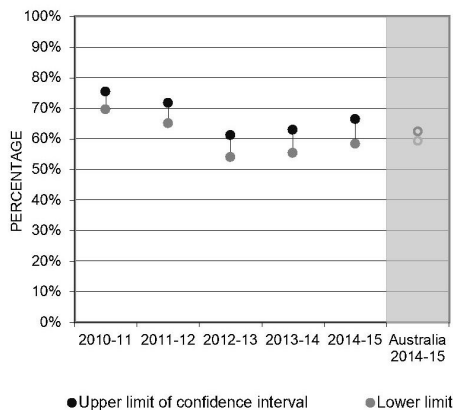


CHART 10: CONCERN ABOUT GRAFFITI OR OTHER VANDALISM IN LOCAL NEIGHBOURHOODS, NSW

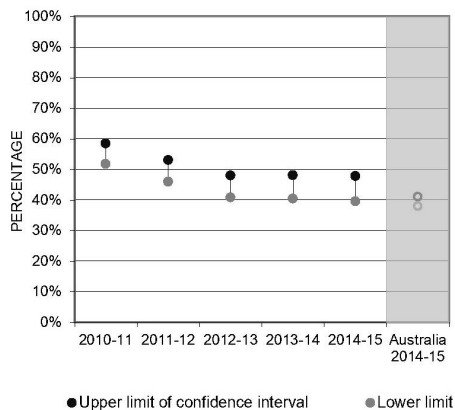


CHART 11: CONCERN ABOUT LOUITS OR GANGS IN LOCAL NEIGHBOURHOODS, NSW

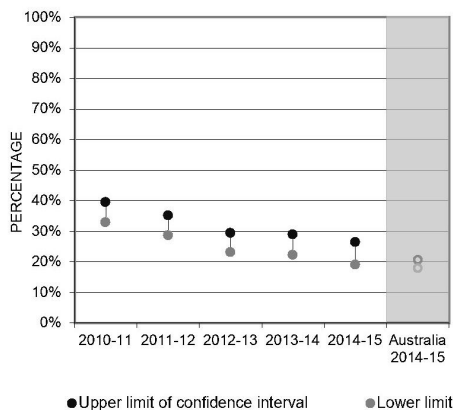
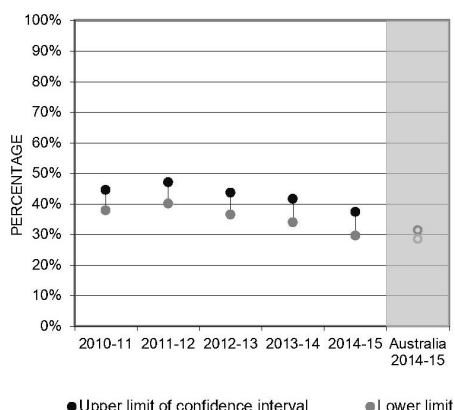


CHART 12: CONCERN ABOUT DRUNKEN OR DISORDERLY BEHAVIOUR IN LOCAL NEIGHBOURHOODS, NSW



Source: National Survey of Community Satisfaction with Policing (NSCSP) 2014-15



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

|                                            | NSW                    |       |                        |       |                        |       |                        |       |                        |       | AUSTRALIA<br>2014-15   |       |
|--------------------------------------------|------------------------|-------|------------------------|-------|------------------------|-------|------------------------|-------|------------------------|-------|------------------------|-------|
|                                            | 2010-11                |       | 2011-12                |       | 2012-13                |       | 2013-14                |       | 2014-15                |       |                        |       |
| NCS SP<br>Survey                           | Lower -<br>Upper Limit |       | Lower -<br>Upper Limit |       | Lower -<br>Upper Limit |       | Lower -<br>Upper Limit |       | Lower -<br>Upper Limit |       | Lower -<br>Upper Limit |       |
| Speeding cars or dangerous & noisy driving | 69.6%                  | 75.5% | 65.1%                  | 71.8% | 54.0%                  | 61.2% | 55.4%                  | 62.9% | 58.4%                  | 66.4% | 59.4%                  | 62.4% |
| Graffiti or other vandalism                | 51.8%                  | 58.5% | 46.0%                  | 53.0% | 40.8%                  | 48.0% | 40.4%                  | 48.1% | 39.6%                  | 47.8% | 38.0%                  | 41.1% |
| Louts or gangs                             | 32.9%                  | 39.5% | 28.6%                  | 35.1% | 23.1%                  | 29.4% | 22.2%                  | 28.9% | 19.0%                  | 26.4% | 17.9%                  | 20.6% |
| Drunken or disorderly behaviour            | 37.8%                  | 44.5% | 40.0%                  | 47.0% | 36.5%                  | 43.6% | 33.9%                  | 41.6% | 29.5%                  | 37.4% | 28.5%                  | 31.5% |

Source: National Survey of Community Satisfaction with Policing (NCS SP) 2014-15

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>

|                                           | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 |
|-------------------------------------------|---------|---------|---------|---------|---------|
| Number of urgent response calls           | 113,749 | 119,254 | 120,783 | 116,685 | 116,916 |
| Percentage attended to within target time | 80.0%   | 78.0%   | 78.1%   | 80.0%   | 77.9%   |

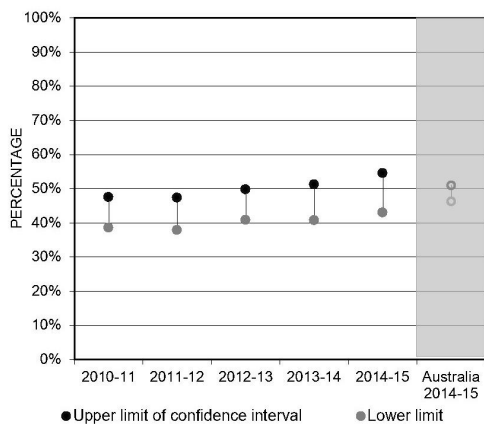
Source: NSW Police Force EDW/CAD

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.

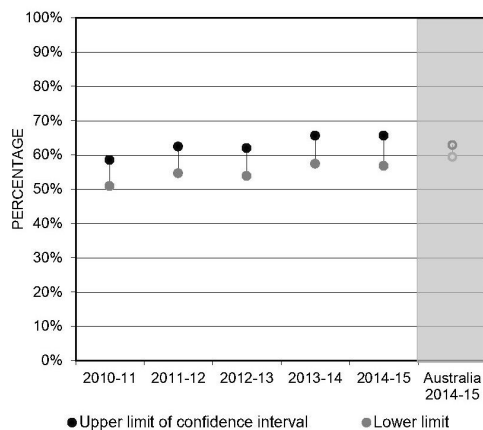
**HOW WE PERFORMED (continued)**

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) 2014-15

**TABLE 7: FEELINGS OF SAFETY, NSW**

|                                    | NSW     |       |         |       |         |       |         |       |         |       | AUSTRALIA 2014-15   |       |
|------------------------------------|---------|-------|---------|-------|---------|-------|---------|-------|---------|-------|---------------------|-------|
|                                    | 2010-11 |       | 2011-12 |       | 2012-13 |       | 2013-14 |       | 2014-15 |       | Lower - Upper Limit |       |
| NSCSP Survey                       | Lower   | Upper | Lower   | Upper | Lower   | Upper | Lower   | Upper | Lower   | Upper | Lower               | Upper |
| On public transport alone at night | 38.6%   | 47.5% | 37.9%   | 47.3% | 40.8%   | 49.8% | 40.7%   | 51.3% | 43.0%   | 54.5% | 46.3%               | 51.0% |
| Walking/jogging alone at night     | 50.9%   | 58.5% | 54.6%   | 62.4% | 53.9%   | 62.0% | 57.4%   | 65.6% | 56.8%   | 65.6% | 59.5%               | 63.0% |

Source: National Survey of Community Satisfaction with Policing (NSCSP) 2014-15

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

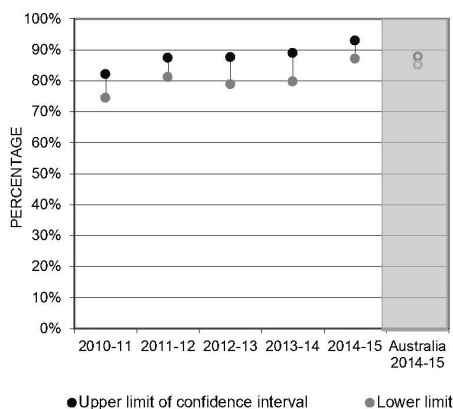
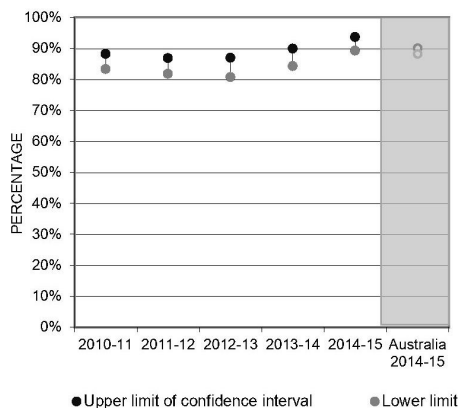


CHART 16: COMMUNITY CONFIDENCE IN POLICE, NSW



Source: National Survey of Community Satisfaction with Policing (NSCSP) 2014-15

TABLE 8: COMMUNITY CONFIDENCE IN POLICE

|                                                   | NSW     |             |         |             |         |             |         |             |         |             | AUSTRALIA 2014-15   |             |
|---------------------------------------------------|---------|-------------|---------|-------------|---------|-------------|---------|-------------|---------|-------------|---------------------|-------------|
|                                                   | 2010-11 |             | 2011-12 |             | 2012-13 |             | 2013-14 |             | 2014-15 |             | Lower - Upper Limit |             |
| NSCSP Survey                                      | Lower   | Upper Limit | Lower   | Upper Limit | Lower   | Upper Limit | Lower   | Upper Limit | Lower   | Upper Limit | Lower               | Upper Limit |
| Satisfaction with most recent contact with police | 74.5%   | 82.2%       | 81.2%   | 87.4%       | 78.9%   | 87.6%       | 79.8%   | 89.0%       | 87.2%   | 93.0%       | 85.3%               | 88.0%       |
| Confidence in police                              | 83.3%   | 88.2%       | 81.8%   | 86.9%       | 80.7%   | 87.0%       | 84.3%   | 90.0%       | 89.3%   | 93.7%       | 88.3%               | 90.1%       |

Source: National Survey of Community Satisfaction with Policing (NSCSP) 2014-15

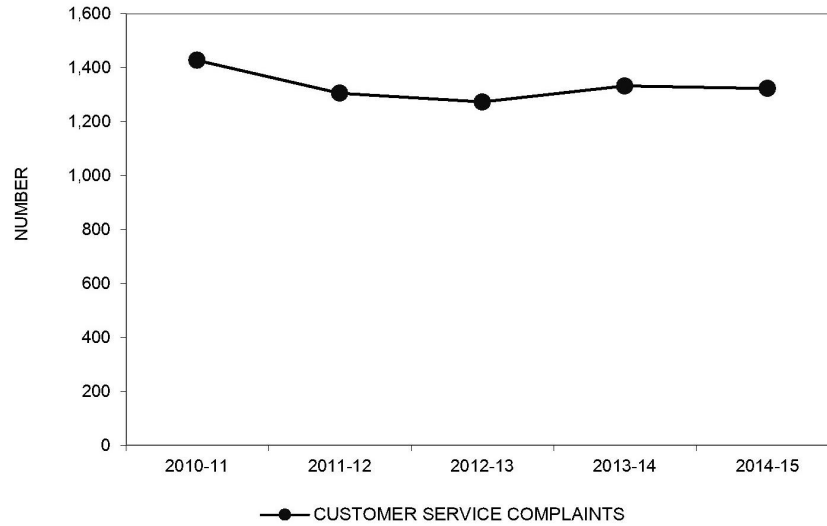
Note: The percentage shown is the sum of 'very satisfied/strongly agree' and 'satisfied/agree'. Any survey estimate is subject to sample error – the smaller the sample, the larger the sample error. Rather than report point estimates, results are presented as a range (the 95% confidence interval). This 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>

|                             | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 |
|-----------------------------|---------|---------|---------|---------|---------|
| Customer service complaints | 1,427   | 1,305   | 1,273   | 1,332   | 1,323   |

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 93.

Note: People under arrest and who are suspected of criminal activity are excluded from the definition of customers.

## PEOPLE

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

### Police numbers and distribution

TABLE 10: POLICE NUMBERS, NSW

| NUMBERS AS AT 30 JUNE | 2011   | 2012   | 2013   | 2014   | 2015   |
|-----------------------|--------|--------|--------|--------|--------|
| Actual                | 15,943 | 15,976 | 16,371 | 16,466 | 16,693 |
| Authorised positions  | 15,806 | 15,956 | 16,176 | 16,355 | 16,565 |

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).

### Leave and turnover

Two measures of excess leave are used in NSW Police Force reporting: officers over the allowed accrued hours of annual leave; and officers over the allowed accrued hours of annual and additional leave (accrued by those officers working Sunday and public holiday shifts).

- The total number of police officers over the maximum allowed accrued hours of annual leave was 1,276 (7.6% of all NSW Police Force police officers), down from 1,433 in 2013-14 (8.7%).
- The total number of police officers over the maximum allowed accrued hours of annual and additional leave was 2,042 (12.2% of all NSW Police Force police officers), down from 2,106 in 2013-14 (12.8%).

The average number of hours lost per employee (sworn and administrative) due to unplanned absences (that is sick leave and workplace injury leave) was 101 hours in 2014-15, up from 97 hours in 2013-14.

The average number of sick leave hours per employee was 56 hours during 2014-15, up from 53 hours in 2013-14.

The number of hours lost per employee through workplace injury was 45 hours during 2014-15, up from 44 hours in 2012-13.

Police officer turnover was 2.2% for 2014-15, down from 2.4% for 2013-14.

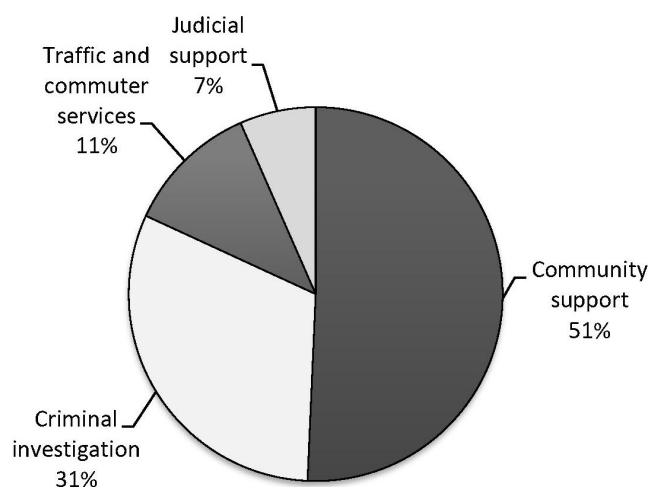
Note: Data on unplanned absences is subject to revision in subsequent years as updated information on unplanned absences is received and entered on the system.

## HOW WE PERFORMED (continued)

### SYSTEMS

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

CHART 18: REGION STAFF DEPLOYMENT, 2014-15



Source: NSW Police Force, SAP

TABLE 11: REGION RESOURCE DEPLOYMENT BY ACTIVITY GROUPS

| SERVICE GROUPS                             | PROPORTION OF BUDGET |
|--------------------------------------------|----------------------|
| Community support <sup>a</sup>             | 50.7%                |
| Criminal investigation <sup>b</sup>        | 31.2%                |
| Traffic and commuter services <sup>c</sup> | 11.5%                |
| Judicial support <sup>d</sup>              | 6.6%                 |
| <b>Total</b>                               | <b>100.0%</b>        |

Source: NSW Police Force, SAP

a. Community support includes supplying an effective, timely and flexible 24 hour response to incidents, emergencies and public events.

b. Criminal investigation includes crime detection, investigation, forensic services and dealing with alleged offenders.

c. 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.

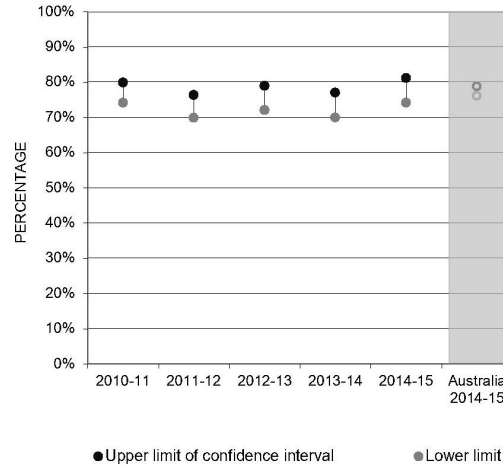
d. Judicial support includes judicial and custodial services, prosecuting offenders, presenting evidence at court, transport and custody for people under police supervision, and support to victims and witnesses.



## 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) 2014-15

TABLE 12: SATISFACTION WITH SERVICES PROVIDED BY POLICE, NSW

|                                               | NSW     |             |         |             |         |             |         |             |         |             | AUSTRALIA 2014-15   |             |
|-----------------------------------------------|---------|-------------|---------|-------------|---------|-------------|---------|-------------|---------|-------------|---------------------|-------------|
|                                               | 2010-11 |             | 2011-12 |             | 2012-13 |             | 2013-14 |             | 2014-15 |             | Lower - Upper Limit |             |
| NSCSP Survey                                  | Lower   | Upper Limit | Lower   | Upper Limit | Lower   | Upper Limit | Lower   | Upper Limit | Lower   | Upper Limit | Lower               | Upper Limit |
| Satisfaction with services provided by police | 74.1%   | 79.8%       | 69.8%   | 76.3%       | 72.0%   | 78.9%       | 69.9%   | 76.9%       | 74.1%   | 81.1%       | 76.1%               | 78.8%       |

Source: National Survey of Community Satisfaction with Policing (NSCSP) 2014-15

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

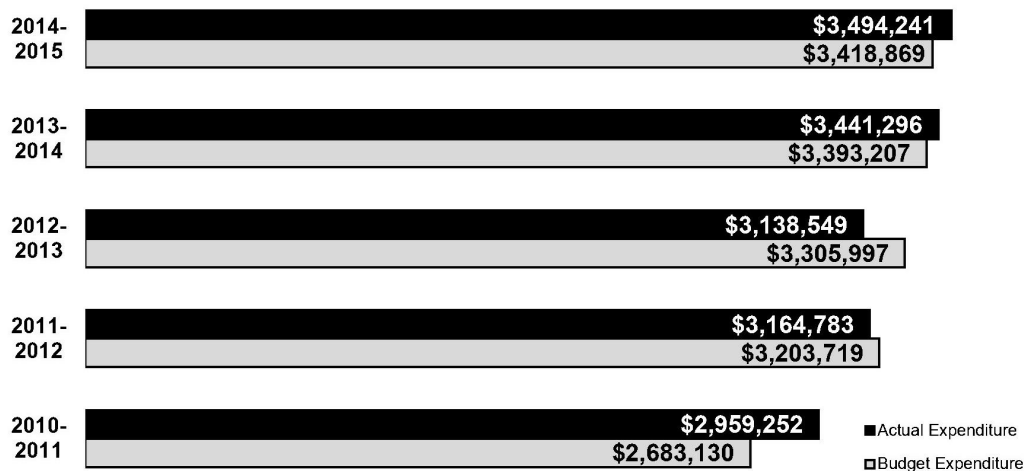
### MAJOR EXPENSES

Total expenses including losses were \$3,494.2 million. About 81.79% of this amount represented employee-related expenses (\$2,857.8 million), with \$1,881.4 million spent on salaries, wages and annual leave entitlements. Employee-related expenses increased 1.3% from 2013-14. 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 \$39.6 million.

### CONTRIBUTIONS AND REVENUE

Total contributions and revenue were \$3,428.7 million, about 0.5% higher than 2013-14. 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 \$144.6 million. Revenue from the sale of goods and services was \$38.20 million, about 0.5% higher than 2013-14.

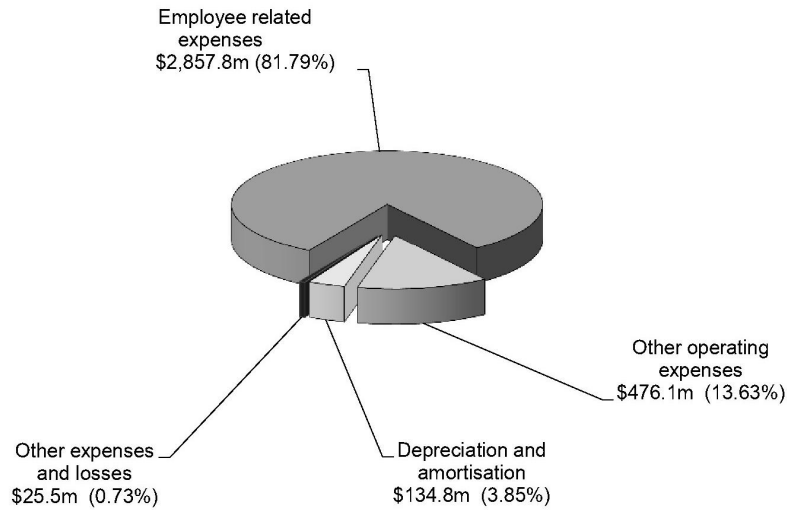
### ACTUAL AND BUDGET EXPENDITURE (\$'000)



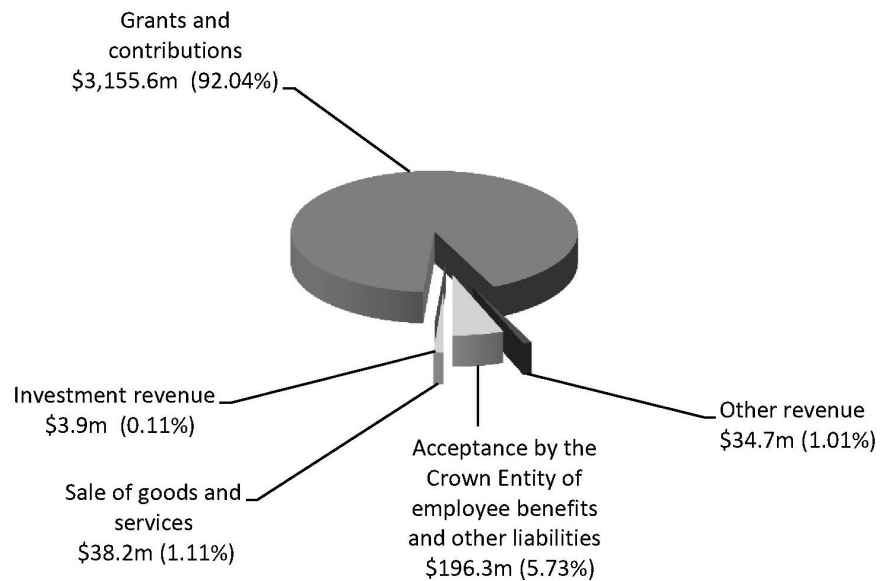
### FISCAL IMPACT OF THE OPERATING ENVIRONMENT

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 \$3,494.2 million



## Total Contributions and Revenue \$3,428.7 million





## INDEPENDENT AUDITOR'S REPORT

### NSW Police Force

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of NSW Police Force (the Force) which comprise the statement of financial position as at 30 June 2015, 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 2015, 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* (PF&A Act) and the Public Finance and Audit Regulation 2015.

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 preparing 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 financial statements that give a true and fair view and 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 an 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 entity'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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, 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 carried out its activities effectively, efficiently and economically
- about the effectiveness of the 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.



