



## STATEMENT OF POLICE

**In the matter of:** Special Commission of Inquiry into LGBTIQ Hate Crimes  
**Place:** Homicide Squad - State Crime Command  
**Date:** 18 April 2023

**Name:** Daniel DOHERTY Tel. No: [REDACTED]  
**Rank:** Detective Superintendent  
**Station/Unit:** Commander, Homicide Squad

**STATES:**

1. This statement made by me accurately sets out the evidence that I would be prepared, if necessary, to give in court as a witness. The statement is true to the best of my knowledge and belief and I make it knowing that, if it is tendered in evidence, I will be liable to prosecution if I have wilfully stated in it anything that I know to be false, or do not believe to be true. In this statement, if there is any information I have obtained from a particular source, I set out the source of that information.
2. I am 61 years of age.
3. I make this statement in respect of the Request for Statement issued by the Special Commission of Inquiry into LGBTIQ Hate Crimes (**Inquiry**) on 13 March 2023, specifically requesting information concerning a variety of matters regarding the New South Wales Police Force (**NSWPF**) Homicide Squad, as well as the investigation of homicides prior to the creation of the Homicide Squad (**Request for Statement**). A copy of the Request for Statement is attached as '**Annexure 1**'.
4. At the time of signing this statement, I have been shown a zipfile of electronic documents marked with electronic document IDs in the format '**NPL.XXXX.XXXX.XXXX**'. Where I refer to a document in this statement, I refer to it by its document ID. The Request for Statement

Witness: [REDACTED]  
 Nigel WARREN  
 Detective Inspector  
 Homicide Squad  
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 Daniel DOHERTY  
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 18/4/2023

**Statement of** Daniel DOHERTY  
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requests information covering a 40-year period between 1970 and 2010, as well as information in respect of the present day. Neither I, nor anyone else in the NSWPF is able to comprehensively address the relevant matters for the whole period from their own knowledge. I have nevertheless attempted to provide the information requested, by reference to documents held by the NSWPF.

5. In the context of responding to the Request for Statement, searches were conducted of records held within:
- a. the NSWPF Library and Information Services;
  - b. the NSWPF Detectives Training Unit;
  - c. the NSWPF State Crime Command, Homicide Squad;
  - d. the NSWPF State Crime Command; and
  - e. the NSWPF Records Management Systems.
6. I respond to each of the Inquiry's questions in the Request for Statement in the following sections of my statement below:
- a. **Section A:** responds to question 1 concerning the History of the Homicide Squad;
  - b. **Section B:** responds to question 2 concerning the roles and responsibilities of the Homicide Squad and how the Homicide Squad works with the following commands, teams and units within the NSWPF on homicide investigations:
    - i. Police Area Command in which a homicide has occurred;
    - ii. Unsolved Homicide Team;
    - iii. Engagement and Hate Crime Unit (and its predecessors); and
    - iv. Long-Term Missing Persons Unit.

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- c. **Section C:** responds to question 3 concerning the qualifications and experience required for officers to join the Homicide Squad;
- d. **Section D:** responds to question 4 concerning the training provided to officers of the Homicide Squad;
- e. **Section E:** responds to question 5 concerning the specific training given to, or made available to, officers of the Homicide Squad in relation to the investigation of potential LGBTIQ hate crime deaths.

7. Before responding to those questions, I provide information regarding my current role, policing experience and my personal qualifications and training.

**ROLE AND POLICING EXPERIENCE**

8. I am a Detective Superintendent, and Commander of the Homicide Squad of NSWPF. I have held this position since 2019.

9. As part of my current role, I am the head of discipline, leading the NSWPF response in relation to homicide-related crime through investigation, strategy and practice. As part of my role I:

- a. provide specialist and technical practitioners to assist investigators in the area of Field Operations and State Crime Command; and
- b. deliver education and training that addresses emerging policing issues and needs, maximising opportunities for employee learning and development.