Renee Meimaroglou  
Director, Financial Audit Services

21 September 2015

SYDNEY

## START OF AUDITED FINANCIAL STATEMENTS


### NSW Police Force

for the year ended 30 June 2015

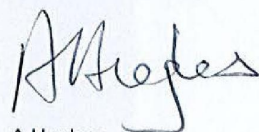
---

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 2015*, applicable Australian Accounting Standards, other mandatory professional reporting requirements and Treasurer's Directions and Treasury Circulars;
- (b) the financial statements exhibit a true and fair view of the financial position and financial transactions of NSW Police Force; and
- (c) we are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



A P Scipione APM  
Commissioner of Police  
Dated: 18<sup>th</sup> September 2015



A Hughes  
Director, Finance and Business Services  
Dated: 18<sup>th</sup> September 2015

## NSW Police Force

## Statement of comprehensive income for the year ended 30 June 2015

|                                                                                         | Notes | Actual<br>2015<br>\$'000 | Budget<br>2015<br>\$'000 | Actual<br>2014<br>\$'000 |
|-----------------------------------------------------------------------------------------|-------|--------------------------|--------------------------|--------------------------|
| <b>Expenses excluding losses</b>                                                        |       |                          |                          |                          |
| Operating expenses                                                                      |       |                          |                          |                          |
| Employee related                                                                        | 2(a)  | 2,857,846                | 2,644,535                | 2,820,039                |
| Other operating expenses                                                                | 2(b)  | 476,117                  | 434,855                  | 455,379                  |
| Depreciation and amortisation                                                           | 2(c)  | 134,813                  | 156,169                  | 139,911                  |
| Grants and subsidies                                                                    | 2(d)  | 9,287                    | 168,972                  | 9,187                    |
| Finance costs                                                                           | 2(e)  | 10,002                   | 10,701                   | 10,907                   |
| Other expenses                                                                          | 2(f)  | 2,134                    | 2,709                    | 2,236                    |
| <b>Total Expenses excluding losses</b>                                                  |       | <b>3,490,199</b>         | <b>3,417,941</b>         | <b>3,437,659</b>         |
| <b>Revenue</b>                                                                          |       |                          |                          |                          |
| Sale of goods and services                                                              | 3(a)  | 38,188                   | 34,094                   | 38,036                   |
| Investment revenue                                                                      | 3(b)  | 3,928                    | 2,835                    | 3,743                    |
| Grants and contributions                                                                | 3(c)  | 3,155,578                | 3,174,937                | 3,137,574                |
| Acceptance by the Crown Entity of<br>employee benefits and other liabilities            | 3(d)  | 196,282                  | 167,387                  | 192,263                  |
| Other revenue                                                                           | 3(e)  | 34,701                   | 31,783                   | 38,768                   |
| <b>Total Revenue</b>                                                                    |       | <b>3,428,677</b>         | <b>3,411,036</b>         | <b>3,410,384</b>         |
| <b>Gain / (loss) on disposal</b>                                                        | 4     | (1,508)                  | (918)                    | (3,096)                  |
| <b>Other gains / (losses)</b>                                                           | 5     | (2,534)                  | (10)                     | (541)                    |
| <b>Net result</b>                                                                       | 21    | <b>(65,564)</b>          | <b>(7,833)</b>           | <b>(30,912)</b>          |
| <b>Other comprehensive income</b>                                                       |       |                          |                          |                          |
| <i>Items that will not be reclassified to net result</i>                                |       |                          |                          |                          |
| Net increase/ (decrease) in property, plant<br>and equipment revaluation surplus        |       |                          |                          |                          |
|                                                                                         |       | 22,373                   | -                        | 13,318                   |
| Net change in the revaluation surplus arising<br>from a change in restoration liability |       |                          |                          |                          |
|                                                                                         |       | (776)                    | -                        | 88                       |
| <b>Total other comprehensive income</b>                                                 |       | <b>21,597</b>            | <b>-</b>                 | <b>13,406</b>            |
| <b>TOTAL COMPREHENSIVE INCOME</b>                                                       |       | <b>(43,967)</b>          | <b>(7,833)</b>           | <b>(17,506)</b>          |

The accompanying notes form part of these financial statements.

**NSW Police Force**  
Statement of financial position as at 30 June 2015

|                                      | Notes | Actual<br>2015<br>\$'000 | Budget<br>2015<br>\$'000 | Actual<br>2014<br>\$'000 |
|--------------------------------------|-------|--------------------------|--------------------------|--------------------------|
| <b>ASSETS</b>                        |       |                          |                          |                          |
| <b>Current assets</b>                |       |                          |                          |                          |
| Cash and cash equivalents            | 7     | 104,408                  | 73,920                   | 124,940                  |
| Receivables                          | 8     | 72,440                   | 75,462                   | 76,979                   |
| Non-current assets held for sale     | 9     | 730                      | -                        | -                        |
| <b>Total Current Assets</b>          |       | <b>177,578</b>           | <b>149,382</b>           | <b>201,919</b>           |
| <b>Non-Current Assets</b>            |       |                          |                          |                          |
| Receivables                          | 8     | 1,200                    | 24,600                   | 20,600                   |
| Property, Plant and Equipment        |       |                          |                          |                          |
| - Land and Buildings                 | 10    | 1,300,515                | 1,296,851                | 1,261,617                |
| - Plant and Equipment                | 10    | 298,253                  | 273,601                  | 312,565                  |
| Total Property, Plant and Equipment  |       | 1,598,768                | 1,570,452                | 1,574,182                |
| Intangible assets                    | 11    | 102,636                  | 112,936                  | 102,643                  |
| <b>Total Non-Current Assets</b>      |       | <b>1,702,604</b>         | <b>1,707,988</b>         | <b>1,697,425</b>         |
| <b>Total Assets</b>                  |       | <b>1,880,182</b>         | <b>1,857,370</b>         | <b>1,899,344</b>         |
| <b>LIABILITIES</b>                   |       |                          |                          |                          |
| <b>Current Liabilities</b>           |       |                          |                          |                          |
| Payables                             | 14    | 110,524                  | 125,715                  | 100,721                  |
| Borrowings                           | 15    | 10,245                   | 10,245                   | 8,989                    |
| Provisions                           | 16    | 433,709                  | 359,327                  | 404,043                  |
| Other                                | 17    | 367                      | 149                      | 326                      |
| <b>Total Current Liabilities</b>     |       | <b>554,845</b>           | <b>495,436</b>           | <b>514,079</b>           |
| <b>Non-Current Liabilities</b>       |       |                          |                          |                          |
| Borrowings                           | 15    | 135,812                  | 135,812                  | 146,057                  |
| Provisions                           | 16    | 59,481                   | 79,898                   | 66,040                   |
| Other                                | 17    | 1,127                    | 213                      | 284                      |
| <b>Total Non-Current Liabilities</b> |       | <b>196,420</b>           | <b>215,923</b>           | <b>212,381</b>           |
| <b>Total Liabilities</b>             |       | <b>751,265</b>           | <b>711,359</b>           | <b>726,460</b>           |
| <b>Net Assets</b>                    |       | <b>1,128,917</b>         | <b>1,146,011</b>         | <b>1,172,884</b>         |
| <b>EQUITY</b>                        |       |                          |                          |                          |
| Reserves                             |       | 494,371                  | 477,775                  | 478,639                  |
| Accumulated funds                    |       | 634,546                  | 668,236                  | 694,245                  |
| <b>Total Equity</b>                  |       | <b>1,128,917</b>         | <b>1,146,011</b>         | <b>1,172,884</b>         |

The accompanying notes form part of these financial statements.

**NSW Police Force**  
Statement of changes in equity for the year ended 30 June 2015

|                                                                                               | Notes | Accumulated<br>Funds<br>\$'000 | Asset<br>Revaluation<br>Surplus<br>\$'000 | Total<br>\$'000  |
|-----------------------------------------------------------------------------------------------|-------|--------------------------------|-------------------------------------------|------------------|
| <b>Balance at 1 July 2014</b>                                                                 |       | <b>694,245</b>                 | <b>478,639</b>                            | <b>1,172,884</b> |
| <b>Restated total equity at 1 July 2014</b>                                                   |       | <b>694,245</b>                 | <b>478,639</b>                            | <b>1,172,884</b> |
| <b>Net result for the year</b>                                                                |       | <b>(65,564)</b>                | <b>-</b>                                  | <b>(65,564)</b>  |
| <b>Other comprehensive income:</b>                                                            |       |                                |                                           |                  |
| Net increase / (decrease) in property,<br>plant and equipment                                 | 10    | -                              | 22,373                                    | 22,373           |
| Change in restoration liability                                                               |       | -                              | (776)                                     | (776)            |
| Other:                                                                                        |       |                                |                                           |                  |
| Asset revaluation surplus balance<br>transferred to accumulated funds on<br>disposal of asset |       | 5,865                          | (5,865)                                   | -                |
| <b>Total other comprehensive income</b>                                                       |       | <b>5,865</b>                   | <b>15,732</b>                             | <b>21,597</b>    |
| <b>Total comprehensive income for<br/>the year</b>                                            |       | <b>(59,699)</b>                | <b>15,732</b>                             | <b>(43,967)</b>  |
| <b>Transactions with owners in their<br/>capacity as owners</b>                               |       | <b>-</b>                       | <b>-</b>                                  | <b>-</b>         |
| <b>Balance as at 30 June 2015</b>                                                             |       | <b>634,546</b>                 | <b>494,371</b>                            | <b>1,128,917</b> |
| <br>                                                                                          |       |                                |                                           |                  |
| <b>Balance 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>-</b>                                  | <b>(30,912)</b>  |
| <b>Other comprehensive income:</b>                                                            |       |                                |                                           |                  |
| Net increase / (decrease) in property,<br>plant and equipment                                 | 10    | -                              | 13,318                                    | 13,318           |
| Change in restoration liability                                                               |       | -                              | 88                                        | 88               |
| Other:                                                                                        |       |                                |                                           |                  |
| Asset revaluation surplus balance<br>transferred to accumulated funds on<br>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<br/>the year</b>                                            |       | <b>(24,370)</b>                | <b>6,864</b>                              | <b>(17,506)</b>  |
| <b>Transactions with owners in their<br/>capacity as owners</b>                               |       | <b>-</b>                       | <b>-</b>                                  | <b>-</b>         |
| <b>Balance as at 30 June 2014</b>                                                             |       | <b>694,245</b>                 | <b>478,639</b>                            | <b>1,172,884</b> |

The accompanying notes form part of these financial statements.

**NSW Police Force**  
Statement of cash flows for the year ended 30 June 2015

|                                                                 | Notes | Actual<br>2015<br>\$'000 | Budget<br>2015<br>\$'000 | Actual<br>2014<br>\$'000 |
|-----------------------------------------------------------------|-------|--------------------------|--------------------------|--------------------------|
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>                     |       |                          |                          |                          |
| <b>Payments</b>                                                 |       |                          |                          |                          |
| Employee related                                                |       | (2,470,933)              | (2,462,983)              | (2,592,552)              |
| Grants and subsidies                                            |       | (171,591)                | (168,972)                | (9,187)                  |
| Finance costs                                                   |       | (9,805)                  | (10,701)                 | (10,344)                 |
| Other                                                           |       | (590,613)                | (500,698)                | (572,054)                |
| <b>Total Payments</b>                                           |       | <b>(3,242,942)</b>       | <b>(3,143,354)</b>       | <b>(3,184,137)</b>       |
| <b>Receipts</b>                                                 |       |                          |                          |                          |
| Sale of goods and services                                      |       | 49,074                   | 47,594                   | 33,974                   |
| Interest received                                               |       | 3,872                    | 2,888                    | 3,086                    |
| Grants and contributions                                        |       | 3,155,426                | 3,174,545                | 3,138,622                |
| Cash transfers to the Crown Entity                              |       | (199)                    | -                        | (1,104)                  |
| Other                                                           |       | 160,243                  | 88,258                   | 178,886                  |
| <b>Total Receipts</b>                                           |       | <b>3,368,416</b>         | <b>3,313,285</b>         | <b>3,353,464</b>         |
| <b>NET CASH FLOWS FROM OPERATING ACTIVITIES</b>                 | 21    | <b>125,474</b>           | <b>169,931</b>           | <b>169,327</b>           |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>                     |       |                          |                          |                          |
| Proceeds from sale of Land and Building and Plant and Equipment | 4     | 4,608                    | 4,471                    | 904                      |
| Purchases of Land and Building and Plant and Equipment          |       | (121,548)                | (159,778)                | (129,901)                |
| Purchase of Intangibles                                         |       | (20,077)                 | (17,778)                 | (6,207)                  |
| <b>NET CASH FLOWS FROM INVESTING ACTIVITIES</b>                 |       | <b>(137,017)</b>         | <b>(173,085)</b>         | <b>(135,204)</b>         |
| <b>CASH FLOWS FROM FINANCING ACTIVITIES</b>                     |       |                          |                          |                          |
| Repayment of borrowings and advances                            |       | (8,989)                  | (8,989)                  | (7,811)                  |
| <b>NET CASH FLOWS FROM FINANCING ACTIVITIES</b>                 |       | <b>(8,989)</b>           | <b>(8,989)</b>           | <b>(7,811)</b>           |
| <b>NET INCREASE/(DECREASE) IN CASH</b>                          |       | <b>(20,532)</b>          | <b>(12,143)</b>          | <b>26,312</b>            |
| Opening cash and cash equivalents                               |       | 124,940                  | 86,063                   | 98,628                   |
| <b>CLOSING CASH AND CASH EQUIVALENTS</b>                        | 7     | <b>104,408</b>           | <b>73,920</b>            | <b>124,940</b>           |

The accompanying notes form part of these financial statements.



## NSW Police Force

## Service group statements for the year ended 30 June 2015

## Supplementary financial statements

| 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            |                  |
|--------------------------------------------------------------------------------------------|---------------------------------|--------------------|---------------------------------|------------------|---------------------------------|------------------|---------------------------------|------------------|-------------------------------|------------------|------------------|------------------|
|                                                                                            | 2015<br>\$'000                  | 2014<br>\$'000     | 2015<br>\$'000                  | 2014<br>\$'000   | 2015<br>\$'000                  | 2014<br>\$'000   | 2015<br>\$'000                  | 2014<br>\$'000   | 2015<br>\$'000                | 2014<br>\$'000   | 2015<br>\$'000   | 2014<br>\$'000   |
| <b>Expenses excluding losses</b>                                                           |                                 |                    |                                 |                  |                                 |                  |                                 |                  |                               |                  |                  |                  |
| Operating expenses                                                                         |                                 |                    |                                 |                  |                                 |                  |                                 |                  |                               |                  |                  |                  |
| Employee related expenses                                                                  | 1,443,675                       | 1,441,979          | 889,249                         | 884,722          | 336,933                         | 300,269          | 187,989                         | 193,069          | -                             | -                | 2,857,846        | 2,820,039        |
| Other operating expenses                                                                   | 240,412                         | 232,871            | 148,078                         | 142,877          | 56,323                          | 48,451           | 31,304                          | 31,180           | -                             | -                | 476,117          | 455,379          |
| Depreciation and amortisation                                                              | 68,547                          | 71,946             | 42,223                          | 44,142           | 15,117                          | 14,190           | 8,926                           | 9,633            | -                             | -                | 134,813          | 139,911          |
| Grants and subsidies                                                                       | 4,722                           | 4,723              | 2,909                           | 2,899            | 1,041                           | 932              | 615                             | 633              | -                             | -                | 9,287            | 9,187            |
| Finance costs                                                                              | 5,085                           | 5,609              | 3,133                           | 3,441            | 1,122                           | 1,106            | 662                             | 751              | -                             | -                | 10,002           | 10,907           |
| Other expenses                                                                             | 1,086                           | 1,150              | 668                             | 705              | 239                             | 227              | 141                             | 154              | -                             | -                | 2,134            | 2,236            |
| <b>Total expenses excluding losses</b>                                                     | <b>1,763,527</b>                | <b>1,758,278</b>   | <b>1,086,260</b>                | <b>1,078,786</b> | <b>410,775</b>                  | <b>365,175</b>   | <b>229,637</b>                  | <b>235,420</b>   | -                             | -                | <b>3,490,199</b> | <b>3,437,659</b> |
| <b>Revenue</b>                                                                             |                                 |                    |                                 |                  |                                 |                  |                                 |                  |                               |                  |                  |                  |
| Sale of goods and services                                                                 | 19,419                          | 19,618             | 11,959                          | 12,036           | 4,282                           | 3,755            | 2,528                           | 2,627            | -                             | -                | 38,188           | 38,036           |
| Investment revenue                                                                         | 1,998                           | 1,924              | 1,230                           | 1,181            | 440                             | 380              | 260                             | 258              | -                             | -                | 3,928            | 3,743            |
| Grants and contributions                                                                   | 6,188                           | 7,659              | 3,812                           | 4,697            | 23,233                          | 20,006           | 806                             | 1,025            | 3,121,539                     | 3,104,187        | 3,155,578        | 3,137,574        |
| Acceptance by the Crown Entity of employee benefits and other liabilities                  | 99,802                          | 98,867             | 61,475                          | 60,659           | 22,009                          | 19,500           | 12,996                          | 13,237           | -                             | -                | 196,282          | 192,263          |
| Other revenue                                                                              | 17,645                          | 19,935             | 10,868                          | 12,231           | 3,891                           | 3,933            | 2,297                           | 2,669            | -                             | -                | 34,701           | 38,768           |
| <b>Total revenue</b>                                                                       | <b>145,052</b>                  | <b>148,003</b>     | <b>89,344</b>                   | <b>90,804</b>    | <b>53,855</b>                   | <b>47,574</b>    | <b>18,887</b>                   | <b>19,816</b>    | <b>3,121,539</b>              | <b>3,104,187</b> | <b>3,428,677</b> | <b>3,410,384</b> |
| Gain / (loss) on disposal                                                                  | (767)                           | (1,593)            | (472)                           | (976)            | (169)                           | (314)            | (100)                           | (213)            | -                             | -                | (1,508)          | (3,096)          |
| Other gains / (losses)                                                                     | (1,288)                         | (278)              | (794)                           | (171)            | (284)                           | (55)             | (168)                           | (37)             | -                             | -                | (2,534)          | (541)            |
| <b>Net result</b>                                                                          | <b>(1,620,530)</b>              | <b>(1,612,146)</b> | <b>(998,182)</b>                | <b>(989,129)</b> | <b>(357,373)</b>                | <b>(317,970)</b> | <b>(211,018)</b>                | <b>(215,854)</b> | <b>3,121,539</b>              | <b>3,104,187</b> | <b>(65,564)</b>  | <b>(30,912)</b>  |
| <b>Other comprehensive income</b>                                                          |                                 |                    |                                 |                  |                                 |                  |                                 |                  |                               |                  |                  |                  |
| Increase / (decrease) in revaluation surplus                                               | -                               | -                  | -                               | -                | -                               | -                | -                               | -                | 22,373                        | 13,318           | 22,373           | 13,318           |
| Net change in the asset revaluation surplus arising from a change in restoration liability | -                               | -                  | -                               | -                | -                               | -                | -                               | -                | (776)                         | 88               | (776)            | 88               |
| <b>Total other comprehensive income</b>                                                    | <b>-</b>                        | <b>-</b>           | <b>-</b>                        | <b>-</b>         | <b>-</b>                        | <b>-</b>         | <b>-</b>                        | <b>-</b>         | <b>21,597</b>                 | <b>13,406</b>    | <b>21,597</b>    | <b>13,406</b>    |
| <b>TOTAL COMPREHENSIVE INCOME</b>                                                          | <b>(1,620,530)</b>              | <b>(1,612,146)</b> | <b>(998,182)</b>                | <b>(989,129)</b> | <b>(357,373)</b>                | <b>(317,970)</b> | <b>(211,018)</b>                | <b>(215,854)</b> | <b>3,143,136</b>              | <b>3,117,593</b> | <b>(43,967)</b>  | <b>(17,506)</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.

## NSW Police Force

Service group statements for the year ended 30 June 2015 (continued)

## Supplementary financial statements

| 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 <sup>2</sup> |                | Total            |                  |
|--------------------------------------|---------------------------------|------------------|---------------------------------|----------------|---------------------------------|----------------|---------------------------------|----------------|-------------------------------|----------------|------------------|------------------|
|                                      | 2015<br>\$'000                  | 2014<br>\$'000   | 2015<br>\$'000                  | 2014<br>\$'000 | 2015<br>\$'000                  | 2014<br>\$'000 | 2015<br>\$'000                  | 2014<br>\$'000 | 2015<br>\$'000                | 2014<br>\$'000 | 2015<br>\$'000   | 2014<br>\$'000   |
| <b>Current Assets</b>                |                                 |                  |                                 |                |                                 |                |                                 |                |                               |                |                  |                  |
| Cash and cash equivalents            | -                               | -                | -                               | -              | -                               | -              | -                               | -              | 104,408                       | 124,940        | 104,408          | 124,940          |
| Receivables                          | 43,167                          | 43,459           | 19,310                          | 20,611         | 6,508                           | 8,777          | 3,455                           | 4,132          | -                             | -              | 72,440           | 76,979           |
| Non-current assets held for sale     | 459                             | -                | 205                             | -              | 29                              | -              | 37                              | -              | -                             | -              | 730              | -                |
| <b>Total current assets</b>          | <b>43,626</b>                   | <b>43,459</b>    | <b>19,515</b>                   | <b>20,611</b>  | <b>6,537</b>                    | <b>8,777</b>   | <b>3,492</b>                    | <b>4,132</b>   | <b>104,408</b>                | <b>124,940</b> | <b>177,578</b>   | <b>201,919</b>   |
| <b>Non-current Assets</b>            |                                 |                  |                                 |                |                                 |                |                                 |                |                               |                |                  |                  |
| Receivables                          | 610                             | 10,594           | 376                             | 6,499          | 135                             | 2,089          | 79                              | 1,418          | -                             | -              | 1,200            | 20,600           |
| Property, plant and equipment        | 1,005,647                       | 1,002,084        | 449,871                         | 439,308        | 62,759                          | 47,517         | 80,491                          | 85,273         | -                             | -              | 1,598,768        | 1,574,182        |
| Intangibles                          | 64,560                          | 65,340           | 28,880                          | 28,645         | 4,029                           | 3,098          | 5,167                           | 5,560          | -                             | -              | 102,636          | 102,643          |
| <b>Total non-current assets</b>      | <b>1,070,817</b>                | <b>1,078,018</b> | <b>479,127</b>                  | <b>474,452</b> | <b>66,923</b>                   | <b>52,704</b>  | <b>85,737</b>                   | <b>92,251</b>  | <b>-</b>                      | <b>-</b>       | <b>1,702,604</b> | <b>1,697,425</b> |
| <b>Total Assets</b>                  | <b>1,114,443</b>                | <b>1,121,477</b> | <b>498,642</b>                  | <b>495,063</b> | <b>73,460</b>                   | <b>61,481</b>  | <b>89,229</b>                   | <b>96,383</b>  | <b>104,408</b>                | <b>124,940</b> | <b>1,880,182</b> | <b>1,899,344</b> |
| <b>Current liabilities</b>           |                                 |                  |                                 |                |                                 |                |                                 |                |                               |                |                  |                  |
| Payables                             | 56,197                          | 51,793           | 34,616                          | 31,778         | 12,393                          | 10,215         | 7,318                           | 6,935          | -                             | -              | 110,524          | 100,721          |
| Borrowings                           | 5,033                           | 4,419            | 5,029                           | 4,417          | 115                             | 91             | 68                              | 62             | -                             | -              | 10,245           | 8,989            |
| Provisions                           | 220,526                         | 207,769          | 135,835                         | 127,476        | 48,632                          | 40,979         | 28,716                          | 27,819         | -                             | -              | 433,709          | 404,043          |
| Other                                | 187                             | 65               | 115                             | 40             | 41                              | 13             | 24                              | 9              | -                             | 199            | 367              | 326              |
| <b>Total current liabilities</b>     | <b>281,943</b>                  | <b>264,046</b>   | <b>175,595</b>                  | <b>163,711</b> | <b>61,181</b>                   | <b>51,298</b>  | <b>36,126</b>                   | <b>34,825</b>  | <b>-</b>                      | <b>199</b>     | <b>554,845</b>   | <b>514,079</b>   |
| <b>Non-current liabilities</b>       |                                 |                  |                                 |                |                                 |                |                                 |                |                               |                |                  |                  |
| Borrowings                           | 66,727                          | 71,794           | 66,663                          | 71,776         | 1,523                           | 1,481          | 899                             | 1,006          | -                             | -              | 135,812          | 146,057          |
| Provisions                           | 30,244                          | 33,959           | 18,629                          | 20,836         | 6,670                           | 6,698          | 3,938                           | 4,547          | -                             | -              | 59,481           | 66,040           |
| Other                                | 573                             | 145              | 353                             | 90             | 126                             | 29             | 75                              | 20             | -                             | -              | 1,127            | 284              |
| <b>Total non-current liabilities</b> | <b>97,544</b>                   | <b>105,898</b>   | <b>85,645</b>                   | <b>92,702</b>  | <b>8,319</b>                    | <b>8,208</b>   | <b>4,912</b>                    | <b>5,573</b>   | <b>-</b>                      | <b>-</b>       | <b>196,420</b>   | <b>212,381</b>   |
| <b>Total Liabilities</b>             | <b>379,487</b>                  | <b>369,944</b>   | <b>261,240</b>                  | <b>256,413</b> | <b>69,500</b>                   | <b>59,506</b>  | <b>41,038</b>                   | <b>40,398</b>  | <b>-</b>                      | <b>199</b>     | <b>751,265</b>   | <b>726,460</b>   |
| <b>NET ASSETS</b>                    | <b>734,956</b>                  | <b>751,533</b>   | <b>237,402</b>                  | <b>238,650</b> | <b>3,960</b>                    | <b>1,975</b>   | <b>48,191</b>                   | <b>55,985</b>  | <b>104,408</b>                | <b>124,741</b> | <b>1,128,917</b> | <b>1,172,884</b> |

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

**NSW Police Force**

Service group statements for the year ended 30 June 2015 (continued)

**Supplementary financial statements**

| 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 <sup>2</sup> |                | Total          |                |
|------------------------------------------|---------------------------------|----------------|---------------------------------|----------------|---------------------------------|----------------|---------------------------------|----------------|-------------------------------|----------------|----------------|----------------|
|                                          | 2015<br>\$'000                  | 2014<br>\$'000 | 2015<br>\$'000                  | 2014<br>\$'000 | 2015<br>\$'000                  | 2014<br>\$'000 | 2015<br>\$'000                  | 2014<br>\$'000 | 2015<br>\$'000                | 2014<br>\$'000 | 2015<br>\$'000 | 2014<br>\$'000 |
| <b>Administered Expenses</b>             | -                               | -              | -                               | -              | -                               | -              | -                               | -              | -                             | -              | -              | -              |
| <b>Administered Income</b>               |                                 |                |                                 |                |                                 |                |                                 |                |                               |                |                |                |
| Transfer receipts                        |                                 |                |                                 |                |                                 |                |                                 |                |                               |                |                |                |
| Consolidated Fund                        |                                 |                |                                 |                |                                 |                |                                 |                |                               |                |                |                |
| Taxes, fees and fines                    | -                               | -              | -                               | -              | -                               | -              | -                               | -              | 19,260                        | 17,089         | 19,260         | 17,089         |
| Other                                    | -                               | -              | -                               | -              | -                               | -              | -                               | -              | 30                            | 23             | 30             | 23             |
| <b>Total Administered Income</b>         | -                               | -              | -                               | -              | -                               | -              | -                               | -              | <b>19,290</b>                 | <b>17,112</b>  | <b>19,290</b>  | <b>17,112</b>  |
| <b>Administered Income less Expenses</b> | -                               | -              | -                               | -              | -                               | -              | -                               | -              | <b>19,290</b>                 | <b>17,112</b>  | <b>19,290</b>  | <b>17,112</b>  |

The names and purposes of each service group are summarised in Note 6.  
Administered assets and liabilities are disclosed in Note 24.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

---

### 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 2015 have been authorised for issue by the Commissioner on 18<sup>th</sup> September 2015.