10. I have been a sworn officer of the NSWPF since attesting from the Police Academy in 1985.

11. Throughout my career I have held the following positions on the NSWPF:

- 1985-1991 General Duties, Flemington and Auburn Patrols;
- 1991-1994 Criminal Investigation Duty, Auburn Detectives;
- 1994-1995 Criminal Investigation Duty, Bankstown Local Area Command;

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- 1995-1997 Criminal Investigation, Major Crime Squad, South West;
- 1997-1998 Criminal Investigation, Organised Crime, Crime Agencies;
- 1998-2002 Criminal Investigation Duty, Liverpool Local Area Command;
- 2002-2008 Detective Sergeant, Macquarie Fields Local Area Command;
- 2006-2007 Acting Commander, Bass Hill Target Action Group;
- 2008-2010 Duty Officer & Crime Manager, City Central Local Area Command;
- 2011-2013 Crime Manager, Liverpool Local Area Command;
- 2013 A/Commander, Camden Local Area Command;
- 2014-2018 Operations Manager (Detective Superintendent), Central Metropolitan Region;
- 2018-2019 Commander, Robbery & Serious Crime Squad, State Crime Command;  
and
- 2019-2023 Commander, Homicide Squad, State Crime Command.

#### QUALIFICATIONS AND TRAINING

12. Since joining the NSWPF in 1985, I have obtained the following qualifications, training and awards:

- Special Forces (Undercover Course), 1991;
- Detectives Education Program, 1994;
- Armed Robbery Investigations Course, 1997;
- Bachelor of Policing (Investigations), Charles Stuart University, 1999;
- Management & Investigation of Sexual Assault Course, 2003;

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- Homicide Investigators Course, 2005;
- Senior Detectives Course, 2006;
- Seconded to APEC-Investigations (Gangs Squad), 2007;
- Completion of Inspectors Eligibility Program, 2007;
- Incident Commander Control Plus course, 2008;
- Detective Inspectors Development Course, 2011;
- Completion of Graduate Certificate in Police Management (Australian Institute of Project Management), 2012;
- Completion of Graduate Diploma of Executive Leadership (Australian Institute of Project Management), 2016;
- Completion of Superintendents Transition Program, 2013;
- Awarded Commissioners Unit Citations for:
  - i. S/F Bellaire (Kerry Whelan Kidnapping/Murder); and
  - ii. Martin Place (Lindt Café) siege.
- Awarded several Local Area Commander Certificates of Appreciation, including for arresting offenders and leadership displayed during complex investigations; and
- Australian Police Medal (APM) awarded in 2020.

**A. HISTORY OF THE HOMICIDE SQUAD**

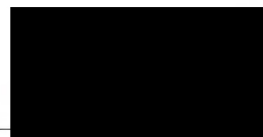
13. In this section of my statement I address question 1 of the Request for Statement which asks for the following information:

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*'The history of the Homicide Squad, including its establishment within the NSWPF and its evolution, as well as the manner in which homicides were investigated prior to the creation of the Homicide Squad'*

14. From both my review of the available records and my personal knowledge and experience throughout my time with the NSWPF, I am aware that there have been a number of structural changes within the NSWPF which have impacted how homicide investigations were managed, and the manner in which those investigations were conducted, during the period from 1970 to present. I expand upon the nature of these structural changes later in this statement.
15. My understanding is that those structural changes to the investigation of homicides (such as the introduction of the Unsolved Homicide Team in 2004) were at least in part the result of the NSWPF's response to recommendations and findings arising from internal and external reviews, including Royal Commissions and Coronial Inquests. However, I do not have personal knowledge of the decision-making processes that informed the key structural changes. In the time available to prepare this statement, have not been able to identify materials that detail the interaction between the findings and recommendations of internal and external inquiries and reviews and the resulting reform sufficiently to allow me address these historical matters in my statement.
16. I am also aware of other factors which have contributed to improvements in the manner in which homicides were and are investigated in NSW throughout this period, including significant advancements in forensic science and technology and greater rigour in exhibit management procedures. Further, changes in the law and legislation in response to technological advancements (for example, the use of electronic surveillance) have necessitated changes to the manner in which homicide investigations are conducted. Neither I, nor anyone else in the NSWPF is able to comprehensively address the range of factors affecting the evolution of homicide investigation in NSW during the period between 1970 – 2010 or to provide an exhaustive account of the changes to investigative strategies and techniques in that period.
17. However, based on my experience and understanding, I can say that between the first formation of a dedicated group of homicide detectives some forty years ago and the current

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Homicide Squad detectives, there have been many changes and improvements in how investigations into suspicious deaths are conducted. For example:

- a. The development and improvement of analogue devices such as the telephone, to digital devices such as the mobile phone, computers, emails, and the internet. This has seen changes in how people communicate and the evolution of communication devices that store varying forms of data which can be accessed by police.
- b. The development of equipment such as cameras, video recording devices and surveillance cameras which can capture evidence from crime scenes, identify trace evidence on exhibits, identify offenders or be used to immediately obtain contemporaneous versions of events from witnesses and suspects.
- c. The advancement of forensic technology and processes which provide alternative ways to identify suspects through DNA, fingerprints, imagery such as high quality recordings via CCTV or mobile devices.
- d. The evolution of policing practices as a result of the creation of or amendments to legislation that sets parameters as to the way evidence is admissibly captured and presented at Court. For example the ability to intercept telecommunications, obtain DNA from suspects and volunteers and the introduction of the *Evidence Act 1995* and the *Law Enforcement (Powers and Responsibilities) Act 2002* to guide police in their powers and how to carry out investigative processes.
- e. As alluded to above, the formation of a dedicated Unsolved Homicide Team, with a mandate to review and reinvestigate suspicious deaths.
- f. The development of computer systems to manage information and record movements and handling of exhibits, and enhanced processes more generally in relation to exhibit management and testing.
- g. While focusing on understanding the background and identity of victims of offending has been a starting point for investigations for many years, over the years with increased research in psychology, criminology and victimology, homicide detectives

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have developed a greater understanding of the diverse lines of inquiry available concerning victims of offending which have the potential to impact upon an investigation.

18. Advancements in one domain may have flow-on effects in other areas. For example, the introduction of DNA testing and the associated legislative regime permitting the capture and retention of DNA evidence (in particular, the *Crimes (Forensic Procedures) Act 2000* which commenced on 1 January 2001), has had a substantial impact on exhibit management practices. It also created an avenue for the reconsideration of "cold cases" that might otherwise have had no real prospect of resolution.
19. There are also a number of processes that have long formed part of police practice, but have been enhanced and improved over the years, such as: canvassing, searching for evidence, speaking to members of the public (whether in person or via media platforms), receiving information supplied by members of the public (including the introduction of Crime Stoppers), crime scene preservation, statement taking, source management, documenting, logging and recording of tasks, family liaison and victim support, compiling briefs of evidence for Criminal and Coronial jurisdictions, and the briefing of staff for tasks or deployments.

**1972 - 1987**

20. I understand from information provided to me in the context of preparing this statement that prior to around July 1972, the investigation of homicides in New South Wales was undertaken by a specially selected group of detectives who worked in pairs under the direct supervision of Superintendent in Charge of the Criminal Investigation Branch. Those detectives were known as 'General Duty Detectives'.
21. In around July 1972, those detectives were granted "squad status" and the 'Special Crime Squad' (the predecessor to the original 'Homicide Squad') was established. Initially, the Special Crime Squad was under the supervision of a Senior Detective Sergeant.
22. I understand that in 1975 there were 33 Detectives attached to the Special Crime Squad, including 13 Sergeants and 20 Senior Constables and below.

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23. In around July 1976, the Special Crime Squad was renamed the 'Homicide Squad'. From July 1976, the original Homicide Squad was under the leadership of a Detective Inspector, assisted by a Senior Detective Sergeant and twenty-three Detective Constables. The Homicide Squad operated across the State of NSW, investigating homicides, deaths of an unusual or suspicious nature, skeletal remains and the disappearance of persons under suspicious or unusual circumstances.
24. In the context of preparing this statement, I have been shown a copy of a document which was stored in the NSWPF Library and Information Service, which details the history and establishment of the 'Special Crime Squad' (the predecessor to the Homicide Squad) in the period from 1920 until around 1976. A copy of that document is at NPL.0100.0003.0827. I do not know and have not been able to ascertain, in the time available to prepare this statement, the provenance of this document or why it was prepared.

**1987 - 1997**

25. In around 1987, the Criminal Investigations Branch (or **CIB**) was disbanded and the specialised resources for the investigation of homicides in NSW were regionalised. The decision to regionalise the teams with responsibility for the investigation of homicides appears to have been based primarily on the then accepted departmental policy that all resources should be regionalised, unless there was shown to be a compelling argument to the contrary.
26. At this time until around 1997, New South Wales had four 'Homicide Units' which formed part of the four 'Major Crime Squads'. The four Major Crime Squads were placed within the four NSW regions which were: North (situated at Chatswood and Newcastle), South (situated at Strawberry Hills), South West (situated at Flemington), and North West (situated at Parramatta).
27. The regional Homicide Units worked independently of each other to investigate homicides in their respective regions. I do not know and have not been able to ascertain, in the time available to prepare this statement, the number of staff that worked in these regional units during this period.