#### (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 2015*; 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 are measured at fair value. Other financial statement items are prepared in accordance with the historical cost convention except where specified otherwise.

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 Assets and Liabilities" and "Administered Income", refer Note 24 and Note 25.

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

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

---

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

#### (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.

#### (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

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.

##### (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*.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

---

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

#### (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 over the period of credit.

##### (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.

##### (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 participants' perspective, using valuation techniques (market approach, cost approach, income approach) that maximise relevant observable inputs and minimise unobservable inputs. Also refer Note 12 and Note 26 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.



## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

---

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

#### (i) Assets (continued)

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

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 2015 and was based on an independent assessment. The 2015 revaluation is the third in the current three-year cycle. In 2015, the land and building assets in the Southern region, South-West Metro Region and North-West Metro Region were revalued. To ensure that the land and building assets not included in the 2015 revaluation are held at fair value at 30 June 2015, 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 revaluations, 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 an approximation of fair value. The NSW Police Force has assessed that any difference between fair value and depreciated historical cost is unlikely to be material.

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.

#### (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 or an amount that approximates fair value, impairment can only arise in the rare circumstances such as 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.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

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

#### (i) Assets (continued)

##### (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 58 years |
| 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.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

---

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

#### (i) Assets (continued)

##### (ix) Leased Assets

A distinction is made between finance leases which effectively transfer from the lessor to the lessee substantially all the risks and rewards incidental to ownership of the leased assets, and operating leases under which the lessor does not transfer substantially all the risks and rewards.

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 recognised as an expense on a straight-line basis over the lease term.

##### (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 and impairment losses.

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.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

---

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

#### (i) Assets (continued)

##### (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.

##### (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 23. 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.

**NSW Police Force**Notes to the financial statements for the year ended 30 June 2015

---

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)****(i) Assets (continued)****(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 2015 and 30 June 2014.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

---

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

#### (j) Liabilities (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 *NSWTC15/09*) 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.



**NSW Police Force**Notes to the financial statements for the year ended 30 June 2015

---

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)****(j) Liabilities (continued)****(iv) Employee Benefits and Other Provisions (continued)****(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 2.89%, which is the 10 year government bond rate at 19 June 2015, 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*. The 2014-15 actuarial valuation of NSW Police Force's non-renewal benefit liability has been assessed in the current year based on data as at 30 June 2015.

The next actuarial assessment of this liability is due no later than 30 June 2018.

The liability is disclosed in Note 16 as part of 'Current / Non-Current Liabilities – Provisions'.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

---

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

#### (j) Liabilities (continued)

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

##### (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 2015 is based on data as at 30 June 2015.

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) Act 2011.

Under the 2011 Act, 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 *Provisions, Contingent Liabilities and Contingent Assets*.

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 2015 the estimated liability exceeded the estimated recovery.

The liability has been discounted at an assumed government bond rate of 2% with a term of 2.3 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 16 as part of 'Current / Non-Current Liabilities – Provisions' and the recovery is disclosed in Note 8 as part of 'Current / Non-Current Assets – Receivables'.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

---

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

#### (j) Liabilities (continued)

##### (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 *Fair Value Measurement*, 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 12 and Note 26 for further disclosures regarding fair value measurements of financial and non-financial assets.

#### (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(i)(iii).

##### (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).

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

---

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

#### (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. Subsequent amendments to the original budget (e.g. adjustment for transfer of functions between entities as a result of Administrative Arrangements Orders) are not reflected in the budgeted amounts. Major variances between the original budgeted amounts and the actual amounts disclosed in the primary financial statements is explained in Note 20.

#### (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 attributable".

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 attributable".

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

---

### 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.

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

##### (i) Effective for the first time in 2014-15

The accounting policies applied in 2014-15 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 2014-15:

- AASB 10 *Consolidated Financial Statements*
- AASB 1055 *Budgetary Reporting*
- AASB 2015-7 *Amendments to Australian Accounting Standards – Fair Value Disclosures of Not-for-Profit Public Sector Entities*.

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

- AASB 10 *Consolidated Financial Statements* - NSW Police Force has considered the guidance in AASB 10 in conjunction with the Implementation Guidance for Not-for-Profit entities with respect to the Crown Trust Fund (Note 24). NSW Police Force does not have control of the Crown Trust Fund and as a result no consolidated financial statement is required.
- AASB 1055 *Budgetary Reporting* – Requires disclosure of the original budgeted financial statements as presented to Parliament. NSW Police Force has assessed the impact of AASB 1055 and complied accordingly. Prior years budget disclosures were realigned between “grants and subsidies” and “employee related expense” to reflect the correct classification of expenses.
- AASB 2015-7 *Amendments to Australian Accounting Standards – Fair Value Disclosures of Not-for-Profit Public Sector Entities* – Note 12(c) is consistent with the amendments. The quantitative information about the significant unobservable inputs used in fair value measurements and the sensitivity of certain fair value measurements to changes in unobservable inputs are no longer disclosed.

##### (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, AASB2013-9 (Part C), AASB 2014-1(Part E), AASB 2014-7 and AASB 2014-8 regarding financial instruments
- AASB 14 and AASB 2014-1 (Part D) regarding Regulatory Deferral Accounts
- AASB 15 and AASB 2014-5 regarding Revenue from Contracts with Customers
- AASB 1056 *Superannuation Entities*
- AASB 2014-3 regarding accounting for acquisitions of interest in joint operations
- AASB 2014-4 regarding acceptable methods of depreciation and amortisation
- AASB 2014-6 regarding bearer plants
- AASB 2014-9 regarding equity method in separate financial statements
- AASB 2014-10 regarding sale or contribution of assets between and investor and its associate or joint venture
- AASB 2015-1 regarding annual improvements to Australian Accounting Standards 2012-2014 cycle
- AASB 2015-2 regarding amendments to AASB 101 disclosure initiatives
- AASB 2015-3 regarding materiality
- AASB 2015-5 regarding investment entities
- AASB 2015-6 regarding related party disclosure to Not-for-Profit Public Sector Entities

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

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

|                                             | 2015<br>\$'000          | 2014<br>\$'000          |
|---------------------------------------------|-------------------------|-------------------------|
| <b>2. EXPENSES EXCLUDING LOSSES</b>         |                         |                         |
| <b>(a) Employee related expenses</b>        |                         |                         |
| Salaries and wages (including annual leave) | 1,881,386               | 1,811,103               |
| Superannuation - defined benefit plans*     | 204,120                 | 192,211                 |
| Superannuation - defined contribution plans | 149,180                 | 134,197                 |
| Long service leave                          | 123,305                 | 121,071                 |
| Workers' compensation insurance             | 367,572                 | 433,388                 |
| Death and disability self-insurance scheme  | (3,283)                 | 1,276                   |
| Payroll tax and fringe benefit tax          | 135,005                 | 125,925                 |
| Other                                       | 561                     | 868                     |
|                                             | <b><u>2,857,846</u></b> | <b><u>2,820,039</u></b> |

Employee related expenses excluded from the above are as follows:

(i) Capitalised as intangible assets - \$0.006 million at 30 June 2015 (\$0.034 million in 2013-14).

(ii) Capitalised as property, plant and equipment - \$1.186 million at 30 June 2015 (\$1.121 million in 2013-14).

\* Included in the 'Superannuation - defined benefit plans' is contribution for the Death and Total and Permanent Disability Cover of \$134.757 million (\$124.698 million in 2013-14).

|                                                            |                       |                       |
|------------------------------------------------------------|-----------------------|-----------------------|
| <b>(b) Other operating expenses</b>                        |                       |                       |
| Auditor's remuneration - audit of the financial statements | 355                   | 355                   |
| Operating lease rental expense - minimum lease payments    | 68,538                | 64,766                |
| Insurance                                                  | 70,362                | 61,717                |
| Maintenance *                                              | 39,560                | 37,020                |
| Other building expenses                                    | 29,448                | 28,126                |
| Subsistence and transport                                  | 23,582                | 22,354                |
| Motor vehicle, launches and aircraft                       | 45,672                | 49,166                |
| Fees for services rendered                                 | 88,656                | 86,286                |
| Computer licensing and other                               | 28,054                | 26,448                |
| Gas and electricity                                        | 15,386                | 15,987                |
| Postal and telephone                                       | 22,850                | 24,075                |
| Stationery, printing and stores                            | 8,449                 | 8,326                 |
| Consultants                                                | 63                    | 115                   |
| Contractors                                                | 9,380                 | 6,511                 |
| Operation Supplies                                         | 13,191                | 12,239                |
| Police Uniform Supplies                                    | 7,246                 | 6,110                 |
| Other                                                      | 5,325                 | 5,778                 |
|                                                            | <b><u>476,117</u></b> | <b><u>455,379</u></b> |

*\*Reconciliation - Total maintenance*

|                                                                                    |                      |                      |
|------------------------------------------------------------------------------------|----------------------|----------------------|
| Maintenance expense – contracted labour and other (non-employee related), as above | 39,560               | 37,020               |
| Employee related maintenance expense included in Note 2(a)                         | 8,600                | 8,358                |
| Total maintenance expenses included in Note 2(a) + 2(b)                            | <b><u>48,160</u></b> | <b><u>45,378</u></b> |



## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

|                                                                                     | 2015<br>\$'000 | 2014<br>\$'000 |
|-------------------------------------------------------------------------------------|----------------|----------------|
| <b>2. EXPENSES EXCLUDING LOSSES (continued)</b>                                     |                |                |
| <b>(c) Depreciation and amortisation expense</b>                                    |                |                |
| <b>Depreciation</b>                                                                 |                |                |
| Buildings                                                                           | 43,483         | 43,636         |
| Plant and equipment                                                                 | 71,459         | 80,756         |
|                                                                                     | <u>114,942</u> | <u>124,392</u> |
| <b>Amortisation:</b>                                                                |                |                |
| Intangible assets - software                                                        | 19,871         | 15,519         |
|                                                                                     | <u>19,871</u>  | <u>15,519</u>  |
|                                                                                     | <u>134,813</u> | <u>139,911</u> |
| <b>(d) Grants and subsidies</b>                                                     |                |                |
| Police and Community Youth Clubs contribution                                       | 9,287          | 9,187          |
|                                                                                     | <u>9,287</u>   | <u>9,187</u>   |
| <b>(e) Finance costs</b>                                                            |                |                |
| Finance lease interest charge                                                       | 9,779          | 10,313         |
| Borrowing interest expenses                                                         | 26             | 31             |
| Unwinding of discount rate                                                          | 197            | 563            |
|                                                                                     | <u>10,002</u>  | <u>10,907</u>  |
| <b>(f) Other expenses</b>                                                           |                |                |
| Witnesses' expenses                                                                 | 2,134          | 2,236          |
|                                                                                     | <u>2,134</u>   | <u>2,236</u>   |
| <b>3. REVENUE</b>                                                                   |                |                |
| <b>(a) Sale of goods and services</b>                                               |                |                |
| Rents and leases - other                                                            | 3,235          | 3,205          |
| NSW Police Force College operations                                                 | 2,012          | 2,032          |
| Officers on loan                                                                    | 8,190          | 9,982          |
| Insurance reports                                                                   | 2,504          | 2,655          |
| Sports/Entertainment Events - Supervision                                           | 12,109         | 9,755          |
| National Criminal History Records Check                                             | 4,766          | 4,378          |
| Refund of escort expenses                                                           | 2,601          | 2,668          |
| Minor sales of goods and services                                                   | 2,771          | 3,361          |
|                                                                                     | <u>38,188</u>  | <u>38,036</u>  |
| <b>(b) Investment revenue</b>                                                       |                |                |
| Interest - NSW Treasury (Financial assets not at fair value through profit or loss) | 3,928          | 3,743          |
|                                                                                     | <u>3,928</u>   | <u>3,743</u>   |

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

|                                                                                                                                          | 2015<br>\$'000   | 2014<br>\$'000   |
|------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|
| <b>3. REVENUE (continued)</b>                                                                                                            |                  |                  |
| <b>(c) Grants and contributions</b>                                                                                                      |                  |                  |
| <b>State Grants and Contributions</b>                                                                                                    |                  |                  |
| Recurrent grants from Department of Justice                                                                                              | 2,976,917        | 2,980,187        |
| Capital grants from NSW Department of Justice                                                                                            | 144,622          | 124,000          |
| Roads and Maritime Services (RMS) - Road Trauma Program*                                                                                 | 21,869           | 18,569           |
| Fire and Rescue NSW - Helicopter Maintenance                                                                                             | -                | 583              |
| NSW Ministry of Health - Alcohol and Drug Programs                                                                                       | 779              | 760              |
| NSW Centre for Road Safety - Solo Cycle Response Team                                                                                    | 77               | -                |
| NSW Centre for Road Safety - High Visibility Markings                                                                                    | 200              | -                |
| 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              |
| NSW Centre for Road Safety - Automatic Number Plate Recognition                                                                          | 36               | -                |
| NSW Department of Family and Community Services - Domestic Violence Intervention Program                                                 | 441              | 594              |
| NSW Department of Family and Community Services - Staying Home Leaving Violence Program                                                  | 149              | -                |
| NSW Department of Justice - Life/Youth On Track                                                                                          | 82               | 311              |
| NSW Centre for Road Safety - capital programs                                                                                            | 7,518            | 6,192            |
| Miscellaneous                                                                                                                            | 185              | 620              |
|                                                                                                                                          | <u>3,152,875</u> | <u>3,132,956</u> |
| <b>Commonwealth Grants and Contributions</b>                                                                                             |                  |                  |
| Crimtrac                                                                                                                                 | 1,425            | 1,481            |
| Operation Polaris                                                                                                                        | 738              | 2,900            |
| Counter Terrorism - Drill Style program                                                                                                  | 160              | 160              |
| Miscellaneous                                                                                                                            | 380              | 77               |
|                                                                                                                                          | <u>2,703</u>     | <u>4,618</u>     |
|                                                                                                                                          | <u>3,155,578</u> | <u>3,137,574</u> |
| Conditional grants and contributions recognised as revenue in the current year, not fully spent with expected expenditure to occur in:   |                  |                  |
| 2015-16                                                                                                                                  | 3,206            |                  |
| Beyond 2015-16                                                                                                                           | -                |                  |
|                                                                                                                                          | <u>3,206</u>     |                  |
| Unconditional grants and contributions recognised as revenue in the current year, not fully spent with expected expenditure to occur in: |                  |                  |
| 2015-16                                                                                                                                  | 8,217            |                  |
| Beyond 2015-16                                                                                                                           | -                |                  |
|                                                                                                                                          | <u>8,217</u>     |                  |
| Grants and contributions recognised as revenue in previous years, that were expended in the current year:                                |                  |                  |
| 2005-06                                                                                                                                  | 12               |                  |
| 2007-08                                                                                                                                  | 2                |                  |
| 2008-09                                                                                                                                  | 9                |                  |
| 2009-10                                                                                                                                  | 11               |                  |
| 2010-11                                                                                                                                  | 11               |                  |
| 2011-12                                                                                                                                  | 89               |                  |
| 2012-13                                                                                                                                  | 1,309            |                  |
| 2013-14                                                                                                                                  | 7,566            |                  |
|                                                                                                                                          | <u>9,009</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.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

|                                                                                                                 | 2015<br>\$'000 | 2014<br>\$'000 |
|-----------------------------------------------------------------------------------------------------------------|----------------|----------------|
| <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                                                                          | 69,363         | 67,513         |
| Long service leave                                                                                              | 123,305        | 121,071        |
| Payroll tax                                                                                                     | 3,614          | 3,679          |
|                                                                                                                 | <u>196,282</u> | <u>192,263</u> |
| <b>(e) Other revenue</b>                                                                                        |                |                |
| Employee contributions to Death and Disability Scheme                                                           | 24,038         | 22,688         |
| Insurance recoveries 2005 Award- Partial and Permanent Disablement                                              | 2,421          | 7,659          |
| Recognition of pre-existing but previously unrecorded assets                                                    | 281            | 698            |
| Refund from insurance                                                                                           | 203            | 456            |
| Reversal of provision of restoration costs                                                                      | 3,127          | 2,482          |
| Bad debts recovered                                                                                             | 496            | 2,913          |
| Motor vehicle rebates                                                                                           | 2,620          | -              |
| Copyright rebates                                                                                               | 282            | -              |
| Other                                                                                                           | 1,233          | 1,872          |
|                                                                                                                 | <u>34,701</u>  | <u>38,768</u>  |
| <b>4. GAIN / (LOSS) ON DISPOSAL</b>                                                                             |                |                |
| <b>Gain / (loss) on disposal of land and buildings</b>                                                          |                |                |
| Proceeds from disposal                                                                                          | 539            | -              |
| Written down value of assets disposed                                                                           | (784)          | (1,247)        |
| <b>Net gain / (loss) on disposal of land and buildings</b>                                                      | <u>(245)</u>   | <u>(1,247)</u> |
| <b>Gain / (loss) on disposal of plant and equipment</b>                                                         |                |                |
| Proceeds from disposal                                                                                          | 4,069          | 904            |
| Written down value of assets disposed                                                                           | (5,119)        | (2,741)        |
| <b>Net gain / (loss) on disposal of plant and equipment</b>                                                     | <u>(1,050)</u> | <u>(1,837)</u> |
| <b>Gain / (loss) on disposal of Software Intangibles</b>                                                        |                |                |
| Proceeds from disposal                                                                                          | -              | -              |
| Written down value of assets disposed                                                                           | (213)          | (12)           |
| <b>Net gain / (loss) on disposal of Software Intangibles</b>                                                    | <u>(213)</u>   | <u>(12)</u>    |
| <b>Total gain / (loss) on disposal</b>                                                                          | <u>(1,508)</u> | <u>(3,096)</u> |
| <b>5. OTHER GAINS / (LOSSES)</b>                                                                                |                |                |
| Impairment of receivables                                                                                       | (2,534)        | (541)          |
|                                                                                                                 | <u>(2,534)</u> | <u>(541)</u>   |

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

---

### 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.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

|                                                                                                                                                                              | 2015<br>\$'000 | 2014<br>\$'000 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------|
| <b>7. CASH AND CASH EQUIVALENTS</b>                                                                                                                                          |                |                |
| Cash at bank and on hand                                                                                                                                                     | <u>104,408</u> | <u>124,940</u> |
| For the 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>104,408</u> | <u>124,940</u> |
| <b>Closing cash and cash equivalents</b> (per statement of cash flows)                                                                                                       | <u>104,408</u> | <u>124,940</u> |

NSW Police Force had the following banking facilities as at 30 June 2015:

- Bank guarantee authority of \$0.5 million (\$0.5 million in 2013-14). 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 2015 (Nil in 2013-14).
- MasterCard facility of \$7.5 million (\$7.5 million in 2013-14), 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 2015 was \$2.3 million (\$2.6 million in 2013-14).
- Letter of credit facility of \$2.0 million (\$2.0 million in 2013-14). Total amount of letter of credit facility unused as at 30 June 2015 was \$2.0 million (\$2.0 million in 2013-14).
- Offset accounts facility of \$0.05 million (\$0.05 million in 2013-14). 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 2015 was \$0.04 million (\$0.04 million in 2013-14).

Refer Note 26 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

|                                                                                                                                                                                          | 2015<br>\$'000 | 2014<br>\$'000 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------|
| <b>8. CURRENT / NON-CURRENT ASSETS - RECEIVABLES</b>                                                                                                                                     |                |                |
| <b>Receivables - Current</b>                                                                                                                                                             |                |                |
| Sale of goods and services                                                                                                                                                               | 9,703          | 20,126         |
| Less: Allowance for impairment                                                                                                                                                           | <u>(246)</u>   | <u>(191)</u>   |
|                                                                                                                                                                                          | <b>9,457</b>   | <b>19,935</b>  |
| <br>                                                                                                                                                                                     |                |                |
| Other debtors                                                                                                                                                                            | 24,397         | 30,154         |
| Less: Allowance for impairment                                                                                                                                                           | <u>(3,818)</u> | <u>(1,902)</u> |
|                                                                                                                                                                                          | <b>20,579</b>  | <b>28,252</b>  |
| <br>                                                                                                                                                                                     |                |                |
| GST receivable                                                                                                                                                                           | 9,996          | 9,927          |
| Prepayments                                                                                                                                                                              | <u>32,408</u>  | <u>18,865</u>  |
| <b>Total Receivables - Current</b>                                                                                                                                                       | <b>72,440</b>  | <b>76,979</b>  |
| <br>                                                                                                                                                                                     |                |                |
| <b>Receivables - Non-Current</b>                                                                                                                                                         |                |                |
| Other Debtors                                                                                                                                                                            | <u>1,200</u>   | <u>20,600</u>  |
| <b>Total Receivables - Non-Current</b>                                                                                                                                                   | <b>1,200</b>   | <b>20,600</b>  |
| <br>                                                                                                                                                                                     |                |                |
| Movement in the allowance for impairment - Trade debtors                                                                                                                                 |                |                |
| Balance at 1 July                                                                                                                                                                        | 191            | 247            |
| Amounts written off during the year                                                                                                                                                      | (14)           | (85)           |
| Amounts recovered during the year                                                                                                                                                        | (31)           | (13)           |
| Increase / (decrease) in allowance recognised in profit or loss                                                                                                                          | <u>100</u>     | <u>42</u>      |
| <b>Balance at 30 June</b>                                                                                                                                                                | <b>246</b>     | <b>191</b>     |
| <br>                                                                                                                                                                                     |                |                |
| Movement in the allowance for impairment - Others debtors                                                                                                                                |                |                |
| Balance at 1 July                                                                                                                                                                        | 1,902          | 4,361          |
| Amounts written off during the year                                                                                                                                                      | (56)           | (34)           |
| Amounts recovered during the year                                                                                                                                                        | (420)          | (3,093)        |
| Increase / (decrease) in allowance recognised in profit or loss                                                                                                                          | <u>2,392</u>   | <u>668</u>     |
| <b>Balance at 30 June</b>                                                                                                                                                                | <b>3,818</b>   | <b>1,902</b>   |
| <br>                                                                                                                                                                                     |                |                |
| Details regarding credit risk, liquidity risk and market risk, including financial assets that are either past due or impaired, are disclosed in Note 26.                                |                |                |
| <br>                                                                                                                                                                                     |                |                |
| <b>9. NON-CURRENT ASSETS HELD FOR SALE</b>                                                                                                                                               |                |                |
| <b>Assets held for sale</b>                                                                                                                                                              |                |                |
| Land and buildings                                                                                                                                                                       | <u>730</u>     | <u>-</u>       |
|                                                                                                                                                                                          | <b>730</b>     | <b>-</b>       |
| <br>                                                                                                                                                                                     |                |                |
| Non-current assets held for sale are land and buildings which are due for settlement by June 2016. Properties are sold either by an auction, expression of interest or a private treaty. |                |                |

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

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

|                                         | Land and<br>Buildings<br>\$'000 | Plant and<br>Equipment<br>\$'000 | Total<br>\$'000         |
|-----------------------------------------|---------------------------------|----------------------------------|-------------------------|
| <b>At 1 July 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> |
| <b>At 30 June 2015 - fair value</b>     |                                 |                                  |                         |
| Gross carrying amount                   | 2,167,871                       | 774,731                          | 2,942,602               |
| Accumulated depreciation and impairment | <u>(867,356)</u>                | <u>(476,478)</u>                 | <u>(1,343,834)</u>      |
| <b>Net Carrying Amount</b>              | <b><u>1,300,515</u></b>         | <b><u>298,253</u></b>            | <b><u>1,598,768</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:

|                                                       | Land and<br>Buildings<br>\$'000 | Plant and<br>Equipment<br>\$'000 | Leased<br>Buildings<br>\$'000 | Total<br>\$'000         |
|-------------------------------------------------------|---------------------------------|----------------------------------|-------------------------------|-------------------------|
| <b>Year ended 30 June 2015</b>                        |                                 |                                  |                               |                         |
| <b>Net Carrying amount at start of year</b>           | <b>1,172,360</b>                | <b>312,565</b>                   | <b>89,257</b>                 | <b>1,574,182</b>        |
| Additions                                             | 66,360                          | 57,538                           | -                             | 123,898                 |
| Assets held for sale                                  | (730)                           | -                                | -                             | (730)                   |
| Disposals                                             | (784)                           | (5,119)                          | -                             | (5,903)                 |
| Net revaluation increment less revaluation decrements | 17,535                          | 4,728                            | -                             | 22,263                  |
| Depreciation expense                                  | <u>(34,004)</u>                 | <u>(71,459)</u>                  | <u>(9,479)</u>                | <u>(114,942)</u>        |
| <b>Net carrying amount at end of year*</b>            | <b><u>1,220,737</u></b>         | <b><u>298,253</u></b>            | <b><u>79,778</u></b>          | <b><u>1,598,768</u></b> |

\* Included in the net carrying amount are work in progress of \$72.397 million and \$45.105 million for land and buildings, and plant and equipment respectively.

|                                         | Land and<br>Buildings<br>\$'000 | Plant and<br>Equipment<br>\$'000 | Total<br>\$'000         |
|-----------------------------------------|---------------------------------|----------------------------------|-------------------------|
| <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> |



## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

### 10. 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 previous reporting period is set out below:

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

# 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.

### 11. INTANGIBLE ASSETS

|                                                              | Software<br>\$'000         |
|--------------------------------------------------------------|----------------------------|
| <b>At 1 July 2014</b>                                        |                            |
| Cost (gross carrying amount)                                 | 240,087                    |
| Accumulated amortisation and impairment                      | (137,444)                  |
| <b>Net Carrying Amount</b>                                   | <u>102,643</u>             |
| <b>At 30 June 2015</b>                                       |                            |
| Cost (gross carrying amount)                                 | 258,753                    |
| Accumulated amortisation and impairment                      | (156,117)                  |
| <b>Net Carrying Amount</b>                                   | <u>102,636</u>             |
|                                                              | <b>Software<br/>\$'000</b> |
| <b>Year ended 30 June 2015</b>                               |                            |
| Net carrying amount at start of year                         | 102,643                    |
| Additions (from internal development)                        | 19,609                     |
| Additions (purchases)                                        | 358                        |
| Disposals                                                    | (213)                      |
| Net revaluation increment less revaluation decrements        | 110                        |
| Amortisation (recognised in "depreciation and amortisation") | (19,871)                   |
| <b>Net carrying amount at end of year*</b>                   | <u>102,636</u>             |

\* Included in the net carrying amount is work in progress of \$0.830 million.