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28. During this time, the local detectives of the Patrol (or Police Station), in the region where the homicide occurred, were responsible for notifying the relevant regional Homicide Unit of any potential homicide and seeking their assistance on the investigation. I understand that notification was made by calling the regional Homicide Unit office directly during business hours, or an on-call detective in the regional Homicide Unit outside of business hours.
29. At that time, the Patrol Commander had responsibility for all activities within their patrol (or Police Station area).
30. In the context of preparing this statement, I have been shown a copy of a document titled 'Report of the Working Party Reviewing the Effect of Regionalisation on the Investigation of Homicides' dated February 1990. A copy of that document is at NPL.0100.0003.0830. That document provides a detailed history concerning the investigation of homicides in NSW up until 1990, and the considerations underpinning the decision to regionalise homicide investigations.
31. Ultimately, an assessment was made by the NSWPF hierarchy that it was more effective for specialised units such as homicide units to be centralised and (as is explained in more detail below) there has been a centralised homicide unit within NSWPF since 1997.

**1997 - 2002**

32. In around 1997, all major crime units (including homicide, drug, fraud, robbery etc) were re-centralised with the formation of 'Crime Agencies' within the NSWPF. This was a decision made during the appointment of the former NSW Police Commissioner, Peter Ryan (who held the position from 1996 to 2002). Following that centralisation, the investigation of homicides was managed by the 'Homicide and Serial Crime Agency'. That agency was responsible for the investigation of homicides, deaths of an unusual or suspicious nature, skeletal remains, the disappearance of persons under suspicious or unusual circumstances and serial sexual assaults. It was at this time that homicide investigations were termed 'Strike Forces'.

**2002 - today**

33. In 2002, when former Police Commissioner Ryan retired, the State Crime Command was established with the refining of the 'Crime Agencies' as a centralised body to the State Crime

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Command. The centralisation of the State Crime Command came with some structural and leadership changes. It was at this time that the Homicide Squad (as it now exists) was established.

34. Since 2002, the Homicide Squad has led and driven the NSWPF response to homicide and coronial investigations, at all levels. This is achieved through the development of tactical intelligence products, the provision of policy advice and advice as to best practice concerning the proper investigation of homicides to Police Area Commands (**PACs**) and police departments involved in such investigations. In addition, this is achieved through the provision of specialist investigative services on homicide investigations by providing experienced homicide detectives to lead, manage and consult on such investigations. The Homicide Squad, and its detectives, specialise in the investigation of murder, suspicious deaths, specific critical incidents and specific coronial investigations, as determined by the New South Wales State Coroner.
35. In my experience, homicide detectives have always regarded the investigation of a person's death as a great responsibility. Without exception, the homicide detectives I have worked with (whether part of the regionalised Major Crime Squad or centralised Homicide Squad), have worked with commitment and determination in an effort to solve homicide cases. Homicide investigations require a thorough, patient, and at times innovative approach. Those attributes, along with a focus on ongoing learning and development are, in my experience, a core focus of the members of the Homicide Squad. Entry to the Homicide Squad is competitive and attracts applications from a range of experienced and dedicated detectives. As a result, the Homicide Squad is comprised of some of the most effective criminal investigators in NSW.
36. State Crime Command has eleven squads which sit within the specialised State Crime Command, one of those squads is the Homicide Squad. The State Crime Command is one of six commands which report to the Deputy Commissioner Investigations and Counter-Terrorism.
37. The Homicide Squad has a current structure of 11 teams primarily based at the NSWPF Headquarters in Parramatta, including the Coronial Support Unit situated at Lidcombe within the Coroners Court

Witness: \_\_\_\_\_

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38. Of the 11 teams situated at Parramatta:

- a. Six teams are required to respond to recent homicides and missing persons reports which are considered suspicious. Each team is required to be 'on call' over a seven-day period, responding to any notifications or referrals as required. These six teams are structured under the leadership of a Detective Inspector, three Detective Sergeants (as Team Leaders) and six Detective Senior Constables; and
- b. The remaining five teams operate as the Unsolved Homicide Team:
  - i. One team, known as the Review Team and Coronial Support Unit, is required to triage and review unsolved homicides and suspicious disappearances of missing persons. The Review Team and Coronial Support Unit is overseen by a Detective Inspector who is responsible for managing both the Review Team and the Coronial Support Unit. The Review Team is made up of two Detective Sergeants and three Detective Senior Constables. The Coronial Support Team has one Sergeant and five Constable positions; and
  - ii. The remaining four teams are Unsolved Homicide Investigation Teams. The four Unsolved Homicide Investigation Teams are split between two Detective Inspectors each managing two investigation teams. Each investigation team has one Detective Sergeant and seven Detective Senior Constables.