**NSW Police Force**

Notes to the financial statements for the year ended 30 June 2015

**11. INTANGIBLE ASSETS (continued)**

|                                                              | <b>Software</b><br><b>\$'000</b> |
|--------------------------------------------------------------|----------------------------------|
| <b>At 1 July 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>At 30 June 2014</b>                                       |                                  |
| Cost (gross carrying amount)                                 | 240,087                          |
| Accumulated amortisation and impairment                      | <u>(137,444)</u>                 |
| <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                         | <b>119,322</b>                   |
| Additions (from internal development)                        | 5,853                            |
| Additions (purchases)                                        | 354                              |
| Disposals                                                    | (12)                             |
| Amortisation (recognised in "depreciation and amortisation") | (15,519)                         |
| Intangibles reclassified to other assets                     | <u>(7,355)</u>                   |
| <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.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

### 12. FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS

#### (a) Fair Value Hierarchy

| 2015                                             | Level 1  | Level 2  | Level 3          | Total                |
|--------------------------------------------------|----------|----------|------------------|----------------------|
|                                                  | \$'000   | \$'000   | \$'000           | Fair Value<br>\$'000 |
| <b>Property, plant and equipment (Note 10)</b>   |          |          |                  |                      |
| Land and buildings                               | -        | -        | 1,220,737        | 1,220,737            |
| Marine equipment and aviation assets             | -        | -        | 40,742           | 40,742               |
| <b>Non-current assets held for sale (Note 9)</b> |          |          |                  |                      |
| Land and buildings                               | -        | -        | 730              | 730                  |
|                                                  | <u>-</u> | <u>-</u> | <u>1,262,209</u> | <u>1,262,209</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.

| 2014                                           | Level 1  | Level 2  | Level 3          | Total                |
|------------------------------------------------|----------|----------|------------------|----------------------|
|                                                | \$'000   | \$'000   | \$'000           | Fair Value<br>\$'000 |
| <b>Property, plant and equipment (Note 10)</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.

#### (b) Valuation techniques, input 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> |

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

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

#### (b) Valuation techniques, input and processes (continued)

| Class                                                                                                                | Valuation Technique                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Key inputs                                                                                                                                                                                                                               |
|----------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Land and buildings</b>                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                          |
| 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 assets.</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 the valuation technique in the current year. The highest and best use of the asset is its current use.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

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

#### (c) Reconciliation of recurring Level 3 fair value measurement

| 2015                                                                                                                                                                                             | Land and<br>building<br>\$'000 | Marine<br>Equipment<br>and<br>Aviation<br>Assets<br>\$'000 | Total<br>Recurring<br>Level 3<br>Fair Value<br>\$'000 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|------------------------------------------------------------|-------------------------------------------------------|
| <b>Fair value as at 1 July 2014</b>                                                                                                                                                              | <b>1,172,360</b>               | <b>29,179</b>                                              | <b>1,201,539</b>                                      |
| Additions                                                                                                                                                                                        | 66,360                         | 18,467                                                     | 84,827                                                |
| Revaluation increments/ decrements<br>recognised in other comprehensive income -<br>included in line item 'Net increase / (decrease)<br>in property, plant and equipment revaluation<br>surplus' | 17,535                         | -                                                          | 17,535                                                |
| Disposals                                                                                                                                                                                        | (784)                          | (2,559)                                                    | (3,343)                                               |
| Depreciation expense                                                                                                                                                                             | (34,004)                       | (4,345)                                                    | (38,349)                                              |
| <b>Fair value as at 30 June 2015</b>                                                                                                                                                             | <b>1,221,467</b>               | <b>40,742</b>                                              | <b>1,262,209</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.

| 2014                                                                                                                                                                                             | Land and<br>building<br>\$'000 | Marine<br>Equipment<br>and<br>Aviation<br>Assets<br>\$'000 | Total<br>Recurring<br>Level 3<br>Fair Value<br>\$'000 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|------------------------------------------------------------|-------------------------------------------------------|
| <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<br>recognised in other comprehensive income -<br>included in line item 'Net increase / (decrease)<br>in property, plant and equipment revaluation<br>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>1,172,360</b>               | <b>29,179</b>                                              | <b>1,201,539</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.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

### 12. 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.

| Class                                                                                                                | Unobservable inputs                                                                                                                                                                                                        | Sensitivity to fair value measurement to changes in unobservable inputs                                                                                                                                                            |
|----------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Land and buildings</b>                                                                                            |                                                                                                                                                                                                                            |                                                                                                                                                                                                                                    |
| Land and residential buildings                                                                                       | Positive and negative adjustments for location, topography, construction, age, condition, and size.<br><br>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 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.<br><br>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-revalued as at 30 June 2014; next valuation due 30 June 2017</b>                              |                                                                                                                                                                                                                            |                                                                                                                                                                                                                                    |
| Aviation assets                                                                                                      | Adjustments for engine overhauls or replacements, paint scheme, location, law enforcement equipment and design modifications.                                                                                              | Significant increases/ (decreases) in the positive adjustments or decreases / (increases) in the negative adjustments would result in significantly higher / (lower) fair value of the asset.                                      |
| Marine assets                                                                                                        | Specialised assets:<br><br>The estimated replacement cost make up the total value of the asset.                                                                                                                            | Significant increases/ (decreases) in estimated replacement cost, residual value, or useful life would result in a significantly higher / (lower) fair value of the asset.                                                         |
|                                                                                                                      | Non-specialised assets:<br><br>Adjustments for design modifications to the asset.                                                                                                                                          | Significant increases/ (decreases) in the positive adjustments or remaining useful life or significant decreases / (increases) in the negative adjustments would result in significantly higher / (lower) fair value of the asset. |

**NSW Police Force**

Notes to the financial statements for the year ended 30 June 2015

|                                                                     | 2015<br>\$'000 | 2014<br>\$'000 |
|---------------------------------------------------------------------|----------------|----------------|
| <b>13. RESTRICTED ASSETS</b>                                        |                |                |
| Included in the current assets are the following restricted assets: |                |                |
| Death and Disabilities Scheme Monies                                | 12,139         | 20,440         |
|                                                                     | <u>12,139</u>  | <u>20,440</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.

The restricted assets are included in cash at bank in Note 7.

**REMAINDER OF PAGE LEFT BLANK INTENTIONALLY**



## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

|                                                            | 2015<br>\$'000 | 2014<br>\$'000 |
|------------------------------------------------------------|----------------|----------------|
| <b>14. CURRENT LIABILITIES - PAYABLES</b>                  |                |                |
| Accrued salaries, wages and on-costs                       | 61,097         | 56,311         |
| Payroll Tax                                                | 12,076         | 11,612         |
| Fringe Benefits Tax                                        | 1,458          | 1,500          |
| Pay As You Go Tax withheld                                 | 58             | 11             |
| Employee deductions withheld                               | 98             | 814            |
| Superannuation Guarantee Charge Payable                    | 8              | 1              |
| Creditors                                                  | 9,837          | 3,729          |
| Unearned revenue                                           | 372            | 105            |
| Motor vehicle costs                                        | 4,102          | 3,896          |
| Electronic Billing System (EBS) for telephone              | -              | 130            |
| Petrol Interface                                           | 1,554          | 1,809          |
| Forensic Services Group                                    | 2,887          | 1,724          |
| Education Services                                         | 665            | 758            |
| Business Technology Services                               | 31             | 340            |
| State Crime Command                                        | 535            | 465            |
| Auditor's remuneration - audit of the financial statements | 205            | 304            |
| Specialist Operations                                      | 586            | 443            |
| Copyright fee for NSW Government print copying             | 904            | 430            |
| Property related costs                                     | 6,348          | 5,240          |
| Aircraft maintenance                                       | -              | 547            |
| Miscellaneous sponsorship                                  | 25             | 88             |
| GST accruals                                               | 1,389          | 1,288          |
| Uncoded expense accruals                                   | 894            | 1,098          |
| Capital expense accruals                                   | 1,192          | 3,735          |
| Various sundry accruals                                    | 4,203          | 4,343          |
|                                                            | <b>110,524</b> | <b>100,721</b> |

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables, are disclosed in Note 26.

## 15. CURRENT / NON-CURRENT LIABILITIES - BORROWINGS

### Current

|                                 |               |              |
|---------------------------------|---------------|--------------|
| Finance leases (see Note 18(c)) | 10,101        | 8,851        |
| Treasury advances payable       | 144           | 138          |
|                                 | <b>10,245</b> | <b>8,989</b> |

### Non current

|                                 |                |                |
|---------------------------------|----------------|----------------|
| Finance leases (see Note 18(c)) | 135,425        | 145,526        |
| Treasury advances payable       | 387            | 531            |
|                                 | <b>135,812</b> | <b>146,057</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.

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above borrowings, are disclosed in Note 26.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

|                                                             | 2015<br>\$'000 | 2014<br>\$'000 |
|-------------------------------------------------------------|----------------|----------------|
| <b>16. CURRENT / NON-CURRENT LIABILITIES – PROVISIONS</b>   |                |                |
| <b>Employee benefits and related on costs - Current</b>     |                |                |
| Annual leave *                                              | 207,992        | 202,172        |
| Annual leave on long service leave                          | 38,674         | 35,204         |
| Non-renewal benefit*                                        | 72,678         | 63,005         |
| Leave loading                                               | 1,886          | 1,806          |
| Workers' compensation on long service leave                 | 6,805          | 6,203          |
| Superannuation on long service leave                        | 25,861         | 19,540         |
| Other Oncost on Leave - Superannuation                      | 11,790         | 11,014         |
| Payroll tax on annual leave liability                       | 11,336         | 11,018         |
| Payroll tax on long service leave                           | 40,607         | 36,791         |
| Payroll tax on other leave provisions                       | 4,064          | 3,532          |
| Death and disability self-insurance scheme                  | 8,100          | 11,200         |
|                                                             | <b>429,793</b> | <b>401,485</b> |
| <b>Other Provisions - Current</b>                           |                |                |
| Restoration costs - Current                                 | 3,916          | 2,558          |
|                                                             | <b>3,916</b>   | <b>2,558</b>   |
|                                                             | <b>433,709</b> | <b>404,043</b> |
| <b>Employee benefits and related on costs - Non-Current</b> |                |                |
| Annual leave on long service leave                          | 3,363          | 1,853          |
| Non-renewal benefit                                         | 20,540         | 23,222         |
| Workers' compensation on long service leave                 | 591            | 326            |
| Superannuation on long service leave - Non-current          | 2,249          | 1,028          |
| Payroll tax on long service leave                           | 3,531          | 1,936          |
| Payroll tax on other leave provisions                       | 1,119          | 1,266          |
| Death and disability self-insurance scheme                  | 12,400         | 21,700         |
|                                                             | <b>43,793</b>  | <b>51,331</b>  |
| <b>Subtotal Employee benefits and related on costs</b>      | <b>473,586</b> | <b>452,816</b> |
| <b>Other Provisions - Non-Current</b>                       |                |                |
| Restoration costs - Non-current                             | 15,688         | 14,709         |
|                                                             | <b>15,688</b>  | <b>14,709</b>  |
| <b>Subtotal Other Provisions</b>                            | <b>19,604</b>  | <b>17,267</b>  |
| <b>Total Current Provisions</b>                             | <b>433,709</b> | <b>404,043</b> |
| <b>Total Non-Current Provisions</b>                         | <b>59,481</b>  | <b>66,040</b>  |
| <b>Total Provisions</b>                                     | <b>493,190</b> | <b>470,083</b> |
| <b>Aggregate employee benefits and related on-costs</b>     |                |                |
| Provisions - Current                                        | 429,793        | 401,485        |
| Provisions - Non-Current                                    | 43,793         | 51,331         |
| Accrued salaries, wages and on-costs (refer Note 14)        | 61,097         | 56,311         |
|                                                             | <b>534,683</b> | <b>509,127</b> |

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

(i) Annual leave totals \$5.546 million (\$1.837 million in 2013-14)

(ii) Non-renewal benefit totals \$65.843 million (\$55.689 million in 2013-14)

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

|                                                                                      | 2015<br>\$'000 | 2014<br>\$'000 |
|--------------------------------------------------------------------------------------|----------------|----------------|
| <b>16. CURRENT / NON-CURRENT LIABILITIES - PROVISIONS<br/>(continued)</b>            |                |                |
| <b>Movement in provisions (other than employee benefits)</b>                         |                |                |
| Movements in the restoration provision during the financial year, are set out below: |                |                |
| <b>Restoration Costs</b>                                                             |                |                |
| Carrying amount at the beginning of financial year                                   | 17,267         | 17,074         |
| Additional provisions recognised                                                     | 5,281          | 2,164          |
| Amounts used                                                                         | (14)           | (140)          |
| Unused amounts reversed                                                              | (3,127)        | (2,394)        |
| Unwinding / change in the discount rate                                              | 197            | 563            |
| Carrying amount at the end of financial year                                         | <u>19,604</u>  | <u>17,267</u>  |
| <b>17. CURRENT / NON-CURRENT LIABILITIES - OTHER</b>                                 |                |                |
| <b>Other Liabilities - Current</b>                                                   |                |                |
| Repayment of grant                                                                   | -              | 199            |
| Lease incentives                                                                     | 310            | 70             |
| Other                                                                                | 57             | 57             |
|                                                                                      | <u>367</u>     | <u>326</u>     |
| <b>Other Liabilities - Non-Current</b>                                               |                |                |
| Lease incentives                                                                     | 1,127          | 284            |
|                                                                                      | <u>1,127</u>   | <u>284</u>     |
| <b>Total Liabilities - Other</b>                                                     | <u>1,494</u>   | <u>610</u>     |

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 26.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

|                                                                                    | 2015<br>\$'000 | 2014<br>\$'000 |
|------------------------------------------------------------------------------------|----------------|----------------|
| <b>18. COMMITMENTS FOR EXPENDITURE</b>                                             |                |                |
| <b>(a) Capital Commitments</b>                                                     |                |                |
| Aggregate capital expenditure contracted for at balance date and not provided for: |                |                |
| Not later than one year                                                            | 44,677         | 41,157         |
| Later than one year and not later than five years                                  | 2,086          | 839            |
| Later than five years                                                              | -              | -              |
| <b>Total (including GST)</b>                                                       | <b>46,763</b>  | <b>41,996</b>  |

Input tax credits of \$4.251 million (\$3.436 million in 2013-14), expected to be recoverable from the Australian Taxation Office, are included above.

### (b) Operating Lease Commitments

Future non-cancellable operating lease rentals not provided for and payable:

|                                                |                |                |
|------------------------------------------------|----------------|----------------|
| Not later than one year                        | 68,935         | 64,989         |
| Later than one year and not later than 5 years | 137,122        | 134,559        |
| Later than five years                          | 55,342         | 67,894         |
| <b>Total (including GST)</b>                   | <b>261,399</b> | <b>267,442</b> |

Input tax credits of \$23.710 million (\$24.276 million in 2013-14), 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.

**NSW Police Force**

Notes to the financial statements for the year ended 30 June 2015

|                                                                 | 2015<br>\$'000 | 2014<br>\$'000 |
|-----------------------------------------------------------------|----------------|----------------|
| <b>18. COMMITMENTS FOR EXPENDITURE (continued)</b>              |                |                |
| <b>(c) Finance lease commitments</b>                            |                |                |
| Minimum lease payment commitments in relation to finance leases |                |                |
| Not later than one year                                         | 19,182         | 18,533         |
| Later than one year and not later than 5 years                  | 83,682         | 80,852         |
| Later than five years                                           | 89,631         | 111,643        |
| Minimum lease payments                                          | <b>192,495</b> | <b>211,028</b> |
| Less: future finance charges                                    | 46,969         | 56,651         |
| <b>Present value of minimum lease payments</b>                  | <b>145,526</b> | <b>154,377</b> |
| <br>                                                            |                |                |
| The present value of finance lease commitments is as follows:   |                |                |
| Not later than one year                                         | 10,101         | 8,851          |
| Later than one year and not later than 5 years                  | 55,569         | 49,272         |
| Later than five years                                           | 79,856         | 96,254         |
|                                                                 | <b>145,526</b> | <b>154,377</b> |
| <br>                                                            |                |                |
| Classified as:                                                  |                |                |
| Current (Note 15)                                               | 10,101         | 8,851          |
| Non-current (Note 15)                                           | 135,425        | 145,526        |
|                                                                 | <b>145,526</b> | <b>154,377</b> |

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.

REMAINDER OF PAGE LEFT BLANK INTENTIONALLY

**NSW Police Force**

Notes to the financial statements for the year ended 30 June 2015

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 2015<br>\$'000 | 2014<br>\$'000 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------|
| <b>19. CONTINGENT LIABILITIES AND CONTINGENT ASSETS</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                |                |
| <b>(a) Contingent Liabilities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                |                |
| 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>114,681</u> | <u>104,353</u> |
| <b>(b) Contingent Assets</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                |                |
| 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>   |

REMAINDER OF PAGE LEFT BLANK INTENTIONALLY

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

---

### 20. BUDGET REVIEW

#### Net result

The actual net result was unfavourable to budget by \$58 million.

This result was mainly due to the following factors:

- A net increase in police wages, including variations in authorised strength and increments, of \$15 million;
- An increase in employee benefits accepted by the Crown Entity of \$29 million;
- The outcome of a triennial review with an increase in on costs on Long Service Leave of \$14 million;
- Increases in a range of other operating expenses totalling \$32 million, including property maintenance, employee subsistence allowances, property rental, motor vehicle insurance hindsight, legal fees, radio tower license fees and software maintenance;
- An offsetting saving of \$21 million in depreciation charges resulting from changes to the capital program;
- Increased revenues of \$16 million from seconded officer charge outs, user pays and other charges;
- An offsetting increase in revenues for the Crown Entity expenses listed above of \$29 million; and
- A reduction in Capital Grants of \$26 million associated with the rephasing of Capital Works cashflows to the 2015-16 and 2016-17 financial years.

#### Assets and liabilities:

Total current assets increased by \$28 million compared to budget, mainly due to increases in cash and cash equivalents of \$30 million and net receivables of \$3 million, offset by decrease in permanent and partial disability self insurance gross recoveries of \$5 million.

Non-current assets decreased by \$5 million over budget mainly due to the following factors:

- A reduction in non-current 2005 Award permanent and partial disability self insurance gross recoveries of \$23 million.
- A \$10 million decrease in intangible assets.
- Offset by \$4 million increase in land and buildings flowing from annual property revaluations and net \$24 million increase in plant and equipment flowing from revaluation and acquisitions.

Total liabilities increased by \$40 million compared to budget, mainly due to increase in other employee related provisions of \$81 million, offset by decrease in payables of \$4 million and a reduction in the permanent and partial disability self insurance provision of \$26 million.

#### Cash flows:

Net cash flows from operating activities decreased by \$44 million compared to the budget.

This is mainly due to the following:

- A cash reduction of \$26 million resulting from the rephasing of Capital Grants to future years;
- An offsetting improvement of \$29 million in permanent and partial disability self insurance gross recoveries;
- Movements of \$15 million in police wages to budget; and
- Maintenance and workings expense variations to budget.



## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

|                                                                                                                                                                                                                                                                                                                                                   | 2015<br>\$'000   | 2014<br>\$'000   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|
| <b>21. RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES TO NET RESULT</b>                                                                                                                                                                                                                                                                   |                  |                  |
| Net cash inflow from operating activities                                                                                                                                                                                                                                                                                                         | 125,474          | 169,327          |
| Depreciation and amortisation                                                                                                                                                                                                                                                                                                                     | (134,813)        | (139,911)        |
| Increase / (decrease) in receivables                                                                                                                                                                                                                                                                                                              | (23,939)         | (27,671)         |
| Decrease / (increase) in creditors                                                                                                                                                                                                                                                                                                                | (9,803)          | (16,969)         |
| Decrease / (increase) in provisions                                                                                                                                                                                                                                                                                                               | (23,107)         | (8,581)          |
| Decrease / (increase) in other liabilities                                                                                                                                                                                                                                                                                                        | (884)            | (99)             |
| Increase / (decrease) in Capital Works expenditure accruals                                                                                                                                                                                                                                                                                       | (2,543)          | (6,997)          |
| Net gain / (loss) on sale of plant and equipment                                                                                                                                                                                                                                                                                                  | (1,508)          | (3,096)          |
| Non-cash revenue - net                                                                                                                                                                                                                                                                                                                            | 5,559            | 3,085            |
| <b>Net result</b>                                                                                                                                                                                                                                                                                                                                 | <b>(65,564)</b>  | <b>(30,912)</b>  |
| <b>22. NON-CASH FINANCING AND INVESTING ACTIVITIES</b>                                                                                                                                                                                                                                                                                            |                  |                  |
| Liabilities and expenses assumed by the Crown Entity:                                                                                                                                                                                                                                                                                             |                  |                  |
| Superannuation                                                                                                                                                                                                                                                                                                                                    | (69,363)         | (67,513)         |
| Long service leave                                                                                                                                                                                                                                                                                                                                | (123,305)        | (121,071)        |
| Payroll tax on superannuation                                                                                                                                                                                                                                                                                                                     | (3,614)          | (3,679)          |
|                                                                                                                                                                                                                                                                                                                                                   | <b>(196,282)</b> | <b>(192,263)</b> |
| <b>23. TRUST FUNDS</b>                                                                                                                                                                                                                                                                                                                            |                  |                  |
| 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: |                  |                  |
| <b>Crown Trust Fund Account</b>                                                                                                                                                                                                                                                                                                                   |                  |                  |
| Cash balance at 1 July                                                                                                                                                                                                                                                                                                                            | 17,691           | 16,610           |
| Add: Receipts                                                                                                                                                                                                                                                                                                                                     | 32,877           | 16,530           |
| Less: Expenditure                                                                                                                                                                                                                                                                                                                                 | (17,446)         | (15,449)         |
| <b>Cash balance at 30 June</b>                                                                                                                                                                                                                                                                                                                    | <b>33,122</b>    | <b>17,691</b>    |

**NSW Police Force**

Notes to the financial statements for the year ended 30 June 2015

|                                                | 2015<br>\$'000 | 2014<br>\$'000 |
|------------------------------------------------|----------------|----------------|
| <b>24. ADMINISTERED ASSETS AND LIABILITIES</b> |                |                |
| <b>Administered Assets<sup>1</sup></b>         |                |                |
| Receivables                                    | 622            | 505            |
| <b>Total Administered Assets</b>               | <b>622</b>     | <b>505</b>     |
| <b>Administered Liabilities<sup>2</sup></b>    |                |                |
| Unearned income due not later than one year    | 10,832         | 10,367         |
| Unearned income due later than one year        | 15,471         | 15,385         |
| <b>Total Administered Liabilities</b>          | <b>26,303</b>  | <b>25,752</b>  |

Note

1. The administered assets comprise of accrued income from RMS for month of June 2015.
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.

**25. ADMINISTERED INCOME**

|                             |               |               |
|-----------------------------|---------------|---------------|
| Firearms licensing          | 8,786         | 8,420         |
| Security industry licensing | 9,363         | 7,870         |
| Fines and forfeitures       | 871           | 370           |
| Receipts under Crimes Act   | 240           | 429           |
| Other                       | 30            | 23            |
|                             | <b>19,290</b> | <b>17,112</b> |

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

REMAINDER OF PAGE LEFT BLANK INTENTIONALLY

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

### 26. 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<br>Amount<br>2015<br>\$'000 | Carrying<br>Amount<br>2014<br>\$'000 |
|------------------------------|------|--------------------------------------------------|--------------------------------------|--------------------------------------|
| <b>Financial Assets</b>      |      |                                                  |                                      |                                      |
| Cash and cash equivalent     | 7    | N/A                                              | 104,408                              | 124,940                              |
| Receivables <sup>1</sup>     | 8    | Loans and receivables measured at amortised cost | 22,336                               | 30,887                               |
| <b>Financial Liabilities</b> |      |                                                  |                                      |                                      |
| Payables <sup>2</sup>        | 14   | Financial liabilities measured at amortised cost | 96,552                               | 87,492                               |
| Borrowings                   | 15   | Financial liabilities measured at amortised cost | 146,057                              | 155,046                              |
| Other liabilities            | 17   | Financial liabilities measured at amortised cost | 1,494                                | 610                                  |

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

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

#### (b) Credit risk

Credit risk arises when there is the possibility that the counterparty will default on their contractual obligations, resulting in 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 Global Integrated Solutions Trust 6 Account.