**B. ROLES AND RESPONSIBILITIES OF THE HOMICIDE SQUAD**

39. In this section of my statement I address question 2 of the Request for Statement which asks for the following information:

*'The roles and responsibilities of the Homicide Squad, and its members...'*

**1976 - 1987**

40. As stated above, in the period from around 1976 to 1987 the original 'Homicide Squad' sat within the CIB. At this time, the charter of the Homicide Squad included investigating

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homicides, deaths of an unusual or suspicious nature, skeletal remains and the disappearance of persons under suspicious or unusual circumstances, under the leadership of a Detective Inspector, assisted by a Senior Detective Sergeant and 23 Detective Constables.

**1987 - 1997**

41. Between 1987 to around 1997, the investigation of homicides in NSW was managed independently by the four regional homicide units referred to in paragraph 26 above.
42. I have described above my understanding of the roles and responsibilities of those regional units in the context of a homicide investigation, namely that regional homicide detectives would only become involved in an investigation if a request was received from the specific Patrol (Police Station area) with responsibility for the region in which the homicide occurred.
43. In the context of preparing this statement, I have been shown a copy of the following documents which provide information concerning the role and standard operating procedures of the regional homicide units referred to above:
- a. a document titled 'North Region, Standard Operating Procedures' dated June 1992. A copy of that document is at NPL.0100.0003.0967. This document provides an example of Standard Operating Procedures which would have applied to regional patrols and details the standard operating procedures in the event a deceased person was identified;
  - b. a document titled 'Major Crime Squad, Investigation Referral System' dated September 1994. A copy of that document is at NPL.0100.0003.1130. This document details how referrals to the Major Crime Squad occurred during that period. As explained earlier in this statement, the Patrol, District or Regional Commander of a specific patrol unit had authority, responsibility and accountability for the investigation of all crimes which occurred within the geographical region of their unit. It was a matter for the Patrol Commander to involve the relevant Regional Major Crimes Squad by completion of an investigation referral form:

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- c. a document titled 'Homicide Unit, Major Crime Squad – North (Chatswood – Newcastle), Standard Operating Procedures' which is undated. A copy of that document is at NPL.0100.0003.0890. This document provides an example of the Standard Operating Procedures in force in the North Region Homicide Squad, and the roles and responsibilities of that unit in the event of its involvement in a homicide investigation;
- d. a document titled 'NSW Police Service, Major Crime Squad, South Region, Profile' dated October 1994. A copy of that document is at NPL.0100.0003.1110; and
- e. a document titled 'Homicide Unit Major Crime Squad – South, Standard Operating Procedures' dated January 1995. A copy of that document is at NPL.0100.0003.0961.

**2002 – today**

44. As stated above, in 2002 the State Crime Command was established, and the Homicide Squad as it now exists today was formed.

45. There were a number of benefits associated with centralising the Homicide Squad:

- a. It established the primary responsibility for investigating suspicious deaths and missing persons cases to a central body;
- b. Communication issues which existed at the regional level were removed, and intelligence and information sharing was improved;
- c. It enabled an improved service and level of support to the field (PACs and police departments);
- d. Internal and external agencies were able to have one point of specialist contact at the Homicide Squad; and
- e. It enabled uniformity for training, development of skills and consistency for all advice and guidance provided.