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

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

### 26. FINANCIAL INSTRUMENTS (continued)

#### (b) Credit risk (continued)

##### *Receivables - trade and other debtors*

All trade debtors and other debtors are recognised as amounts receivable at balance date. Collectability of trade 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 reporting entity will not be able to collect all amounts due. This evidence includes past experience, and current and expected changes in economic conditions and debtor credit ratings. No interest is earned on trade debtors. Sales are generally made on 30 day terms.

The NSW Police Force is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Based on past experience, debtors that are not past due (\$16.337 million 2014-15 and \$28.447 million in 2013-14) and debts that are past due but not considered impaired (\$5.999 million in 2014-15 and \$2.439 million in 2013-14) in accordance with NSW Police Forces' policy together represent 85% of the total debtors.

| Trade Debtors               | Total <sup>1,2</sup> | Past due but<br>not impaired <sup>1,2</sup> | Considered<br>impaired <sup>1,2</sup> |
|-----------------------------|----------------------|---------------------------------------------|---------------------------------------|
|                             | \$'000               | \$'000                                      | \$'000                                |
| <b>2015</b>                 |                      |                                             |                                       |
| < 3 months overdue          | 618                  | 618                                         | -                                     |
| 3 months - 6 months overdue | 421                  | 421                                         | -                                     |
| > 6 months overdue          | 192                  | (54)                                        | 246                                   |
| <b>2014</b>                 |                      |                                             |                                       |
| < 3 months overdue          | 1,149                | 1,149                                       | -                                     |
| 3 months - 6 months overdue | 539                  | 539                                         | -                                     |
| > 6 months overdue          | 609                  | 418                                         | 191                                   |
| <hr/>                       |                      |                                             |                                       |
| Other debtors               | Total <sup>1,2</sup> | Past due but<br>not impaired <sup>1,2</sup> | Considered<br>impaired <sup>1,2</sup> |
|                             | \$'000               | \$'000                                      | \$'000                                |
| <b>2015</b>                 |                      |                                             |                                       |
| < 3 months overdue          | 2,905                | 2,905                                       | -                                     |
| 3 months - 6 months overdue | 2,425                | 2,425                                       | -                                     |
| > 6 months overdue          | 3,502                | (315)                                       | 3,818                                 |
| <b>2014</b>                 |                      |                                             |                                       |
| < 3 months overdue          | 3                    | 3                                           | -                                     |
| 3 months - 6 months overdue | 1,319                | 1,319                                       | -                                     |
| > 6 months overdue          | 914                  | (988)                                       | 1,902                                 |

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.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

---

### 26. FINANCIAL INSTRUMENTS (continued)

#### (c) Liquidity risk

Liquidity risk is the risk that 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 Cluster's Principal Department, the Department of 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 branches 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 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 10.36% (2014 – 10.63%).

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

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

### 26. FINANCIAL INSTRUMENTS (continued)

#### (c) Liquidity risk (continued)

|                              | Weighted average effective interest rate | Nominal Amount <sup>2</sup><br>\$'000 | Interest Rate Exposure        |                                  |                                | Maturity Dates     |                      |                     |
|------------------------------|------------------------------------------|---------------------------------------|-------------------------------|----------------------------------|--------------------------------|--------------------|----------------------|---------------------|
|                              |                                          |                                       | Fixed Interest Rate<br>\$'000 | Variable Interest Rate<br>\$'000 | Non-interest bearing<br>\$'000 | < 1 year<br>\$'000 | 1 -5 years<br>\$'000 | > 5 years<br>\$'000 |
| <b>2015</b>                  |                                          |                                       |                               |                                  |                                |                    |                      |                     |
| <i>Payables</i> <sup>1</sup> | -                                        | 96,552                                | -                             | -                                | 96,552                         | 96,552             | -                    | -                   |
| <i>Borrowings:</i>           |                                          |                                       |                               |                                  |                                |                    |                      |                     |
| Finance Lease                | 6.61%                                    | 192,495                               | 192,495                       | -                                | -                              | 19,182             | 83,682               | 89,631              |
| Treasury Advances Repayable  | 4.08%                                    | 531                                   | 531                           | -                                | -                              | 144                | 387                  | -                   |
| <i>Other:</i>                |                                          |                                       |                               |                                  |                                |                    |                      |                     |
| Lease Incentives             | -                                        | 1,437                                 | -                             | -                                | 1,437                          | 310                | 1,127                | -                   |
| Other                        | -                                        | 57                                    | -                             | -                                | 57                             | 57                 | -                    | -                   |
|                              |                                          | <b>291,072</b>                        | <b>193,026</b>                | <b>-</b>                         | <b>98,046</b>                  | <b>116,245</b>     | <b>85,196</b>        | <b>89,631</b>       |
| <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>-</b>                         | <b>88,102</b>                  | <b>106,489</b>     | <b>81,667</b>        | <b>111,643</b>      |

#### Notes

1. Payables exclude income received in advances 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.

#### (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.

## NSW Police Force

Notes to the financial statements for the year ended 30 June 2015

### 26. FINANCIAL INSTRUMENTS (continued)

#### (d) Market risk (continued)

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 2013-14. 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.

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

|                               |                              | -1%                  |                  | +1%                  |                  |
|-------------------------------|------------------------------|----------------------|------------------|----------------------|------------------|
|                               | Carrying<br>amount<br>\$'000 | Net result<br>\$'000 | Equity<br>\$'000 | Net result<br>\$'000 | Equity<br>\$'000 |
| <b>2015</b>                   |                              |                      |                  |                      |                  |
| <b>Financial assets:</b>      |                              |                      |                  |                      |                  |
| Cash and cash equivalents     | 104,408                      | (1,044)              | (1,044)          | 1,044                | 1,044            |
| Receivables                   | 22,336                       | -                    | -                | -                    | -                |
| <b>Financial liabilities:</b> |                              |                      |                  |                      |                  |
| Payables                      | 96,552                       | 966                  | 966              | (966)                | (966)            |
| Borrowings                    | 146,057                      | -                    | -                | -                    | -                |
| Other liabilities             | 1,494                        | 15                   | 15               | (15)                 | (15)             |
| <b>2014</b>                   |                              |                      |                  |                      |                  |
| <b>Financial assets:</b>      |                              |                      |                  |                      |                  |
| Cash and cash equivalents     | 124,940                      | (1,249)              | (1,249)          | 1,249                | 1,249            |
| Receivables                   | 30,887                       | -                    | -                | -                    | -                |
| <b>Financial liabilities</b>  |                              |                      |                  |                      |                  |
| Payables                      | 87,492                       | 875                  | 875              | (875)                | (875)            |
| Borrowings                    | 155,046                      | -                    | -                | -                    | -                |
| Other liabilities             | 610                          | 6                    | 6                | (6)                  | (6)              |

#### 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.

**NSW Police Force**

Notes to the financial statements for the year ended 30 June 2015

---

**26. FINANCIAL INSTRUMENTS (continued)****(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.

**27. 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**



## Appendices Contents

---

|                                                    |     |
|----------------------------------------------------|-----|
| APPENDIX 1: NSW Police Force Staff                 | 81  |
| APPENDIX 2: Equal Employment Opportunity           | 84  |
| APPENDIX 3: Disability Plans                       | 85  |
| APPENDIX 4: Multicultural Policies                 | 86  |
| APPENDIX 5: Government Information & Public Access | 88  |
| APPENDIX 6: Injuries & Workers Compensation Claims | 91  |
| APPENDIX 7: Staff Drug & Alcohol Testing           | 92  |
| APPENDIX 8: Privacy & Personal Information         | 93  |
| APPENDIX 9: Complaints against Police              | 93  |
| APPENDIX 10: Requests for Assistance               | 95  |
| APPENDIX 11: Significant Judicial Decisions        | 95  |
| APPENDIX 12: Legislative Changes                   | 96  |
| APPENDIX 13: Annual Report Production Costs        | 98  |
| APPENDIX 14: Research & Development                | 99  |
| APPENDIX 15: Police Pursuits                       | 99  |
| APPENDIX 16: Consultants                           | 100 |
| APPENDIX 17: Waste Reduction                       | 100 |
| APPENDIX 18: Overseas Travel                       | 101 |
| APPENDIX 19: Public Interest Disclosures           | 103 |
| APPENDIX 20: Creditors Payments & Credit Cards     | 104 |
| APPENDIX 21: Matters Arising from 2014-15 Audit    | 105 |
| APPENDIX 22: Insurance Activities                  | 106 |
| APPENDIX 23: Property Disposals                    | 106 |
| APPENDIX 24: Audits & Reviews                      | 107 |
| APPENDIX 25: Digital Information Security          | 108 |
| APPENDIX 26: Asset Purchase & Protection           | 109 |
| APPENDIX 27: Productivity data                     | 109 |
| APPENDIX 28: Major Works in Progress               | 110 |
| APPENDIX 29: Awards and Honours                    | 111 |
| Glossary                                           | 117 |
| Legislative Index                                  | 118 |
| Index                                              | 119 |

## APPENDIX 1: NSW Police Force Staff

### Movements in wages, salaries and allowances

The *Crown Employees (Police Officers 2014) Award* provided an increase in salaries and allowances of 2.27% to all non-executive police officers from 1 July 2014.

The *Crown Employees (NSW Police Administrative Officers & Temporary Employees) Award 2009* provided an increase in salaries and allowances of 2.27% to administrative officers from 1 July 2014.

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 2015

| Employee                | 2010-11       | 2011-12       | 2012-13       | 2013-14       | 2014-15       |
|-------------------------|---------------|---------------|---------------|---------------|---------------|
| Police officers*        | 15,943        | 15,977        | 16,371        | 16,467        | 16,693        |
| Administrative officers | 3,687         | 3,700         | 3,721         | 3,656         | 3,936         |
| Ministerial officers ** | 202           | 202           | 194           | 206           | 0             |
| <b>TOTAL</b>            | <b>19,832</b> | <b>19,879</b> | <b>20,286</b> | <b>20,329</b> | <b>20,629</b> |

Source: NSW Police Force, SAP. \* Includes officers on secondment to other public sector agencies. \*\* Proclamation of the Police Legislation Amendment (Special Constables) Act 2013 occurred on 1 December 2014. From that date ministerial employment ceased in the NSW Police Force. These staff are now employed as administrative officers under the Police Act.

### Strength details (police officers) as at 30 June 2015

| Rank                   | Internal police |               | External seconded external funded |           | External seconded internal funded |           | Total         |               |
|------------------------|-----------------|---------------|-----------------------------------|-----------|-----------------------------------|-----------|---------------|---------------|
|                        | 2013-14         | 2014-15       | 2013-14                           | 2014-15   | 2013-14                           | 2014-15   | 2013-14       | 2014-15       |
| Executive officers*    | 22              | 21            | 0                                 | 0         | 0                                 | 0         | 22            | 21            |
| Commissioned officers# | 878             | 892           | 1                                 | 2         | 1                                 | 2         | 880           | 896           |
| Snr Sgt & Sgt          | 3,018           | 3,020         | 8                                 | 15        | 2                                 | 2         | 3,028         | 3,037         |
| Snr Cst, Cst & Prb Cst | 12,520          | 12,715        | 9                                 | 17        | 8                                 | 7         | 12,537        | 12,739        |
| <b>TOTAL</b>           | <b>16,438</b>   | <b>16,648</b> | <b>18</b>                         | <b>34</b> | <b>11</b>                         | <b>11</b> | <b>16,467</b> | <b>16,693</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<br>June 2011 |          | No of officers<br>June 2012 |          | No of officers<br>June 2013 |          | No of officers<br>June 2014 |          | No of officers<br>June 2015 |          |
|--------------|-----------------------------|----------|-----------------------------|----------|-----------------------------|----------|-----------------------------|----------|-----------------------------|----------|
|              | Male                        | Female   | Male                        | Female   | Male                        | Female   | Male                        | Female   | 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      | 15                          | 3        | 18                          | 2        | 17                          | 2        | 19                          | 3        | 18                          | 3        |
| Level 4      | 2                           | 1        | 2                           | 1        | 1                           | 1        | 1                           | 1        | 1                           | 0        |
| Level 3      | 0                           | 2        | 0                           | 2        | 0                           | 2        | 0                           | 2        | 0                           | 1        |
| Level 2      | 0                           | 0        | 0                           | 0        | 0                           | 0        | 0                           | 0        | 0                           | 0        |
| Level 1      | 0                           | 0        | 0                           | 0        | 0                           | 0        | 0                           | 0        | 0                           | 0        |
| <b>TOTAL</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> | <b>22</b>                   | <b>5</b> |

Source: NSW Police Force, SAP

### The average remuneration of senior executives

| Band                 | Range \$              | Average Remuneration |
|----------------------|-----------------------|----------------------|
|                      |                       | 2014-15 \$           |
| Remuneration Level 8 | \$430,451 - \$497,300 | \$497,257            |
| Remuneration Level 7 | \$343,201 - \$430,450 | \$387,144            |
| Remuneration Level 6 | \$305,401 - \$343,200 | -                    |
| Remuneration Level 5 | \$264,751 - \$305,400 | \$299,794            |
| Remuneration Level 4 | \$242,801 - \$264,750 | \$259,794            |
| Remuneration Level 3 | \$213,751 - \$242,800 | \$238,392            |
| Remuneration Level 2 | \$199,301 - \$213,750 | -                    |
| Remuneration Level 1 | \$170,250 - \$199,300 | -                    |

Source: NSW Police Force, SAP

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

## Police separations 2014-15

| Rank                         | Retire    |           | Death     |          | Resign     |            | Medically unfit** |            | Appointment annulment |          | Dismissed S80(3) <sup>††</sup> |           | Removed S181D <sup>†</sup> |           | Contract terminated |          | Transfer |          | Total      |            |    |   |
|------------------------------|-----------|-----------|-----------|----------|------------|------------|-------------------|------------|-----------------------|----------|--------------------------------|-----------|----------------------------|-----------|---------------------|----------|----------|----------|------------|------------|----|---|
|                              | 13-14     | 14-15     | 13-14     | 14-15    | 13-14      | 14-15      | 13-14             | 14-15      | 13-14                 | 14-15    | 13-14                          | 14-15     | 13-14                      | 14-15     | 13-14               | 14-15    | 13-14    | 14-15    | 13-14      | 14-15      |    |   |
| Executive officers*          | 0         | 1         | 0         | 0        | 0          | 0          | 1                 | 0          | 0                     | 0        | 0                              | 0         | 0                          | 0         | 0                   | 0        | 0        | 0        | 0          | 0          | 1  | 1 |
| Commissioned officers#       | 11        | 7         | 1         | 0        | 2          | 1          | 27                | 28         | 0                     | 0        | 0                              | 1         | 3                          | 0         | 0                   | 0        | 0        | 0        | 1          | 44         | 38 |   |
| Senior sergeant and sergeant | 15        | 19        | 6         | 3        | 5          | 18         | 67                | 55         | 0                     | 0        | 0                              | 0         | 0                          | 1         | 0                   | 0        | 4        | 1        | 97         | 97         |    |   |
| Constables (all)             | 6         | 11        | 4         | 5        | 154        | 117        | 81                | 69         | 0                     | 0        | 6                              | 13        | 5                          | 10        | 0                   | 0        | 5        | 5        | 261        | 230        |    |   |
| <b>TOTAL</b>                 | <b>32</b> | <b>38</b> | <b>11</b> | <b>8</b> | <b>161</b> | <b>136</b> | <b>176</b>        | <b>152</b> | <b>0</b>              | <b>0</b> | <b>6</b>                       | <b>14</b> | <b>8</b>                   | <b>11</b> | <b>0</b>            | <b>0</b> | <b>9</b> | <b>7</b> | <b>403</b> | <b>366</b> |    |   |

## Administrative and ministerial officer separations 2014-15

| Category     | Retire    |           | Death    |          | Resign     |            | Medically unfit** |          | Appointment annulment |          | Contract terminated |          | Dismissed |          | Temporary |           | Transfer  |           | Secondment |          | Secondment to other govt body |          | Voluntary redundancy |          | Total      |            |
|--------------|-----------|-----------|----------|----------|------------|------------|-------------------|----------|-----------------------|----------|---------------------|----------|-----------|----------|-----------|-----------|-----------|-----------|------------|----------|-------------------------------|----------|----------------------|----------|------------|------------|
|              | 13-14     | 14-15     | 13-14    | 14-15    | 13-14      | 14-15      | 13-14             | 14-15    | 13-14                 | 14-15    | 13-14               | 14-15    | 13-14     | 14-15    | 13-14     | 14-15     | 13-14     | 14-15     | 13-14      | 14-15    | 13-14                         | 14-15    | 13-14                | 14-15    | 13-14      | 14-15      |
| Clerical     | 38        | 48        | 2        | 3        | 87         | 81         | 5                 | 1        | 3                     | 1        | 1                   | 3        | 1         | 3        | 11        | 17        | 30        | 17        | 0          | 1        | 0                             | 0        | 12                   | 6        | 190        | 181        |
| Professional | 7         | 8         | 1        | 2        | 8          | 10         | 0                 | 0        | 0                     | 0        | 0                   | 0        | 0         | 0        | 1         | 2         | 34        | 4         | 1          | 1        | 0                             | 0        | 1                    | 1        | 53         | 28         |
| Other        | 8         | 8         | 2        | 0        | 28         | 29         | 3                 | 3        | 2                     | 1        | 0                   | 0        | 0         | 2        | 0         | 0         | 4         | 3         | 0          | 0        | 0                             | 0        | 0                    | 0        | 47         | 46         |
| Ministerial  | 1         | 0         | 0        | 0        | 14         | 0          | 0                 | 0        | 0                     | 0        | 0                   | 0        | 0         | 0        | 1         | 0         | 1         | 0         | 0          | 0        | 0                             | 0        | 0                    | 0        | 17         | 0          |
| <b>TOTAL</b> | <b>54</b> | <b>64</b> | <b>5</b> | <b>5</b> | <b>137</b> | <b>120</b> | <b>8</b>          | <b>4</b> | <b>5</b>              | <b>2</b> | <b>1</b>            | <b>3</b> | <b>1</b>  | <b>5</b> | <b>13</b> | <b>19</b> | <b>69</b> | <b>24</b> | <b>1</b>   | <b>2</b> | <b>0</b>                      | <b>0</b> | <b>13</b>            | <b>7</b> | <b>307</b> | <b>255</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.

†† 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.

† 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 | 2013  | 2014  | 2015  |
|------------------------------------------------------------|---------------------|-------|-------|-------|
| Women                                                      | 50%                 | 34.5% | 34.4% | 34.6% |
| Aboriginal People & Torres Strait Islanders                | 2.6%                | 2.7%  | 3.0%  | 3.1%  |
| People whose first language was not English                | 19.0%               | 8.3%  | 8.4%  | 8.7%  |
| People with a disability                                   | N/A                 | 1.1%  | 1.0%  | 0.9%  |
| People with a disability requiring work-related adjustment | 1.5%                | 0.3%  | 0.2%  | 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 | 2013 | 2014 | 2015 |
|------------------------------------------------------------|---------------------|------|------|------|
| Women                                                      | 100                 | 94   | 95   | 94   |
| Aboriginal people & Torres Strait Islanders                | 100                 | 92   | 89   | 89   |
| People whose first language was not English                | 100                 | 93   | 94   | 95   |
| People with a disability                                   | 100                 | 103  | 102  | 102  |
| People with a disability requiring work related adjustment | 100                 | 104  | 104  | 104  |

Source: NSW Department of Premier & Cabinet, Public Sector Workforce Profile 2015

1. Staff numbers are as at 30 June 2015.

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 2012-16* 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 implemented and or progressed during the reporting period. They included:

- establishment of an inter-command forum on discrimination, harassment and bullying. The terms of reference includes oversight of strategic approaches to discrimination, harassment and bullying within the NSW Police Force to ensure safe, healthy workplaces
- review of the Harassment, Discrimination & Bullying Policy to ensure it reflects contemporary workforce issues
- development of workshops relating to respectful communication in the workplace, managing workplace conflict and recognising unconscious bias to support a positive work environment
- streamlining systems and processes relating to discrimination, harassment and bullying matters, and improvements to data capture monitoring and reporting capabilities around discrimination, harassment and bullying matters
- initiating a project on building and maintaining a positive workplace culture within the NSW Police Force
- hosting a forum with key internal and external stakeholders on building respectful workplace behaviours
- continuing the development of the Flexible Work Practices Guide, Part Time Work Policy and supporting tools for commanders and managers
- continuing support to women through the My Mentor Program, which was delivered by the NSW Police Force. Also introduced was the My Mentor Embed Program, which was delivered to 20 women who have already undertaken the My Mentor Program
- developed and implemented a new *Women in Policing Strategic Plan 2015-18* to improve the recruitment, retention and development opportunities for women in the NSW Police Force
- continuing to support the Ready, Willing & Able disability employment program.

## APPENDIX 3: Disability Plans

The NSW Police Force has been participating in the Disability Inclusion Action Planning process for NSW Government agencies. The Corporate and Region Sponsors for Vulnerable Communities have been active in engaging communities and disability sector stakeholders. Projects and activities designed to improve accessibility and inclusiveness, include:

- the development of key pages of the NSW Police Force website in audio for people with visual impairment, and Auslan (Australian sign language) for the deaf and hearing impaired
- liaison with the Autism Community Network regarding police engagement with people on the Autism Spectrum
- a partnership with Guide Dogs NSW/ACT to develop an access rights card for vision impaired people in public places and transport
- participation by the NSW Police Force's policy and project staff in pilot disability awareness training for the NSW Government sector
- awareness and consideration training for police investigating domestic and family violence where the victim/offenders/witnesses may have a disability, in particular cognitive impairment.

The NSW Police Force is also represented on a number of committees, including:

- Criminal Justice Support Network Defender Capacity & Apprehended Violence Orders for People with Cognitive Impairment
- Family & Community Services and Australian Human Rights Commission *Disability Rights Education Training & Awareness Program*
- Justice Cluster National Disability Insurance Scheme Transition Planning
- Disability Inclusion Action Planning.

The NSW Police Force also endorsed a Memorandum of Understanding with the Public Guardian NSW and Ambulance Service of NSW regarding coercive accommodation functions when executing guardianship orders.

## APPENDIX 4: Multicultural Policies

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

The NSW Police Force Priorities for Working in a Culturally, Linguistically & Religiously Diverse Society and *Multicultural Policies & Services Forward Plan 2011-14* complies with the NSW Principles of Multiculturalism as required by Multicultural NSW and *Principles of Multiculturalism Act 2000*.

In consultation with Multicultural NSW, the NSW Police Force continues to operate under this plan until the 2016-20 plan is developed. This will align our multicultural planning with the next NSW Police Force Corporate Plan. Internal and external consultations are scheduled for 2015-16.

The current 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. They 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 NSW Police Force and the wider community.

Frontline commands with significantly diverse populations 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 provide assistance with victim support information and crime prevention projects in partnership with local community agencies and other specialist liaison officers.

### Major highlights for 2014-15

Communicating effectively with diverse populations is an important part of our work with victims, witnesses, offenders and communities. Major highlights included:

- We produced a video *It's Your Time to Be Heard*, preparing women victims of domestic and family violence for court. It was translated into Arabic, Korean, Mandarin and Vietnamese.
- The Multicultural Community Liaison Officer (MCLO) information brochure was translated into 40 community languages. It's available for download from the NSW Police Force website [www.police.nsw.gov.au](http://www.police.nsw.gov.au).
- A series of short crime prevention messages was broadcast on the NSW Police Force website, YouTube, Facebook and Twitter. Topics included protect yourself from ice, protect yourself online, protect your debit/credit cards and protect yourself against scammers. They were also posted as tip sheets that were available in Arabic, simplified and modern Chinese, Croatian, Greek, Italian and Hindi.
- We partnered with the Australian Human Rights Commission to host the first National Forum on Diversity Training in Policing, attended by diversity trainers from police jurisdictions across Australia with the aim to establish what constitutes effective diversity training in policing.
- In the aftermath of the siege at the Lindt Cafe in Martin Place, police messages to the community about public safety were translated into 15 community languages.
- A multicultural media officer position was established within the Police Media Unit to strengthen relationships with ethnic media.

#### **APPENDIX 4: Multicultural Policies (continued)**

- Victims of Crime Fact Sheets were published in Easy English to support people with limited literacy skills and those for whom English is not their first language.
- Strategies to build staff capacity remain an important part of our multicultural strategies. Programs included:
  - developing diversity content for the recruit training program
  - delivering diversity training in specific courses including the Youth Officers Course, Domestic Violence Course, Crime Prevention Officers Course, Safe Custody Course
  - 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.
- Police engage with culturally and linguistically diverse communities every day through local, regional and statewide programs. The Commissioner's Police Multicultural Advisory Council (PMAC) continues to provide strategic advice to help deliver culturally responsive policing services. Our community engagement strategies help local police build productive relations with all communities.
- More than 30 MCLOs work with police across 25 local area commands.
- The Bias Crimes Unit helps police investigate and respond to bias motivated crimes. This financial year the unit delivered awareness training to police in the South West, Central and North West Metropolitan Regions.
- More than 40% of international students arriving in Australia each year study in New South Wales. The NSW Police Force embarked on a number of community engagement projects to improve the safety of these students, build rapport and create positive interactions between police and students. These included hosting:
  - a cricket tournament for international students in partnership with Study NSW, Multicultural NSW and eight universities
  - the quarterly Consular Corps meeting at the Sydney Police Centre in October 2014, involving consular representatives from all countries with a diplomatic presence in NSW. More than 90 countries were represented and discussed crime related issues.