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46. In the context of preparing this statement I have been shown a document issued by the State Crime Command titled 'Investigation Support, Standard Operating Procedures' dated May 2003 (although I note this document is missing page 8). A copy of that document is at NPL.0100.0003.1038.
47. This document details how investigations, including homicide investigations were referred to State Crime Command in that period as well as the investigation support provided by the State Crime Command in the context of those investigations.
48. As detailed in this document, it was mandatory for all Level 1 offences (which included homicides) to be referred to the State Crime Command as soon as they were reported or detected. The role and responsibility of the State Crime Command (including the Homicide Squad) in any such investigations was to provide specialist investigative support to the Local Area Command in which the incident occurred. The Commander of the State Crime Command had discretion to direct the method of operation for serious major crimes (including homicides).
49. In the context of preparing this statement I have been shown a copy of a document issued by the State Crime Command titled 'Homicide Squad, Leadership of Homicide and Suspicious Death Investigations' dated 1 May 2010. A copy of that document is at NPL.0100.0003.0183.
50. That document sets out the standard operating procedures in place at 1 May 2010 concerning an investigation into a homicide or suspicious death, and the role of the Homicide Squad in such an investigation.
51. As detailed in this document, and since at least May 2010, for the first 72 hours of an investigation into a homicide or suspicious death, a detective from the Homicide Squad is to lead the investigation, unless and until the Homicide Squad determines otherwise. This approach has been adopted to ensure that there is an experienced detective on homicide investigations that is responsible for making decisions concerning the future direction of the investigation and to ensure that best practice is being followed by the investigation team at the most critical point in the investigation, in relation to:

Witness:



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- a. capturing evidence (including exhibits, potential witness statements, canvassing the area and the collection of other material such as CCTV footage);
- b. appropriate management of the crime scene and exhibits;
- c. the management and co-ordination of searches;
- d. the management and co-ordination of other specialist resources and teams on the investigation; and
- e. information management on the investigation generally (including communications with witnesses, persons involved in the investigation and the public).

52. A copy of the current 'Homicide Squad, Leadership of Homicide or Suspicious Death Investigations' protocol is at NPL.0100.0003.1163. While there have been some minor amendments to those procedures to provide clarity to investigative teams on homicide investigations as to the role of the Homicide Squad, the roles and responsibilities of the Homicide Squad on an investigation have, in substance, remained unchanged since 2010. I provide further explanation as to how those procedures work in practice below.

53. [Redacted]

54. [Redacted]

- a. [Redacted]
- b. [Redacted]
- c. [Redacted]

Witness: [Redacted]  
Nigel WARREN  
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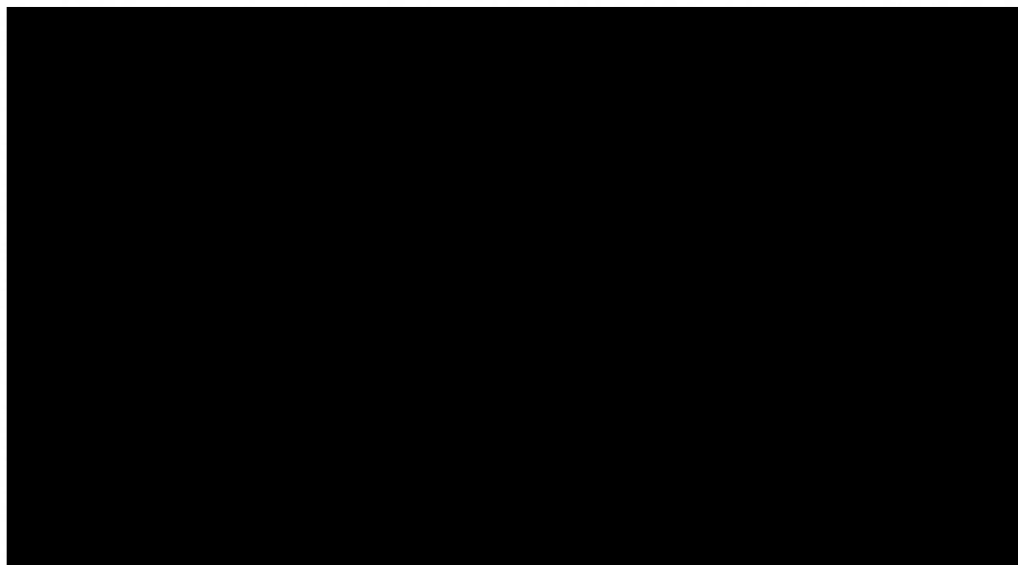
Signature: [Redacted]  
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LGBTIQ Hate Crimes*

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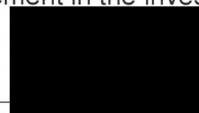
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55. During the initial 72-hour period, the on-call Homicide team require the relevant PAC to also identify one of their own staff, who possesses appropriate qualifications and experience, to be appointed team leader and to lead the investigation. What constitutes 'appropriate qualifications' is to be assessed by the lead Homicide detective on a case-by-case basis. However, that person would ordinarily be a designated detective with experience in major crime investigations and hold the rank of Detective Sergeant, or if there is no Detective Sergeant available, Detective Senior Constable with similar experience in major crime investigations. While assigned the 'team leader', throughout that period, that person remains under the direction of the lead Homicide detective.