#### **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 or hearing impaired.

An agreement between the 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 5,443.

**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                                                         | 16                     | 17                     | 20                     | 10            | 0                      | 5                               | 0                                           | 2                     |
| Members of Parliament                                         | 3                      | 6                      | 1                      | 1             | 0                      | 1                               | 0                                           | 1                     |
| Private sector business <sup>b</sup>                          | 45                     | 77                     | 34                     | 35            | 5                      | 0                               | 1                                           | 6                     |
| Members of the public (via legal representative) <sup>b</sup> | 302                    | 1,681                  | 535                    | 467           | 136                    | 12                              | 7                                           | 83                    |
| Members of the public (other) <sup>b</sup>                    | 510                    | 909                    | 248                    | 233           | 47                     | 16                              | 21                                          | 42                    |
| Not for profit org or community group <sup>b</sup>            | 6                      | 10                     | 5                      | 5             | 0                      | 0                               | 0                                           | 0                     |

**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>                                  | 840                    | 2,537                  | 762                    | 702           | 176                    | 28                              | 26                                          | 130                   |
| Access applications (other than personal info applications)                     | 42                     | 163                    | 81                     | 49            | 12                     | 6                               | 3                                           | 4                     |
| Access applications that are partly personal info applications and partly other | 0                      | 2                      | 1                      | 0             | 0                      | 0                               | 0                                           | 0                     |

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) | 568                    |
| Application is excluded information of the agency (section 43 of the Act)    | 1                      |
| Application contravenes restraint order (section 110 of the Act)             | 0                      |
| Total number of invalid applications received                                | 569                    |
| Invalid applications that subsequently became valid applications             | 163                    |

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

|                                                                      | Number of occasions when application not successful <sup>c</sup> |
|----------------------------------------------------------------------|------------------------------------------------------------------|
| Responsible and effective government                                 | 615                                                              |
| Law enforcement and security                                         | 541                                                              |
| Individual rights, judicial processes and natural justice            | 3,091                                                            |
| Business interests of agency and other persons                       | 20                                                               |
| Environment, culture, economy and general matters                    | 0                                                                |
| Secrecy provisions                                                   | 5                                                                |
| Exempt documents under interstate Freedom of Information legislation | 2                                                                |

**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                               | 28                                               |
| Cabinet information                                   | 2                                                |
| Executive Council information                         | 0                                                |
| Contempt                                              | 4                                                |
| Legal professional privilege                          | 18                                               |
| Excluded information                                  | 92                                               |
| Documents affecting law enforcement and public safety | 12                                               |
| Transport safety                                      | 0                                                |
| Adoption                                              | 0                                                |
| Care and protection of children                       | 2                                                |
| 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) | 5,089                  |
| Decided within 35 days (by agreement with applicant)             | 102                    |
| Not decided within time (deemed refusal)                         | 252                    |
| <b>TOTAL</b>                                                     | <b>5,443</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                                                      | 74              | 49              | 123        |
| Review by Information Commissioner <sup>g</sup>                      | 17              | 4               | 21         |
| Internal review following recommendation under section 93 of the Act | 9               | 5               | 14         |
| Review by NSW Civil and Administrative Decisions Tribunal (NCAT)     | 16              | 5               | 21         |
| <b>TOTAL</b>                                                         | <b>116</b>      | <b>63</b>       | <b>179</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>                                                                     | 123                    |
| Applications for persons to whom information the subject of access application relates (see section 54 of the Act) | 1                      |

*e. Includes applications for review received in 2014 - 2015*

*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 has been subject to one ongoing prosecution by WorkCover NSW.

### Claim frequency rate by mechanism of injury

| Mechanism of injury                               | 2010-11      | 2011-12      | 2012-13      | 2013-14      | 2014-15      | Difference<br>13-14 and 14-15 |
|---------------------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------------------|
| Being hit by moving objects                       | 3.49         | 3.43         | 3.70         | 2.90         | 2.01         | -0.89                         |
| Biological factors                                | 1.23         | 0.92         | 1.15         | 1.22         | 1.40         | 0.18                          |
| Body stressing                                    | 5.01         | 4.63         | 3.86         | 4.47         | 5.37         | 0.90                          |
| Chemicals and other substances                    | 0.25         | 0.27         | 0.35         | 0.32         | 0.42         | 0.10                          |
| Falls, trips and slips of a person                | 2.62         | 2.61         | 2.09         | 2.06         | 1.43         | -0.63                         |
| Heat, electricity and other environmental factors | 0.09         | 0.07         | 0.09         | 0.08         | 0.07         | -0.01                         |
| Hitting objects with a part of the body           | 1.11         | 1.23         | 1.09         | 1.10         | 0.66         | -0.44                         |
| Mental stress                                     | 4.88         | 3.17         | 2.23         | 2.25         | 2.47         | 0.22                          |
| Sound and pressure                                | 0.07         | 0.10         | 0.05         | 0.05         | 0.06         | 0.01                          |
| Vehicle incidents and other                       | 2.74         | 1.59         | 1.26         | 1.12         | 0.75         | -0.37                         |
| <b>TOTAL</b>                                      | <b>21.49</b> | <b>18.03</b> | <b>15.87</b> | <b>15.59</b> | <b>14.63</b> | <b>-0.96</b>                  |

Source: Treasury Managed Fund Data Warehouse current at 31 July 2015

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 2014 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           | 2013-14       |           | 2014-15       |           |
|---------------------------|---------------|-----------|---------------|-----------|
|                           | Type          | Positive  | Type          | Positive  |
| <b>DRUG</b>               |               |           |               |           |
| Random – sworn officers   | 4,817         | 4         | 5,132         | 1         |
| Random – students         | 191           | 0         | 47            | 0         |
| Targeted                  | 16            | 1         | 21            | 9         |
| <b>SUBTOTAL</b>           | <b>5,024</b>  | <b>5</b>  | <b>5,200</b>  | <b>10</b> |
|                           |               |           |               |           |
| <b>ALCOHOL</b>            |               |           |               |           |
| Random – sworn officers   | 10,332        | 4         | 11,131        | 3         |
| Random – students         | 1,030         | 0         | 790           | 3         |
| Targeted                  | 7             | 4         | 6             | 2         |
| <b>SUBTOTAL</b>           | <b>11,369</b> | <b>8</b>  | <b>11,927</b> | <b>8</b>  |
|                           |               |           |               |           |
| <b>OTHER</b>              |               |           |               |           |
| Targeted steroid          | 9             | 5         | 6             | 0         |
| Mandatory testing         | 44            | 0         | 124           | 0         |
| Special Follow Up Testing | 0             | 0         | 1             | 1         |
| <b>SUBTOTAL</b>           | <b>53</b>     | <b>5</b>  | <b>131</b>    | <b>1</b>  |
|                           |               |           |               |           |
| <b>TOTAL TESTS</b>        | <b>16,446</b> | <b>18</b> | <b>17,258</b> | <b>19</b> |

## APPENDIX 8: Privacy & Personal Information

---

### **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 *Privacy and Personal Information Protection (PPIP) Act 1998* and the *Health Records and Information Privacy (HRIP) Acts* to them and to 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 the Computerised Operational Policing System (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 created a Privacy Code of Practice and a Privacy Management Plan. These documents assist us in managing our responsibilities under the PPIP Act.

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.

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 eight applications for internal review were received under the provisions of Part 5 (section 53) of the PPIP Act. In the same period, five applicants sought external review by the NSW Civil & Administrative Tribunal pursuant to section 55 of the PPIP Act.

## APPENDIX 9: Complaints against Police

---

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

There was a 2.2% decrease in the number of complaints against police officers received this reporting year. There was also a 6.3% 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 88% of complaints against police officers were either declined or resolved without 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.

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 94).

**APPENDIX 9: Complaints against Police (continued)****Issues raised in complaints received**

| <b>Category</b>                                             | <b>2010-11</b> | <b>2011-12</b> | <b>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> | <b>Difference<br/>2013-14<br/>and 2014-15</b> |
|-------------------------------------------------------------|----------------|----------------|----------------|----------------|----------------|-----------------------------------------------|
| Academic Misconduct                                         | 53             | 59             | 25             | 24             | 22             | -8.3%                                         |
| Arrest                                                      | 158            | 129            | 141            | 117            | 144            | 23.1%                                         |
| Corruption/Misuse of Office                                 | 408            | 363            | 403            | 365            | 387            | 6%                                            |
| Custody                                                     | 159            | 167            | 152            | 155            | 121            | -21.9%                                        |
| Customer Service Related                                    | 1,634          | 1,551          | 1,580          | 1,603          | 1,524          | -4.9%                                         |
| DNA Evidence and Sampling                                   | 2              | 3              | 2              | 3              | 2              | -33.3%                                        |
| Drugs (Other than Searches or Evidence Matters)             | 107            | 116            | 107            | 100            | 94             | -6%                                           |
| Evidence                                                    | 179            | 173            | 170            | 202            | 149            | -26.2%                                        |
| Failure to Observe Service Standards                        | 69             | 48             | 58             | 44             | 59             | 34.1%                                         |
| False Complaint                                             | 5              | 5              | 8              | 7              | 11             | 57.1%                                         |
| Harassment and Discrimination                               | 375            | 331            | 427            | 350            | 329            | -6%                                           |
| Investigations                                              | 1,118          | 1,093          | 1,187          | 1,135          | 1,113          | -1.9%                                         |
| Local Management Issues                                     | 1,747          | 1,812          | 1,824          | 1,765          | 1,462          | -17.2%                                        |
| Misconduct                                                  | 218            | 170            | 201            | 166            | 160            | -3.6%                                         |
| Misuse of Information and Information Systems               | 395            | 362            | 419            | 383            | 303            | -20.9%                                        |
| Other Criminal Act or Omission<br>(Not Specified Elsewhere) | 338            | 328            | 364            | 415            | 433            | 4.3%                                          |
| Property and Exhibits                                       | 211            | 243            | 246            | 215            | 235            | 9.3%                                          |
| Prosecution                                                 | 330            | 329            | 292            | 240            | 298            | 24.2%                                         |
| Searching                                                   | 122            | 132            | 123            | 131            | 168            | 28.2%                                         |
| Service Delivery                                            | 843            | 887            | 1,040          | 808            | 752            | -6.9%                                         |
| Theft/Misappropriation                                      | 51             | 39             | 33             | 32             | 27             | -15.6%                                        |
| Traffic Offences                                            | 112            | 154            | 93             | 107            | 84             | -21.5%                                        |
| Unreasonable use of Force (Including Assault)               | 567            | 542            | 554            | 519            | 478            | -7.9%                                         |
| Untruthfulness/Lying/Dishonesty                             | 173            | 168            | 247            | 189            | 161            | -14.8%                                        |
| Use of Service Resources                                    | 108            | 78             | 60             | 75             | 62             | -17.3%                                        |
| <b>TOTAL</b>                                                | <b>9,482</b>   | <b>9,282</b>   | <b>9,756</b>   | <b>9,150</b>   | <b>8,578</b>   | <b>-6.3%</b>                                  |

In 2014-15 there were 4,887 complaints made against police officers. These contained 8,578 separate issues or allegations, 17% of which were sustained. These statistics are based on data extracted from c@ts.i at 3 July 2015 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 37 seconds per call. The number of contacts received is outlined in the chart below.

|                                                 | 2010-11          | 2011-12          | 2012-13          | 2013-14          | 2014-15          |
|-------------------------------------------------|------------------|------------------|------------------|------------------|------------------|
| Triple Zero (000)                               | 797,415          | 791,687          | 772,710          | 744,371          | 748,530          |
| Police Assistance Line (131 444)                | 499,514          | 563,561          | 601,502          | 593,287          | 591,983          |
| Hold-up alarms                                  | 4,004            | 3,257            | 2,518            | 2,026            | 1,858            |
| Alarms (for alarm companies)                    | 1,493            | 1,252            | 1,037            | 828              | 806              |
| Crime Stoppers (1800 333 000)                   | 53,328           | 60,149           | 64,679           | 69,709           | 84,281           |
| Customer Assistance Unit (1800 622 571)         | 23,770           | 28,619           | 24,220           | 25,112           | 25,609           |
| Police Switchboard (9281 0000)                  | 111,254          | 97,120           | 90,213           | 79,205           | 73,780           |
| Missing Persons Unit after hours (1800 025 091) | 280              | 258              | 207              | 220              | 221              |
| Injury Management Hotline (1800 996 336)        | 289              | 253              | 212              | 285              | 252              |
| Child Wellbeing Unit                            | 34,522           | 33,109           | 33,241           | 33,296           | 31,735           |
| <b>TOTAL</b>                                    | <b>1,525,869</b> | <b>1,579,265</b> | <b>1,590,539</b> | <b>1,548,339</b> | <b>1,559,055</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

### **Glen Robinson v Commissioner of Police, NSW Police Force [2014] NSW Industrial Relations Commission 35**

A Full Bench of the NSW Industrial Relations Commission upheld a first instance decision in favour of the NSW Police Force, dismissing 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. The application for reinstatement was dismissed on the basis that Mr Robinson was deemed medically unfit to be reinstated. The Full Bench upheld these findings that Mr Robinson was not fit to perform the duties of a police officer. The Full Bench also confirmed that section 72A of the Police Act 1990 conveys a discretion on the Commissioner of Police to medically retire police officers.

### **Matthew Baker v Commissioner of Police [2015] NSW Industrial Relations Commission 14**

Mr Baker was a sergeant of police working as a police prosecutor at the Downing Centre. Mr Baker was subject to a random drug and alcohol test, which returned a positive result for cocaine. Mr Baker admitted that he had used cocaine, but then exercised the privilege against self-incrimination to resist providing police with the identities of the person/s who had supplied him with the prohibited drugs. The Industrial Relations Commission was satisfied that Mr Baker lacked integrity, and that his failure to provide the identities of the supplier/s demonstrated a lack of insight into his obligations as a police officer, which rendered his removal appropriate.



## APPENDIX 12: Legislative Changes

---

On 1 July 2014 the *Crimes (Sentencing Procedure) Act 1999* was amended to enable evidence of the impact of the death of a family member to be a relevant consideration in determining an offender's sentence as it constitutes to the harm of the community. The amendments overrule the decision in *Regina v Previtera* (1997).

On 1 July 2014 the *Road Transport (General) Regulation 2013* was amended to make the lane splitting motorcycle offence a penalty notice offence.

On 1 July 2014 the *Road Transport (Driver Licensing) Regulation 2008* was amended to make the lane splitting motorcycle offence a three demerit point offence.

On 1 July 2014 the *Road Rules 2008* was amended to make it an offence for a motorcycle rider to lane split at a speed exceeding 30 kilometres per hour and to enable certain motorcycle riders to lane filter between vehicles provided they do not exceed that speed.

On 4 July 2014 the *Evidence (Audio and Audio Visual Links) Regulation 2010* was amended to enable an accused person being detained in the cells at Wollongong Police Station to appear by audio visual link for their bail proceedings. The amendments were required to address the temporary closure of the Wollongong Court for renovations.

On 18 July 2014 the *Liquor Regulation 2008* was amended to prescribe further licence conditions for certain licensed premises in the Sydney CBD entertainment precinct and Kings Cross precincts and to ensure consistency between special licence conditions in those precincts. The amendments also restricted the hours during which passengers can board licensed vessels from, or disembark into, those precincts.

On 18 July 2014 the *Passenger Transport Regulation 2007* was amended to extend the scheme for the pre-payment of taxi fares for night journeys originating at two Kings Cross taxi zones. The scheme now applies to a further seven taxi zones in and around the central business district of Sydney.

On 23 July 2014 the *Road Transport Act 2013* was amended to provide that, for a person who is disqualified from holding a driver licence and sentenced to a term of imprisonment, the period of disqualification is served after the person is released from prison.

On 1 August 2014 the *Road Transport (Driver Licensing) Regulation 2008* was amended to change the definition of high performance vehicle. It now includes vehicles with a power to weight ratio greater than 130 kilowatts per tonne, vehicles with certain modifications and certain other vehicles listed by the Roads & Maritime Services.

On 1 August 2014 the *Crimes (Forensic Procedures) Regulation 2008* was repealed and remade with minor amendments as the *Crimes (Forensic Procedures) Regulation 2014*.

On 1 August 2014 the *Rural Fires Regulation 2013* was amended to double the existing penalty amounts for offences under the *Rural Fires Act 1997* and the *Rural Fires Regulation 2013*. The offence of discarding a lighted cigarette under section 99A was also prescribed as a penalty notice offence.

On 29 August 2014 the *Smoke-free Environment Regulation 2007* was amended to enable police to commence proceedings for the offence of smoking in certain smoke-free areas relating to public transport (train and light rail platforms, ferry wharfs, bus stops and taxi ranks).

On 1 September 2014 the *Graffiti Control Regulation 2009* was repealed and remade with no significant changes and is now called the *Graffiti Control Regulation 2014*.

On 1 September 2014 the *Children (Protection and Parental Responsibility) Regulation 2008* was repealed and remade with minor changes into the *Children (Protection and Parental Responsibility) Regulation 2014*. It makes provisions in respect of services and protocols relating to the way functions conferred on police are to be exercised, and those records are to be made by police who remove children from public places and escort them to other places.

On 1 September 2014 the *Children's Court Regulation 2009* was repealed and remade as the *Children's Court Regulation 2014* with minor amendments.

On 17 September 2014 the *Drug Court Act 1998* and the *Crimes (Administration of Sentences) Act 1999* were amended to give effect to certain recommendations made by the Minister for Justice including in relation to when the Drug Court may revoke or vary an offender's compulsory drug treatment order.

## APPENDIX 12: Legislative Changes (continued)

On 1 October 2014 the *Road Rules 2008*, *Road Transport (Driver Licensing) Regulation 2008* and the *Road Transport (Vehicle Registration) Regulation 2007* were amended to ban the use of power-assisted pedal cycles that have an internal combustion engine or engines. The amendments mean that the rider may be committing various offences unless they hold a valid class "R" riders licence, are wearing an approved motorcycle helmet and the power-assisted pedal cycle is registered.

On 23 October 2014 the *Crimes (Forensic Procedures) Act 2000* was amended to retrospectively authorise police to carry out forensic procedures (being procedures that were carried out before 24 December 2013 by a police officer who had completed a training course in carrying out forensic procedures conducted by the NSW Police Force before carrying out that forensic procedure).

On 23 October 2014 the *Drug Misuse and Trafficking Act 1985* was amended to make offences involving the manufacture, production, possession or supply of Schedule 9 substances summary offences and to provide that a person supplying what they purport (by writing, words or conduct) to be Schedule 9 substance is taken to have supplied a Schedule 9 substance.

On 23 October 2014 the *Child Protection (Offenders Registration) Act 2000* was amended broadening Class 2 offences. Also, the time for an application for a child protection order was extended from 21 to 60 days. The Act now requires the registrable person to provide the details of any motor vehicles hired by them and any phone numbers used by them. The registrable person must also report any contact with children under certain circumstances. Registrable person reporting obligations are now seven days instead of 14 days. It is an offence for the registrable person to apply to change their name without first having obtained written approval of the Commissioner.

On 23 October 2014 the *Criminal Procedure Act 1986* was amended to clarify that the local court can determine matters in the absence of the accused if it is satisfied that the accused person had reasonable notice of the first return date or subsequent mention date. Amendments were also made to remove the requirement that a court must obtain the consent of an accused person to the summary disposal of proceedings if a scientific examination certificate is tendered by the prosecution in the proceedings.

On 23 October 2014 the *Inclosed Lands Protection Act 1901* was amended to create a new offence of entering an event venue during an organised event in contravention of a re-entry prohibition. The maximum penalty for the new offence is 10 penalty units.

On 23 October 2014 the *Crimes Act 1900* was amended to make it an offence to possess a distress signal, or a distress flare, that operates by emitting a bright light in a public place without a reasonable excuse.

On 23 October 2014 the *Graffiti Control Act 2008* was amended to enable offences under that Act to be commenced within two years of the alleged offence being committed. Proceedings for offences under the Act previously had to be commenced within six months.

On 29 October 2014 the *Child Protection (Working with Children) Act 2012* was amended to make murder a disqualifying offence for the purpose of the Act.

On 1 November 2014 the *Law Enforcement (Powers and Responsibilities) Act 2014* was amended simplifying the safeguard requirements that police must comply with when exercising certain powers. Generally, when exercising such powers police must, as soon as it is reasonably practicable to do so, provide the person with evidence that they are a police officer (unless they are in uniform); state name and place of duty and provide the reason for the exercise of the power. A 'validity clause' that provides protection if you fail to provide your name or place of duty has also been included.

On 1 December 2014 the remade *Road Rules 2014* commenced, with minor changes to the provisions of the *Road Rules 2008*.

On 1 December 2014 the *Road Transport Act 2013* was amended to grant a driver's licence that includes a boat licence under the *Marine Safety Act 1998*.

On 1 December 2014 the *Road Transport Act 2013* was amended. It now provides that drivers who unlawfully park in disabled parking spaces will incur one demerit point.

On 28 January 2015 the *Bail Act 2013* was amended to require bail for certain serious offences to be refused unless the accused person shows cause why his or her detention is not justified; to replace the two-step unacceptable risk assessment process with a one-step risk assessment; to provide that bail must be refused if there are any unacceptable risks; and to require additional matters to be considered by a bail authority in applying the unacceptable risk test.

## APPENDIX 12: Legislative Changes (continued)

On 1 February 2015 the following Acts and Regulations commenced: the *Road Transport Amendment (Drug and Alcohol Testing) Act 2014*, *Marine Safety (General) Amendment (Drug and Alcohol Testing) Regulations 2014*, *Passenger Transport (Drug and Alcohol Testing) Amendment Regulation 2014*, *Rail Safety (Adoption of National Law) Amendment (Drug and Alcohol Testing) Regulation 2014*, *Road Transport (General) Amendment (Drug and Alcohol Testing) Regulation 2014*. The legislation relates to the powers of police officers to require and direct a person to give a sample of their blood in accordance with those Acts and Regulations.

On 1 February 2015 the *Road Transport Amendment (Mandatory Interlock Program) Act 2014* and the *Road Transport (Driver Licensing) Amendment (Mandatory Alcohol Interlock Program) Regulation 2015* commenced. The amendments introduce an additional licensing regime to eligible offenders.

On 2 February 2015 the *District Court Act 1973* was amended to require the District Court to permit the recording and broadcast of certain judgements given by the Court in open court unless satisfied that one of a limited number of exclusionary grounds is present.

On 6 February 2015 the *Criminal Assets Recovery Regulation 2012* was amended to declare restraining orders made in relation to serious drug offences and in force under section 93M of the *Criminal Proceeds Confiscation Act 2002* of Queensland or other orders made in relation to a restraining order in force under section 93T of that Act as interstate restraining orders for the purposes of the *Criminal Assets Recovery Act 1990*.

On 13 February 2015 the *Child Protection (Offenders Registration) Regulation 2009* was amended to require a registrable person who does not generally reside at any particular premises to report as relevant personal information details that are sufficient to identify any places where they sleep on a regular basis (ie, more than once in any 14 day period). Such places may include the name and address of any refuge or shelter or any specific place such as a park or beach.

On 27 February 2015 the *Security Industry Act 1997* was amended, revising the schedule of penalty notice offences.

On 5 March 2015 amendments under the *Crimes (Domestic and Personal Violence) Amendment (Apprehended Personal Violence Orders) Regulation 2015* commenced. Applications for an apprehended personal violence order now include additional questions.

On 1 June 2015 the *Criminal Procedure Act 1986* was amended to enable domestic violence complainants to give their evidence in chief by way of a prior recorded video or audio statement in criminal proceedings for a domestic violence offence.

On 29 June 2015 the *Crimes Act 1900* was amended to make the offence of having sexual intercourse with a child who is under the age of 10 years punishable by a maximum penalty of life imprisonment.

On 29 June 2015 the *Crimes (Sentencing Procedure) Act 1999* was amended to establish standard non-parole periods for a number of serious child sex offences including sexual intercourse with a child 10-14 years, aggravated sexual intercourse with a child 10-14 years, aggravated sexual intercourse with a child 14-16 years and various grooming, procuring and child prostitution offences.

## APPENDIX 13: Annual Report Production Costs

---

The 2014-15 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

| Name of research                                                                                                                    | Total life of project cost | Status/date to be completed |
|-------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-----------------------------|
| Blood pressure and fatigue links to shift work in police officers                                                                   | \$5,000                    | Mar-16                      |
| Evaluation of the NSW Police Force 'Taking the Lead' training program                                                               | \$4,221                    | Mar-16                      |
| Evaluation of body worn video camera implementation                                                                                 | \$25,265                   | Dec-16                      |
| Psychosocial drivers of New South Wales police wellbeing, commitment, resilience and retention.                                     | \$180,000                  | Dec-18                      |
| A review of current evidence about mental and psychological disorders and other wellbeing programs in the law enforcement workplace | \$29,000                   | Completed                   |
| Furthering fresh futures for NSW police wellbeing, commitment and retention – a pilot study                                         | \$110,000                  | Completed                   |
| International longitudinal study of police officers in the first five years of employment                                           | \$5,000                    | Completed                   |
| Police leadership in the 21st century: Redesigning roles and practices. (ARC Linkage)                                               | \$150,000                  | Completed                   |
| Quantification of physical demands on New South Wales officers                                                                      | \$46,200                   | Completed                   |
| The impact of arrests with other processes on crime rates and recidivism in New South Wales                                         | \$50,818                   | Completed                   |
| Understanding of relevant culturally and linguistically diverse police practices in other jurisdictions in Australia                | \$6,984                    | Completed                   |

*This table shows only those research and development projects in which the NSW Police Force is directly involved.*

## APPENDIX 15: Police Pursuits

Following a coronial investigation in 2014, the Coroner made a number of recommendations, which included publishing statistics for police pursuits in the annual report.

In 2014-15 the NSW Police Force undertook 1,801 pursuits. 395 of these were terminated by police, while 182 pursuits resulted in collisions, resulting in 48 injuries arising. None resulted in fatalities. The table below lists the reasons for these pursuits.

| TABLE 1: POLICE PURSUITS IN 2014-15 |                    |
|-------------------------------------|--------------------|
| REASON FOR PURSUIT                  | NUMBER OF PURSUITS |
| Traffic                             | 1,078              |
| Criminal                            | 175                |
| Stolen vehicle                      | 273                |
| Not stop RBT                        | 375                |
| Other                               | 3                  |

*Source: NSW Police Force Traffic & Highway Patrol Command*

Note: Individual pursuits may have more than one reason recorded. Consequently, the sum of reasons is greater than the number of pursuits.

## APPENDIX 16: Consultants

---

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

Nil

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

The consultants were engaged to assist with the following services:

- Business & Technology Services - Foresight Consulting. The cost was \$27,200.00.
- Education & Training - Vivacity RTO Coaching & Consulting. The cost was \$15,722.73.
- Education & Training - ACIL Allen Consulting. The cost was \$14,804.97.
- Education & Training - Bespoke Capability Solutions. The cost was \$4,800.00.

## APPENDIX 17: Waste Reduction

---

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

The NSW Police Force continues to work towards meeting the requirements of the NSW Government Resource Efficiency Policy.

Works undertaken across the property portfolio during the 2014-15 financial year focused on energy and water reduction. In addition, light bulbs, tubes and other forms of lighting were recycled after being replaced. Since the initiative commenced, in excess of 100kg of these items has been recycled.

Smart metering has been installed at the Sydney Police Centre, Hurstville Police Station and joint emergency tenancies, to provide staff with data to understand and improve building energy use.

TV screens placed within Police Headquarters, Parramatta, and the Sydney Police Centre foyer communicate real time energy and water use. This raises awareness about efficiencies and encourages users to consider the impact of their actions and their use of energy has.

Major construction works conducted this financial year, such as the development of the new Liverpool and Riverstone Police Stations, have all taken significant measures to reduce landfill. Wherever possible construction waste such as brick, steel, concrete and woodwork has been recycled, contributing to approximately 800 tonnes of waste being recycled and landfill avoided.

Local contractors engaged on behalf of the NSW Police Force throughout the state are actively encouraged to promote the reduction of emissions created from transport, by delivering goods with reduced packaging when possible.

### **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:

- actively engaging vehicle manufacturers to maintain an awareness of alternative fuel vehicle options
- where possible sourcing more efficient models with direct injection engine management systems and those that operate on ethanol and LPG green fuels
- where possible, using more economical four cylinder options without compromising operational capability
- evaluating emerging energy saving technologies and green rating prior to inclusion in the NSW Police Force fleet.

## APPENDIX 18: Overseas Travel

### Operational travel 2014-15

| Name           | Purpose                 | Country                            |
|----------------|-------------------------|------------------------------------|
| One officer    | Evidence as witness     | Canada                             |
| Two officers   | Interview witnesses     | Colombia, Hong Kong, United States |
| Two officers   | Investigative inquiries | Fiji                               |
| Three officers | Investigative inquiries | Fiji                               |
| Two officers   | Extradition             | France                             |
| One officer    | Investigative inquiries | Germany                            |
| Two officers   | Protection operations   | India                              |
| Two officers   | Extradition             | Kingdom of Tonga                   |
| One officer    | Investigative inquiries | New Zealand                        |
| Two officers   | Extradition             | New Zealand                        |
| Two officers   | Extradition             | New Zealand                        |
| Two officers   | Extradition             | New Zealand                        |
| One officer    | Investigative inquiries | New Zealand                        |
| Two officers   | Extradition             | New Zealand                        |
| Two officers   | Extradition             | The Netherlands                    |
| Two officers   | Investigative inquiries | United Kingdom                     |
| Two officers   | Extradition             | United States                      |
| One officer    | Investigative inquiries | United States                      |
| Two officers   | Investigative inquiries | United States                      |
| Eight officers | Pilot training          | United States                      |
| One officer    | Investigative inquiries | United States                      |
| Two officers   | Investigative inquiries | Vanuatu                            |

### Non-operational travel 2014-15

| Name                                                                                | Purpose                   | Country |
|-------------------------------------------------------------------------------------|---------------------------|---------|
| Detective Inspector Denby Eardley                                                   | Conference                | Canada  |
| Inspector Darren Mobbs                                                              | Conference                | Canada  |
| Chief Superintendent John Stapleton                                                 | Conference                | Canada  |
| Detective Chief Inspector Bernhard Janssen                                          | Conference, agency visits | Canada  |
| Detective Sergeants Grant Prosser and Matthew O'Brien                               | Training                  | Canada  |
| Inspector Brenton Charlton, Senior Sergeant Michael Smith and Sergeant Shane Guymer | Training                  | Canada  |

**APPENDIX 18: Overseas Travel (continued)**

| <b>Name</b>                                                                    | <b>Purpose</b>            | <b>Country</b>                     |
|--------------------------------------------------------------------------------|---------------------------|------------------------------------|
| Senior Constable James Oram                                                    | Training                  | Canada                             |
| Assistant Commissioner Mark Murdoch and<br>Assistant Commissioner Mark Jenkins | Training                  | Canada                             |
| Wayne Whitley                                                                  | Conference                | Czech Republic,<br>Germany, Greece |
| Commissioner Andrew Scipione                                                   | Conference                | Denmark                            |
| Detective Superintendent Nicholas Bingham                                      | Conference                | Fiji                               |
| Inspector Joseph McNulty                                                       | Conference                | France                             |
| Deputy Commissioner Catherine Burn                                             | Conference, agency visits | France, United Kingdom             |
| Superintendent Gavin Dengate                                                   | Training                  | India                              |
| Superintendent Wayne Cox                                                       | Training                  | India                              |
| Detective Superintendent Paul Devaney                                          | Conference                | Israel                             |
| Dr Robert Fearn                                                                | Meeting                   | Japan                              |
| Superintendent Paul Fehon                                                      | Training                  | Lord Howe Island                   |
| Superintendent Paul Fehon and<br>Detective Superintendent Mark Walton          | Training                  | Lord Howe Island                   |
| Superintendent Ian Dickson                                                     | Training                  | Maldives                           |
| Superintendent John Gralton                                                    | Conference                | The Netherlands                    |
| Inspector Matthew Heysmand                                                     | Conference                | New Zealand                        |
| Sergeant Luke Bergan                                                           | Training                  | New Zealand                        |
| Superintendent Christopher Keane                                               | Training                  | New Zealand                        |
| Detective Sergeant John Floros                                                 | Training                  | New Zealand                        |
| Leading Senior Constable Mark Peresson and<br>Senior Constable Gerard Hicks    | Training                  | New Zealand                        |
| Senior Sergeant Melissa Cooper                                                 | Conference                | New Zealand                        |
| Detective Inspector Bryne Ruse                                                 | Conference                | New Zealand                        |
| Deputy Commissioner Naguib Kaldas                                              | Conference                | New Zealand                        |
| Assistant Commissioner Carlene York                                            | Conference                | Pakistan                           |
| Senior Sergeant Edward Schey                                                   | Training                  | Pakistan                           |
| Dr Michael Raymond                                                             | Award recipient           | Republic of Korea                  |
| Strath Gordon                                                                  | Conference                | Singapore                          |
| Chris Beatson                                                                  | Award recipient           | South Africa                       |
| Detective Inspector Darren Sly                                                 | Conference                | Thailand                           |
| Detective Inspector John Walke and Andrew Burton                               | Conference                | Thailand                           |
| Assistant Commissioner John Hartley and Leona Dei-Rossi                        | Research                  | United Kingdom                     |
| Detective Chief Inspector Graeme Abel                                          | Conference                | United Kingdom                     |
| Detective Chief Superintendent Wayne Gordon                                    | Conference                | United Kingdom                     |
| Senior Sergeant Mick Steggles                                                  | Training                  | United Kingdom                     |
| Sergeant Jillian Gibson                                                        | Research                  | United Kingdom,<br>United States   |

**APPENDIX 18: Overseas Travel (continued)**

| Name                                                                                                                                     | Purpose                   | Country       |
|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|---------------|
| Deputy Commissioner Catherine Burn                                                                                                       | Training                  | United States |
| Detective Superintendent Darren Bennett                                                                                                  | Conference                | United States |
| Melanie Holt                                                                                                                             | Conference                | United States |
| Assistant Commissioner Mark Murdoch and Chris Smith                                                                                      | Conference, agency visits | United States |
| Detective Sergeant Bruce Groenewegen                                                                                                     | Conference                | United States |
| Superintendent Christopher Keane                                                                                                         | Conference                | United States |
| Chief Superintendent John Kerlatec                                                                                                       | Conference                | United States |
| Sergeant Greg McGovern                                                                                                                   | Training                  | United States |
| Senior Sergeant Matthew Ireland, Sergeant Dawn Pointon, Senior Constable Hayley Marks, Martin Collis, Sem Hlapane and Geraldine Albornoz | Conference                | United States |
| Inspector John Lipman, Sergeant Stephen Jackson and Sergeant Edward Hoerger                                                              | Conference, training      | United States |
| Sergeant Andrew Nelmes and Leading Senior Constable Scott Robertson                                                                      | Research                  | United States |
| Detective Superintendent Karen Webb                                                                                                      | Training                  | United States |
| Sergeant Geoffrey Steer                                                                                                                  | Conference, agency visits | United States |
| Detective Superintendent Arthur Katsiogiannis                                                                                            | Conference, agency visit  | United States |
| Detective Inspector Andrew Marks                                                                                                         | Presentation              | United States |
| Senior Sergeant Benjamin Macfarlane and Senior Constable Claire Hawthorn                                                                 | Law Enforcement Torch Run | United States |

**APPENDIX 19: Public Interest Disclosures**

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

A public interest disclosure is a disclosure about suspected wrongdoing in the public sector. Allegations about wrongdoing in the public sector, by public sector workers and members of the public, help to uncover corruption and other misuses of public resources.

- The number of officers who made public interest disclosures this reporting year: 15
- The number of public interest disclosures received in total: 15
- The number of public interest disclosures received relating to:
  - (i) corrupt conduct 12
  - (ii) maladministration 2
  - (iii) serious and substantial waste of public money 1
  - (iv) government information contraventions 0
  - (v) the number of public interest disclosures finalised 15



## APPENDIX 20: 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 2014 | December 2014 | March 2015 | June 2015 |
| <b>All suppliers</b>                                                     |                |               |            |           |
| Number of accounts due for payment                                       | 49,403         | 48,587        | 47,681     | 57,761    |
| Number of accounts paid on time                                          | 41,100         | 40,552        | 40,408     | 49,635    |
| Actual percentage of accounts paid on time (based on number of accounts) | 83%            | 83%           | 85%        | 86%       |
| Dollar amount of accounts due for payment \$'000's                       | \$142,020      | \$148,081     | \$138,709  | \$218,695 |
| Dollar amount of accounts paid on time \$'000's                          | \$124,258      | \$124,467     | \$120,969  | \$193,679 |
| Actual percentage of accounts paid on time (based on \$)                 | 87%            | 84%           | 87%        | 89%       |
| Number of payments for interest on overdue accounts                      | -              | -             | -          | -         |
| Interest paid on overdue accounts (\$) actual                            | -              | -             | -          | -         |

#### 1(b) Creditors aged analysis as at 30 June 2015

| 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                       | 4,576          | 515                                   | 362                                   | 412                              |
| December                        | 429            | 374                                   | 214                                   | 389                              |
| March                           | 7,706          | 426                                   | 294                                   | 325                              |
| June                            | 2,928          | 190                                   | 387                                   | 212                              |
| <b>Small Business Suppliers</b> |                |                                       |                                       |                                  |
| September                       | 11             | 6                                     | -3                                    | -                                |
| December                        | 24             | -                                     | -                                     | -                                |
| March                           | 32             | -                                     | 39                                    | -                                |
| June                            | 6              | -                                     | 7                                     | -                                |

*The above information is extracted from the Aged Accounts Payable Analysis as at September and December 2014 and March and June 2015. It includes data provided by NSW Police Force's external property service provider.*

## APPENDIX 20: 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 2014-15 was satisfactory and has been in accordance with the Premier's Memoranda and Treasurer's Directions.

## APPENDIX 21: Matters Arising from 2014-15 audit

---

There were no significant matters reported during the 2014-15 audit.

## APPENDIX 22: Insurance Activities

### Workers Compensation

The workers compensation insurance policy covers work place related injuries for all unsworn staff and all sworn officers recruited after 1st April 1988. For 2014-15, the workers compensation premium increased by 8.2%. This was due to increase in claims experience.

### Public Liability

The public liability insurance policy covers all claims resulting from police activities for which the NSW Police Force is legally liable. For 2014-15, the premium increased by 11%. The premium increase was due to increase in claim numbers and costs of small claims.

### Motor vehicle

The motor vehicle insurance policy covers damage to any vehicle used by NSW Police Force for authorised police operations and activities. For 2014-15, the motor vehicle premium increased by 13.4%. The premium increase was due to increase in claims costs and fleet size.

### Property

The property insurance policy covers loss or damage to property (other than motor vehicle) owned, used, or in the control of the NSW Police Force. For 2014-15, the premium increased by 3.9%. The premium increase was due to increase in declared asset values and claims costs.

### Miscellaneous

The miscellaneous insurance policy covers personal accident for volunteers, air travel and personal effects. The 2014-15 premium decreased by 35% which was due to decrease in claims costs and the pools contribution for the purchase of overseas travel insurance.

## APPENDIX 23: Property Disposals

In 2014-15 the NSW Police Force sold 3 properties for a total of \$0.539 million net.

| Site                      | Proceeds \$ million |
|---------------------------|---------------------|
| 36 Broadway Street, Junee | \$0.183             |
| 28 Cloete Street, Young   | \$0.275             |
| 11 Wallowa Street, Leeton | \$0.081             |

There were no properties disposed of which had a value of more than \$5.0 million.

There were two buildings demolished and sites cleared to make way for a new police station, with a combined value of \$0.187 million.

There was no family or business association between any of the buyers and the person responsible for approving disposal.

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

All properties disposed of in 2014-15 were sold in accordance with government policy. Documents relating to property disposal may be accessed under the *Government Information (Public Access) Act 2009*.

## APPENDIX 24: Audits & Reviews

---

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 the 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 2014-15 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, Mr Arthur Butler for a term of four years from January 2014.
- 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 four audits and one consultancy for 2014-15 including:

- capital asset planning (strategic asset management framework) review
- access control framework
- asset management – minor and major capital works program
- information security management system – internal Information Security Management System (ISMS) audit stage one for 2014-15
- EFIMS (exhibits and forensic information management system) post implementation review.

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 help achieve corporate objectives.

## APPENDIX 24: Audits & Reviews (continued)

### EXTERNAL AUDITS AND REVIEWS

During the year the Audit Office of NSW issued one performance audit report that was relevant to the NSW Police Force, *Implementing Performance Audit Recommendations*.

The aim of this audit was to assess agency processes for implementing performance audit recommendations. The key elements of the Audit Office's 'Better Practice Checklist for Monitoring and Reporting on Performance Audit Recommendations' were used to assess agencies' performance. The audit assessed whether agencies had effective processes in place for monitoring and implementing performance audit recommendations. The audit answered the following questions:

- do agencies have adequate processes for ensuring that performance audit recommendations are implemented?
- do agencies have adequate oversight processes in place to monitor and report on implementation?

The Audit Office sampled a number of agencies which had been subject to performance audits which included the NSW Police Force.

The report identified that this agency has sound processes in place to implement and monitor performance audit recommendations. Processes were more sophisticated in agencies that have been subject to more performance audits. Nonetheless, the Audit Office encouraged all agencies to review their practices in line with the Audit Office Better Practice Checklist. This will help to ensure that the benefits of performance audits are fully realised and support agencies' continuous improvement.

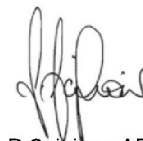
---

## APPENDIX 25: Digital Information Security

I, Andrew Scipione, consider the NSW Police Force has had an Information Security Management System (ISMS) in place in 2014-15 that has met the core requirements of the *Digital Information Security Policy for the NSW Public Sector*. I 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.

There is no agency under the control of the NSW Police Force that is required to develop an independent ISMS in accordance with the *NSW Government Digital Information Security Policy*.

The NSW Police Force has maintained compliance with *ISO 27001 Information technology - Security techniques - Information security management systems - Requirements* and independently reviewed by SAI Global Certification Services Pty Ltd during the 2014-15 financial year.



A P Scipione APM  
Commissioner of Police

## APPENDIX 26: Asset Purchase & Protection

---

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

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

## APPENDIX 27: Productivity data

---

The "real recurrent expenditure for the NSW Police Force per person" for the year ended 30 June 2014 (the latest available data) was \$443.

Average annual percentage change in real recurrent expenditure 2007-08 to 2013-14 for NSW Police Force is 1.8%.

*Source: Australian Government Productivity Commission Report on Government Services Published January 2015. The annual Report on Government Services (RoGS) provides information on the equity, effectiveness and efficiency of government services in Australia. This report was progressively released between 28 January - 6 February 2015. Volume C (Justice volume) Chapter 6 page 1 of table 6A.10*

## APPENDIX 28: Major Works in Progress

| Project                                                     | Due for completion | Cost to 30/06/15<br>\$'000 |
|-------------------------------------------------------------|--------------------|----------------------------|
| <b>Building</b>                                             |                    |                            |
| Moss Vale Police Station                                    | 2017               | 588                        |
| Child Abuse Squad fit out                                   | 2015               | 1,187                      |
| Coffs Harbour Police Station                                | 2015               | 19,551                     |
| Deniliquin Police Station                                   | 2017               | 1,689                      |
| Hazardous Materials Management Program                      | 2017               | 55,022                     |
| Lake Macquarie Local Area Command                           | 2017               | 12,680                     |
| Liverpool Police Station                                    | 2016               | 12,817                     |
| Manly Police Station                                        | 2015               | 12,177                     |
| Police Transport Command fit out and equipment              | 2015               | 8,246                      |
| Riverstone Police Station                                   | 2017               | 7,310                      |
| Tweed Heads Police Station                                  | 2017               | 6,699                      |
| Walgett Police Station                                      | 2017               | 12,952                     |
| <b>Information and communication technology</b>             |                    |                            |
| COPS Phase 3 Technical Migration                            | 2017               | 15,703                     |
| Digital Storage Solution                                    | 2016               | 2,029                      |
| Disaster Recovery for Legacy Systems                        | 2016               | 1,499                      |
| Firearms Licensing System                                   | 2017               | -                          |
| Fleet Management System                                     | 2015               | 638                        |
| Government Information Access Application Management System | 2015               | 870                        |
| iLearn Facilities Management Phase 2                        | 2015               | 2,454                      |
| Mobile Data Terminal Replacement                            | 2015               | 3,695                      |
| Voice Infrastructure Migration and Data Network Upgrade     | 2017               | 9,394                      |
| Body Worn Video                                             | 2016               | 350                        |
| Mobile Automatic Number Plate Recognition System            | 2016               | 3,997                      |
| Radio Communication Maintenance Program Phase 7             | 2015               | 13,700                     |
| Technology Asset Replacement Program                        | 2018               | 10,000                     |
| <b>Plant and equipment</b>                                  |                    |                            |
| Counter Terrorism Helicopter                                | 2015               | 17,302                     |
| Enhanced DNA Testing                                        | 2015               | 219                        |
| Fit out of vehicles for additional police officers          | 2016               | 6,795                      |
| Prisoner transport vehicles                                 | 2015               | 846                        |
| Surveillance equipment replacement                          | 2016               | 1,159                      |

*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 2015. Completion dates are estimates as published in the 2015-16 Budget Paper No.4 and may be subject to change.*



## APPENDIX 29: Honours & Awards

### Commissioner's Valour Award (VA)

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

Insp Toby John Austin  
Sgt Carter Stirling Knyvett  
Snr Cst Michael Anthony Bobako  
Snr Cst Kristy Peta Milligan  
Snr Cst Karen Louise Peasley

### Commissioner's Commendation – Courage

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

Insp Andrew Raymond Spliet  
Det Sgt Peter Charles Hayes  
Sgt Craig Stuart Norton  
L/Snr Cst Mark Wilmore  
Snr Cst Matthew James Cornwell  
Snr Cst Michael Dietrich  
Cst Stephen Lyons  
Cst Mitchell Francis McKenny  
Cst Luke Victor Porritt  
Prb Cst Yimin Hu