56. At the end of the 72 hour period (or such earlier time as the Homicide Squad determines that it should no longer lead the investigation), the Homicide Squad will, in consultation with the relevant PAC/Police Districts and respective Regions, determine which unit of the NSWPF should continue the investigation and, if that unit is not the Homicide Squad, determine whether or not a Homicide Squad detective should be part of the investigating team. The same factors as detailed in paragraph 54 above apply when making such a determination. In certain circumstances, it may be unnecessary for the Homicide Squad to have any continued involvement in the investigation (for instance, in certain homicide cases where the perpetrator

Witness:



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has already been identified). In some circumstances (depending on the complexity of the case and experience of the overall investigative team) it may be appropriate for the Homicide Squad to provide consultation services to the investigative team only on an as-need basis.

57. If the Homicide Squad has determined that it should no longer continue to lead the investigation of a suspicious death or homicide, it continues to have authority (in consultation with the State Crime Command executive) to take over the leadership of the investigation or to assign a detective to the team conducting the investigation. While any decision for the Homicide Squad to take over leadership of an investigation is made after appropriate consultation with the relevant unit within the NSWPF, the authority to reconsider leadership of an investigation rests with the Homicide Squad and State Crime Command executive.
58. Throughout the investigation of a homicide or suspicious death, designated officers of the Homicide Squad will have access to e@gle.i entries regarding the investigation, even if the investigation is not being conducted by the Homicide Squad.
59. If the investigation of a homicide or suspicious death is being led or conducted by an officer other than an officer from the Homicide Squad, that officer can at any time liaise with the Homicide Squad for advice either informally or formally by requesting a review of their investigation to date. This review process is conducted by a panel of investigators from the Homicide Squad. Such reviews are provided by the Homicide Squad for the benefit of the officer in charge on an investigation, and would ordinarily occur in situations where the investigation has hit a potential road-block or dead-end. The review would ordinarily involve the officer in charge of the investigation and a panel of homicide detectives reviewing the investigation file with fresh eyes for the purpose of identifying any further lines of inquiry, including forensic or electronic technologies, options or strategies in relation to the investigation, which may not have been considered or implemented by the investigation team at the time of the review.
60. A decision that an investigation of a homicide or suspicious death should not be led by the Homicide Squad does not prevent the investigation from having access to the resources and expertise of the Homicide Squad (or other parts of the NSWPF) and in such cases, there are

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clear procedures for requesting such assistance (via State Crime Command Request for Assistance forms located on the State Crime Command intranet site).

61. At the discretion of the Commander of the State Crime Command, investigators who are seconded to State Crime Command-led investigations and have returned to their substantive commands or another command after resolution and completion of their brief can be recalled to the State Crime Command. This may be on a full-time or part-time secondment, if it is deemed they are required for the preparation and management of complex trials which may be months prior to the commencement of trial. This requirement is regardless of the investigator's current substantive position or location. The secondment and length of secondment is negotiated through the Commander of the Homicide Squad.
62. In the context of preparing this statement I have also been shown a copy of a document issued by the State Crime Command titled 'Homicide Squad, Business Charter', which is the current business charter for the Homicide Squad. A copy of that document is at NPL.0100.0003.1200. As well as detailing the current business charter of the Homicide Squad, the document details the services and products provided by the Homicide Squad to the NSWPF, including:
- a. Specialist Investigation Capabilities, in relation to the investigation of murder, suspicious deaths, specific critical incidents and specific coronial investigations as determined by the New South Wales State Coroner;
  - b. Strike Forces (Investigations), namely the investigation of murders, likely murders, suspicious deaths and critical incidents which have been deemed to require the specialist skills and expertise of the Homicide Squad. In addition, strike forces investigate or assist in the investigation of serious, complex and major coronial matters and provide assistance to all Police and Coroners through help desk, on-call response, specialist advice, short-term investigative assistance and professional development;
  - c. Unsolved Homicide Team, concerning investigations into historical/unsolved murders, suspicious deaths and disappearances. The Unsolved Homicide Team also maintains a register of all unsolved homicides and tracks the status of each