**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.

Assistant Commissioner Carlene Anne York

Supt Paul Joseph Fehon

Supt Desmond John Organ

Supt Michael Charles Plotecki

Supt John Joseph Stapleton

Supt Peter Glenn Thurtell

Det Insp Jonathan Andrew Beard

Det Insp Steven Paul Clarke

Det Insp Francis Paul Jones

Det Insp Peter James Mckenna

Det Insp Mark John Newham

Det Insp Steven Rothsay Raines

Det Insp Bryne Francis Stanley Ruse

Det Insp Greig Anthony Stier

Insp Mark Lindsay Braddish

Insp Timothy Patrick Calman

Insp Brenton James Charlton

Insp Anthony John Compton

Insp Phillip Thomas O'Reilly

Insp Brett Douglas Smith

Insp Christopher Andrew Smith

Insp John Terence Sullivan

Insp Anthony John Townsend

Snr Sgt Mark Owen Hayes

Snr Sgt Terry John Holt

Snr Sgt Ian William Mather

Snr Sgt Andrew Christopher Mckellar

Snr Sgt Michael John Orr

Snr Sgt George Peter Stylianou

Snr Sgt Peter Gerard Sullivan

Det Sgt John Bongiorno

Det Sgt Mary Kathleen Crumlin

Det Sgt Sarah Jane Dunn

Det Sgt Darryn Paul Gunn

Det Sgt Dieter Kreuzer

Det Sgt Shayne Monique Laffan

Det Sgt David Anthony McRae

Det Sgt Steven Anthony Peroni

Det Sgt Shane William Richards

Det Sgt Shaun Ronald Ryan

Det Sgt Michael Barry Smith

Det Sgt John Stanley Sommers

Det Sgt Janene Joy Thorpe

Det Sgt David John Walker

Det Sgt Andrew Donald Wheatley

Det Sgt John Percival Williamson

Sgt Duncan Robert Abernethy

Sgt Rupert Dermot Agnew

Sgt Dale Christopher Atterby

Sgt Peter Joseph Balatincz

Sgt Paul Ross Begbie

Sgt Donna Lee Bruce

Sgt Andrew John Bullock

Sgt John Samuel Byrom

Sgt Joseph Caruso

Sgt John Ian Clark

Sgt Bradley James Dennett

Sgt Andrew James Garner

Sgt Bryan Jackson

Sgt Alan Gregory Janson

Sgt George Paul Featherstone

Sgt Timothy Francis Bock

Sgt Milad El-Kazzi

Sgt Tyron Farmer

Sgt Matthew Aaron French

Sgt Mark David Garvey

Sgt Scott Anthony Haywood

Sgt Benito Ian Machado

Sgt Stephen Samuel Manna

Sgt Carl John McCormack

Sgt Sean Barry Mcdowell

Sgt Keith Jeffery Moir

Sgt Paul Raymond Navin

Sgt Andrew Robert Nelmes

Sgt Peter Clifford Ray

Sgt Blake Daniel Reily

Sgt Rodney Graeme Shoblom

Sgt Garry Stanley Simpson

Sgt Patrick Joseph Swift

Sgt Stuart Bruce Trevallion

Sgt Henry Charles Trow

Sgt John Michael Walkowiak

Sgt Matthew Bruce Warwick

Sgt Darren Robert Waters

Sgt Dean Michael Wilson

Det Snr Cst Josephine Rosie Allen

Det Snr Cst Michael Barr

Det Snr Cst Scott Anthony Barton

Det Snr Cst Sean Beckett

Det Snr Cst Katherine Lee Bourke

Det Snr Cst Paul Anthony Bush

Det Snr Cst Shane Conant

Det Snr Cst Bryan William Downie

Det Snr Cst Briana Jane Ellis

Det Snr Cst Christopher David Gladwin

Det Snr Cst Jason Reginald Gill

Det Snr Cst Graham William Goodwin

Det Snr Cst Paul Samuel Grace

Det Snr Cst Amanda Lee Hancock

**APPENDIX 29: Honours & Awards (continued)**

|                                   |                                   |
|-----------------------------------|-----------------------------------|
| Det Snr Cst Ricky John Hennessy   | L/Snr Cst Scott Francis Robertson |
| Det Snr Cst Michael Joseph Keegan | L/Snr Cst Glen Neville Rogers     |
| Det Snr Cst Scott Mark Kellahan   | L/Snr Cst Colin Peter Sheil       |
| Det Snr Cst Paul James Kelly      | L/Snr Cst Patrick Anthony Summers |
| Det Snr Cst Rodney John Lloyd     | L/Snr Cst Jeton Syla              |
| Det Snr Cst Paul Alexander Mangan | L/Snr Cst Tony Peter Tenkate      |
| Det Snr Cst Troy Andrew Martin    | L/Snr Cst Grant Robert Terry      |
| Det Snr Cst John Mastrobattista   | L/Snr Cst Timothy James Wilson    |
| Det Snr Cst Andrew James McGrath  | L/Snr Cst Paul Andrew Whitehead   |
| Det Snr Cst Robert Victor Newman  | L/Snr Cst Mark Woodroffe          |
| Det Snr Cst Jarrod Blake Noble    | Snr Cst Justyn Mark Backhouse     |
| Det Snr Cst Graham Andrew Norris  | Snr Cst Kenneth Martin Bell       |
| Det Snr Cst Jon Edward Oldfield   | Snr Cst Andrew Richard Bennett    |
| Det Snr Cst Sasha Pinazza         | Snr Cst Gavin John Berry          |
| Det Snr Cst Toni Michelle Proctor | Snr Cst Jeremy Blanchard          |
| Det Snr Cst Julia Nicole Robb     | Snr Cst Benjamin Robert Besant    |
| Det Snr Cst Dean Michael Roberts  | Snr Cst Jason Andrew Button       |
| Det Snr Cst Stuart Roodenrys      | Snr Cst John Alan Broadley        |
| Det Snr Cst Jane Scrivens         | Snr Cst Sean Joseph Brennan       |
| Det Snr Cst Sharon Marie Smithers | Snr Cst Ruchard John Broomby      |
| Det Snr Cst Craig John Symons     | Snr Cst Graeme Francis Canty      |
| Det Snr Cst Scott Andrew Veitch   | Snr Cst Luis Miguel Carvo         |
| Det Snr Cst Stephen James Victor  | Snr Cst John Christopher Casey    |
| Det Snr Cst Leslie James Wallace  | Snr Cst Daniel Robert Cheeseman   |
| Det Snr Cst Sean Francis West     | Snr Cst Andrew John Chetham       |
| Det Snr Cst Soon Young Yang       | Snr Cst Anthony Paul Clifford     |
| Det Snr Cst Anastasios Zervas     | Snr Cst Samuel William Churchill  |
| L/Snr Cst Mark Anthony Baxter     | Snr Cst Simon Clark               |
| L/Snr Cst Adrian Anthony Brown    | Snr Cst Lyndon James Clarke       |
| L/Snr Cst Dayne Peter Brown       | Snr Cst Timothy John Clifford     |
| L/Snr Cst Jayden Michael Borg     | Snr Cst Dylan Bruce Coleman       |
| L/Snr Cst Simon Todd Burke        | Snr Cst Karen Lee Coughlin-Hall   |
| L/Snr Cst Timothy Mark Cusack     | Snr Cst Robert Shaun Craig        |
| L/Snr Cst Steven Neil Davies      | Snr Cst Craig Scott Cummings      |
| L/Snr Cst Paul James Doherty      | Snr Cst Ian Currie                |
| L/Snr Cst Angus David Dumbrell    | Snr Cst Raymond Joseph Cusack     |
| L/Snr Cst James Warwick Dyson     | Snr Cst Mark Dance                |
| L/Snr Cst Kristian James Ghost    | Snr Cst Tamzin Fay Dakes          |
| L/Snr Cst Gregory John Highfield  | Snr Cst Mark Stuart Davidson      |
| L/Snr Cst Craig Holmes            | Snr Cst Kevin John Dawson         |
| L/Snr Cst Mark Andrew Hulbert     | Snr Cst Brett Michael Degenhardt  |
| L/Snr Cst Joshua David Kasun      | Snr Cst Robert John Dickinson     |
| L/Snr Cst Mark Keeping            | Snr Cst Michael Dietrich          |
| L/Snr Cst Wayne Bruce King        | Snr Cst Benjamin Robert Dixon     |
| L/Snr Cst Steven George Luc       | Snr Cst Brett John Dobbie         |
| L/Snr Cst Andrew Stephen Mahony   | Snr Cst Mark David Donnelly       |
| L/Snr Cst Bradly Mark MacFayden   | Snr Cst Mark Stephen Edwards      |
| L/Snr Cst Deborah Lynne Mortimer  | Snr Cst Trent Charles Elliott     |
| L/Snr Cst Adam Jack Keith Mundy   | Snr Cst Damien Peter Elwin        |
| L/Snr Cst Roderick Rankin         | Snr Cst Steven John Faber         |
| L/Snr Cst Peter John Reed         | Snr Cst Michael John Foster       |

**APPENDIX 29: Honours & Awards (continued)**

|                                 |                                  |
|---------------------------------|----------------------------------|
| Snr Cst Benjamin John Freebody  | Snr Cst Michael John Sim         |
| Snr Cst Brock Andrew Freeman    | Snr Cst Mark William Slomczewski |
| Snr Cst Lee Ryan Gorman         | Snr Cst Christopher Smith        |
| Snr Cst Jamie Edward Grime      | Snr Cst Johnathan Sauvan Smith   |
| Snr Cst Adam David Guest        | Snr Cst Marc James Smith         |
| Snr Cst Peter Guirguis Hanna    | Snr Cst David Ralph Steele       |
| Snr Cst Terence Robert Hanson   | Snr Cst Brian William Taylor     |
| Snr Cst Gavin David Hicks       | Snr Cst Steven Barry Thorpe      |
| Snr Cst Gerard Richard Hicks    | Snr Cst Aaron Douglas Tull       |
| Snr Cst David Ryan Hill         | Snr Cst Adam Robert Vary         |
| Snr Cst Mark Fabian Hobson      | Snr Cst Paul Justin Vogels       |
| Snr Cst Peter Andrew Holz       | Snr Cst Luke Thomas Warburton    |
| Snr Cst Mathew John Huckle      | Snr Cst Adam Stuart Webb         |
| Snr Cst Aaron David Hunter      | Snr Cst David Charles Wells      |
| Snr Cst Timothy Jones           | Snr Cst Brad Owen Williams       |
| Snr Cst Robert Keith Kerr       | Snr Cst Nathan Victor White      |
| Snr Cst Scott George Kepper     | Snr Cst Mark Robert Whiteside    |
| Snr Cst Luke Kingsbury          | Snr Cst Timothy Roland Williams  |
| Snr Cst David Kotek             | Snr Cst Jamell David Wilson      |
| Snr Cst Christopher James Lane  | Snr Cst Michael Scott Wilson     |
| Snr Cst Adam Kenneth Lee        | Snr Cst Kurt Graham Wiseman      |
| Snr Cst Daniel Legge-Nicholls   | Snr Cst Randal Wood              |
| Snr Cst Kenneth MacDonald       | Snr Cst David John Wynne         |
| Snr Cst Anthony Mark            | Snr Cst Matthew Craig Zeibots    |
| Snr Cst Ashley Robert May       | Cst Brendon Paul Adams           |
| Snr Cst Andrew James McIntosh   | Cst Luke Nathan Bissaker         |
| Snr Cst Mitchell Travis McGrath | Cst Luke Conliffe                |
| Snr Cst Gregory John Mildwater  | Cst Natalie Rose Hartigan        |
| Snr Cst Paul David Miller       | Cst Jason Paul Immens            |
| Snr Cst Ulrich Moes             | Cst Matthew Kitchener            |
| Snr Cst Patrick Anthony Nugent  | Cst Alexander James Morgan       |
| Snr Cst David Henry O'Hara      | Cst Jeffrey Mark Mousley         |
| Snr Cst Matthew Allan O'Leary   | Cst John Michael Porter          |
| Snr Cst Stuart John Oldridge    | Cst Glen Roberts                 |
| Snr Cst Robert Ross Parkin      | Cst David John Sayer             |
| Snr Cst Bradley Keith Parker    | Cst Matthew Burnell Scott        |
| Snr Cst Andrew James Patterson  | Cst Thomas Leslie McKinnon       |
| Snr Cst Mark Jordan Peresson    | Cst Robert Anthony Wylie         |
| Snr Cst Liam Joseph Piggott     | Special Cst David Lindsay Harman |
| Snr Cst Stephen Francis Rea     | Special Cst David Phillip Link   |
| Snr Cst David Robert Reid       | Special Cst Mark McNicol         |
| Snr Cst Matthew Rouland         | Special Cst Matthew John Stanton |
| Snr Cst Melanie Sarah Rose      | Mr Stephen John Baldwin          |
| Snr Cst Malcolm Robert Richards | Mr Lorenzo Salvino Bergamin      |
| Snr Cst Gregory John Ryan       | Miss Ainslie Blackstone          |
| Snr Cst Nicholas Colin Ryan     | Ms Kym Maree Brown               |
| Snr Cst Hubert Jacobus Schwartz | Mr Steven Brock                  |
| Snr Cst Todd Steven Seydler     | Mr Michael Werner Butzek         |
| Snr Cst Mark Graham Seymour     | Mrs Annette Dietrich             |
| Snr Cst Craig Anthony Skeels    | Mr Gareth Edwards                |
| Snr Cst Michael Skillicorn      | Mrs Treena Louise Jessup         |

**APPENDIX 29: Honours & Awards (continued)**

Miss Renae Marie Kelly  
 Mr Glen James McCartney  
 Mr Peter Raftos  
 Ms Alexandra Reid  
 Miss Marian Smith  
 Mr Brian Stone  
 Mr James Russell Stone  
 Mr Damien Allan Speer  
 Mr Benjamin James Taylor  
 Mr David Towells  
 Ms Sharon Lee Vandermey  
 Mr Stephen Robert Woodbridge

**Commissioner's Commendation  
 – Community Service**

Awarded to officers for outstanding service to the community.

Insp Paul Edwin Martin

**Commissioner's Commendation – Service**

Awarded to recognise outstanding service.

Her Excellency Professor The Honourable Dame Marie Bashir AD, CVO  
 Supt Paul Fehon  
 Det Insp Rodney Gary Hart  
 Insp Peter McKenna  
 Insp Steven Clarke  
 Det Sgt Guy James Goldsmith  
 Det Sgt John Floros  
 Det Snr Cst Shane Conant  
 Det Snr Cst Ricky Hennessy  
 Det Snr Cst Paul Mangan  
 Det Snr Cst Cameron Dean Mitchell  
 Det Snr Cst Brent James Piggott  
 Det Snr Cst Kiera Ann Piggott  
 Det Snr Cst Edwin Charles Pretty  
 Det Snr Cst Nathan Thomas Rose  
 Det Snr Cst Neil Andrew Sheldon  
 Mr Graham Ruttley  
 Mr Donald Henry Eyb OAM, APM

**Commissioner's Community Service Citation**

Awarded to recognise outstanding community service.

Insp Ian Hopetoun Colless  
 Snr Sgt Paul Thomas Bousfield  
 Det Snr Cst Jane Alison Prior

**Commissioner's Certificate of Merit**

Awarded to officers for exceptional performance of duty.

Insp Andrew James Holland  
 Det Sgt Gordon Arbinja  
 Sgt Andrew Michael Stewart  
 Sgt Antony John van der Hout  
 Det Snr Cst Dean William Barton



Det Snr Cst Wendy Jane Burgess  
 Det Snr Cst Francis Raymond Murray  
 Det Snr Cst Brett James O'Neill  
 Det Snr Cst Carmela Maria Ohmenzetter  
 Det Snr Cst Shawn Winston Schussler  
 Det Snr Cst Stephen James Victor  
 Det Snr Cst Bradley John Young  
 Cst Hayden Marc Burden  
 Cst Christopher Kevin Hannon  
 Cst Hayden Christopher Steele

**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.

289 - NSW Police Medals  
 926 - Clasps to the NSW Police Medal

**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

35 - Medallions  
 60 - 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.

48 - lapel pins and certificates

**APPENDIX 29: Honours & Awards (continued)****AUSTRALIAN HONOURS & AWARDS****Commendation for Brave Conduct**

Awarded for acts of bravery considered worthy of recognition.

Sgt Neil Andrew Prest  
Retired Sgt Garry Colin Keir  
Retired Snr Cst Christopher John Fowler  
Retired Snr Cst Gavin Lloyd Lawrence

**Group Bravery Citation**

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

Snr Cst Bradley Paul Jackson

**Public Service Medal (PSM)**

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

Mr Norman Angelkovic

**Australian Police Medal (APM)**

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

Assistant Commissioner Gary Worboys  
Supt David Donohue  
Supt Arthur Katsogiannis  
Supt Greig Newbery  
Supt Clinton Murray Pheene  
Supt Craig Sheridan  
Supt Karen Leanne Webb  
Det Insp Mark John Henney  
Insp Mark Bradley Hargreaves  
Insp Bruce Sydney McGregor  
Insp Darren Mobbs  
Insp Francine Poole  
Insp Garry Sims  
Insp Brett Smith  
Snr Sgt Leslie Nugent  
Snr Sgt Malcolm Unicomb  
Sgt John Charles Keough  
Snr Cst Anthony George Bell

**National Police Service Medal**

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

1720 - National Police Service Medals Awarded.  
1423 - National Police Service Medals Retrospectively Awarded

**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.

177 - National Medal  
144 - 1st Clasps to the National Medal  
31 - 2nd Clasps to the National Medal  
1 - 3rd Clasp to the National Medal

**OTHER HONOURS & AWARDS TO MEMBERS OF THE FORCE****Royal Life Saving NSW (NSW Police Award)**

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

Ch Supt Adam Robb Whyte  
Supt David Michael Donohue  
Supt Stephen Harry Egginton  
Supt Michael John Willing  
Sgt Shane Brown  
Sgt Darryl Conroy  
Det Snr Cst Scott Gregory Whale  
L/Snr Cst Christopher Lockett  
L/Snr Cst Richard Pearce  
L/Snr Cst Shanelle Trevillian  
Snr Cst James Douglas Adams  
Snr Cst Emily Chisholm-Watson  
Snr Cst Susan Ann Coleman  
Snr Cst Daryl Doughty  
Snr Cst Amanda Furness  
Snr Cst Gerald Frogley  
Snr Cst Jason Douglas Lambert  
Snr Cst Shane Raymond Middleton  
Snr Cst Troy Christian Simmons  
Snr Cst Caroline Tomek  
Snr Cst Emma Tubman  
Snr Cst Caine Wells  
Cst Peter King  
Cst Simon Gairns  
Cst Rebecca Pope  
Cst Grace Kathryn Richards

**Royal Humane Society Awards (NSW)**

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

L/Snr Cst Shanelle Jane Trevillian  
Snr Cst Ashley William Tucker  
Cst Brendan Michael Shailes  
Prb Cst Ashleigh Barrow

**St John Ambulance Awards (NSW)**

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

Det Sgt Bradley Whittle  
Snr Cst Gerald Frogley



## Glossary

---

|                                                                                                              |                                                                                       |                                                                      |
|--------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------------------|
| <b>181D</b> Section of the Police Act 1990 under which a police officer is removed from the NSW Police Force | <b>EFIMS</b> Exhibits and forensic information management system                      | <b>NSCSP</b> National Survey of Community Satisfaction with Policing |
| <b>AASB</b> Australian Accounting Standards Board                                                            | <b>FTE</b> Full time equivalent employees                                             | <b>OMCG</b> Outlaw motorcycle gang                                   |
| <b>ABS</b> Australian Bureau of Statistics                                                                   | <b>GIPA</b> <i>Government Information (Public Access) Act 2009</i>                    | <b>PAL</b> Police Assistance Line                                    |
| <b>ADVO</b> Apprehended Domestic Violence Order                                                              | <b>GST</b> Goods and Services Tax                                                     | <b>PBRI</b> Police Blue Ribbon Insurance scheme                      |
| <b>AFP</b> Australian Federal Police                                                                         | <b>HR</b> Human Resources                                                             | <b>PMAC</b> Police Multicultural Advisory Council                    |
| <b>APM</b> Australian Police Medal                                                                           | <b>HRIP</b> <i>Health Records and Information Privacy (HRIP) Act</i>                  | <b>PTC</b> Police Transport Command                                  |
| <b>ARC</b> Australian Research Council                                                                       | <b>Ice</b> methamphetamine                                                            | <b>PPD</b> Partial and permanent disability                          |
| <b>AS</b> Australian standards                                                                               | <b>IASU</b> Information Access & Subpoena Unit                                        | <b>PPIP Act</b> Privacy and Personal Information Protection Act 1998 |
| <b>Auslan</b> Australian sign language                                                                       | <b>IP</b> Income protection                                                           | <b>PSES</b> Police Senior Executive Service                          |
| <b>BM</b> Australian Bravery Medal                                                                           | <b>ISMS</b> Information Security Management System                                    | <b>PSM</b> Public Service Medal                                      |
| <b>BOCSAR</b> NSW Bureau of Crime Statistics & Research                                                      | <b>ISO</b> International Standards Organisation                                       | <b>RWA</b> Ready, Willing and Able                                   |
| <b>c@ts.i</b> Complaints Management System                                                                   | <b>ISSN</b> International Standard Serial Number                                      | <b>SAP</b> NSW Police Force's electronic finance system              |
| <b>CAD</b> Computer Aided Dispatch                                                                           | <b>LACs</b> Local area commands                                                       | <b>TMF</b> Treasury Managed Fund                                     |
| <b>CET</b> Commissioner's Executive Team                                                                     | <b>LGAs</b> Local government areas                                                    | <b>TOU</b> Tactical Operations Unit                                  |
| <b>COMPASS</b> Command Performance Accountability System                                                     | <b>MCLOs</b> Multicultural community liaison officers                                 | <b>TPD</b> Total and permanent disablement                           |
| <b>COPS</b> Computerised Operational Policing System                                                         | <b>MPSP</b> Multicultural Policies and Services Program (MPSP) Forward Plan 2011-2014 | <b>VA</b> Valour Award                                               |
| <b>Cth</b> Commonwealth                                                                                      | <b>NCAT</b> NSW Civil and Administrative Decisions Tribunal                           |                                                                      |
| <b>DVSAT</b> Domestic Violence Safety Assessment Tool                                                        |                                                                                       |                                                                      |
| <b>DV</b> Domestic violence                                                                                  |                                                                                       |                                                                      |
| <b>EEO</b> Equal employment opportunity                                                                      |                                                                                       |                                                                      |

## Legislative Index

- Access, 3, 88, 98, 110, 120
- Aims and objectives, 2
- Agreement with Multicultural, 87
- Annual Report production costs, 98
- Asset Purchase & Protection, 108, 109
- Audit, 105, 107, 108
- Audited financial statements, 28
- Authorised positions, 21
- Average remuneration of senior executives, 82
- Budget Expenditure, 24
- Consumer response, 16, 17, 18, 19, 23
- Charter, 6
- Commissioner's Executive Team, 7, 117
- Community Relations, 87
- Community we serve, 2
- Complaints, 20, 86, 93, 94
- Consultants, 100, 109
- Contact, 120
- Corporate structure, 6
- Creditors payments & credit cards, 104
- Disability Plans, 85
- Diversity, 84
- Drug & Alcohol Testing, 92
- EEO, 84
- Employees, 81
- Equal Employment Opportunity, 84, 85
- Expenses, 24
- External costs, 98
- Financial Report, 29
- Financial Summary, 24
- Fiscal impact, 24
  - Funds, 37
- GIPA Act, 88
- Governance structure, 7
- Government Information & Public Access, 88
- Human Resources, 21
- Independent auditor's report, 26
- Industrial Relations Commission, 83, 95
- Injuries & Workers Compensation Claims, 91
- Insurance activities, 106
- Internal audit, 107
- Internet address, 3, 10, 98, 120
- Land disposal, 106
- Legislative changes, 96, 97, 98
- Letter of submission to the Minister, 3
- Major works in progress, 110
- Management and activities, 6, 7
- Management and structure, 6
- Matters Arising from this year's Audit, 105
- Mission, 10
- Multicultural Policies, 86, 87
- Number of senior executives, 82
- Organisational Chart, 6
- Overseas travel, 101
- Payment of accounts, 104
- Performance reviews, 10-23
- Privacy & Personal Information, 93
- Property disposals, 106
- Public interest disclosures, 103
- Pursuits, 99
- Report of operations, 2, 3, 5, 6, 7, 8, 10, 24
- Research & Development, 99
- Revenue, 24
- Risk Management, 107
- Safety, 14, 92
- Senior executive service, 82
- Services, 2, 7, 9, 86, 87, 105, 107
- Significant judicial decisions, 95
- Staff Drug & Alcohol Testing, 92
- Staff numbers, 6, 81, 82, 83, 84, 86, 92
- Summary review of operations, 8
- Travel, 101
- Tests for steroids, 92
- Time for payment of accounts, 104
- Traffic & Highway Patrol Command, 14, 15
- Traffic & HWP Command, 14, 15
- Treasury, 91, 107
- Triple Zero (000), 17, 95, 120
- Vision, 2
- Wages, 81
- Waste reduction, 100
- Work Health & Safety, 91
- Workers Compensation, 91, 95
- Workforce diversity strategies, 84

## Index

- Aboriginal, 84, 89  
 Access, 3, 88, 98, 110, 120  
 Aims and objectives, 2  
 Annual Report production costs, 98  
 Antisocial behaviour, 14  
 Asset, 109  
 Asset Purchase & Protection, 108, 109  
 Attorney General & Justice, 87  
 Audit, 105, 107, 108  
 Audited financial statements, 28  
 Authorised positions, 21  
 Average remuneration of senior executives, 82  
 Budget Expenditure, 24  
 Business & Technology Services, 87  
 Charter, 6  
 Commissioner's Executive Team, 7  
 Community Relations, 87  
 Community we serve, 2  
 Complaints, 20, 86, 93, 94  
 Consultants, 100, 109  
 Contact, 120  
 Corporate Plan, 7, 10  
 Corporate Services, 7, 9, 107  
 Corporate Sponsor, 8  
 Corporate structure, 6  
 Creditors payments & credit cards, 104  
 Crime, 2, 9, 10, 14, 17, 19, 22, 86  
 Crime Stoppers, 95, 120  
 Crimes against persons, 12  
 Customer Service, 20, 94  
 Disability, 85  
 Disability Plans, 85  
 Diversity, 84  
 Domestic violence, 13  
 Drug & Alcohol Testing, 92  
 Drugs, 94  
 EEO, 84  
 Employees, 81  
 Equal Employment Opportunity, 84, 85  
 Expenses, 24  
 External costs, 98  
 Fatal crashes, 15  
 Field Operations, 7, 8  
 Financial Report, 29  
 Financial Summary, 24  
 Firearms, 110  
 Fiscal impact, 24  
 GIPA Act, 88  
 Glossary, 117  
 Governance structure, 7  
 Government Information & Public Access, 88  
 Graffiti, 17  
 Human Resources, 21  
 Independent auditor's report, 26  
 Industrial Relations Commission, 83, 95  
 Injuries & Workers Compensation Claims, 91  
 Insurance activities, 106  
*Internal audit*, 107  
 Internet address, 3, 10, 98, 120  
 Land disposal, 106  
 Legislative changes, 96, 97, 98  
 Letter of submission to the Minister, 3  
 Local area commands, 87, 105, 110  
 Major works in progress, 110  
 Management and activities, 6, 7  
 Management and structure, 6  
 Matters Arising from this year's Audit, 105  
 Mission, 10  
 Multicultural Policies, 86, 87  
 National Survey of Community Satisfaction with Policing (NSCSP), 16, 17, 18, 19, 23  
 National Terrorism Alert, 8  
*NSW 2021*, 7, 10  
 NSW Bureau of Crime Statistics & Research, 10, 11, 12  
 NSW Department of Premier & Cabinet, 84  
 NSW Government, 6  
 Number of senior executives, 82  
 Operation Polaris, 8  
 Operation Talon, 8  
 Organisational Chart, 6  
 Overseas travel, 101  
 Performance reviews, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23  
 Police Assistance Line, 95, 120  
 Police numbers, 21, 81, 82, 83  
 Police regions, 5  
 Police Transport Command, 110  
 Privacy & Personal Information, 93  
 Professional Standards Command, 20  
 Property crime, 10, 11  
 Property disposals, 106  
 Public interest disclosures, 103  
 Public safety, 14  
 Pursuits, 99  
 Report of operations, 2, 3, 5, 6, 7, 8, 10, 24  
 Requests for assistance, 95  
 Research & Development, 99  
 Response times, 17  
 Revenue, 24  
 Risk Management, 107  
 Safety, 14, 92  
 Senior executive service, 82  
 Service delivery, 22, 86  
 Services, 2, 7, 9, 86, 87, 105, 107  
 Significant judicial decisions, 95  
 Specialist Operations, 7, 8  
 Speeding, 17  
 Staff Drug & Alcohol Testing, 92  
 Staff numbers, 6, 81, 82, 83, 84, 86, 92  
 Strength details, 81  
 Strike Force Babel, 8  
 Strike Force Calyx, 8  
 Strike Force Croci, 8  
 Strike Force Duperry, 8  
 Strike Force Finney, 8  
 Strike Force Raptor, 8  
 Strike Force Sitella, 8  
 Strike Force Zambesi, 8  
 Summary review of operations, 8  
 Tests for steroids, 92  
 The Ethnic Communities Council, 8  
 Traffic & Highway Patrol Command, 14, 15  
 Traffic & HWP Command, 14, 15  
 Treasury, 91, 107  
 Triple Zero (000), 17, 95, 120  
 Vision, 2  
 Wages, 81  
 Waste reduction, 100  
 Workers Compensation, 91, 95  
 Workforce diversity strategies, 84



## **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

### **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