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 Detective Superintendent  
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case, manages the case screening process for all cases, prioritises cases after the case screening process is completed, makes recommendations as to the scope of any investigation resulting from the case screening process and develops investigation plans for this purpose;

- d. Subject matter experts, namely the provision of subject matter experts in the following fields:
- i. Murder;
  - ii. Suspicious Deaths;
  - iii. Coronial Investigations;
  - iv. Critical Incidents; and
  - v. Unsolved Homicide Investigations.
- e. Help desk, being a facility provided to Policing Commands, interstate jurisdictions and/or external agencies whereby they are provided with investigative and/or analytical advice or support (either directly or telephone assistance) to further their respective investigation/s;
- f. On-call support, for murders, suspicious deaths, specific critical incidents (as dictated by the Critical Incident Guidelines) and coronial investigations where five or more deaths have occurred;
- g. Education & Training, through the Homicide Investigators Course and other specific training provided by the Homicide Squad (which I discuss further in section D below);
- h. Victim Management, to address and meet the needs of victims of crime through awareness of a victim's family's needs and ensuring those needs are met by regular updates regarding investigations and informing them of significant developments and seeking feedback. Members of the Homicide Squad (including myself) regularly

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attend Victim Support Group Meetings to afford them the opportunity to interact with investigators and Command from the Homicide Squad. In this regard, the Squad abides by the Charter of Victims' Rights and the NSWPF Customer Service Charter; and

- i. Homicide Victims Support Group – which is a State Government funded organisation that provides support to victims of homicide. A mandatory notification to the Homicide Victims Support Group is required from the Homicide Squad for all murders. The Homicide Victims Support Group then initiates counselling for victims.

***Relationship with Police Area Command***

63. In this section of my statement I address question 2(a) of the Request for Statement which asks for the following information:

*'...the relationship between the Homicide Squad and the Police Area Command in which a homicide has occurred'*

64. As discussed and detailed above, since the introduction of specialist homicide detectives to the NSWPF in around 1972, there has always been a correlation between the roles and responsibilities of specialised homicide detectives on an investigation and roles and responsibilities of the Patrol or PAC in which the homicide occurred.

65. As explained above, the level of control and leadership the Homicide Squad has over an investigation has evolved significantly over time, as has the role of the relevant Patrol or PAC.

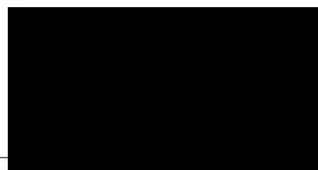
66. There is a mandatory requirement that all suspicious deaths be notified to the Homicide Squad. While the Homicide Squad presently has investigative authority and control over an investigation for at least the first 72 hours, and detectives from the Homicide Squad will be appointed to and lead the investigation, the investigative team working on an investigation will for the most part be comprised of local officers and detectives from the PAC in which the homicide or suspicious death or disappearance occurred.

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67. Those local officers and detectives serve an important function on the investigative team, given their superior understanding of the area in which the incident occurred. At various stages, there can be up to 80 to 90 officers from PACs, police departments and other specialist areas seconded to Homicide Squad led Strike Forces.

68. As explained above, there are circumstances where it is determined by the Homicide Squad that control over an investigation should be returned to the PAC in which the incident occurred after the first 72 hours (or such earlier time as determined by the Homicide Squad). As previously outlined, the level of involvement then varies from a notification with advice, ongoing consultancy, escalating to a full Homicide Squad led Strike Force.

***Relationship with Unsolved Homicide Team***

69. In this section of my statement I address question 2(b) of the Request for Statement which asks for the following information:

*'...the relationship between the Homicide Squad and the Unsolved Homicide Team (UHT)'*

**2004 and establishment of UHT**

70. In around 2004, the UHT was first established as a team within the Homicide Squad. Since its inception, the UHT remains a core component of the Homicide Squad. The UHT was initially called the 'Unsolved Homicide Unit', although I use UHT in this statement for consistency. The establishment of the UHT was the result of a recommendation from State Coroner John Abernethy, following an inquest in 2003 into the disappearance of Gordana Kotevski in the Lake Macquarie area. A recommendation was made for the NSWPF to conduct systematic audits into long-term missing persons cases with a new body within the NSWPF to be set up to deal solely with reviewing unsolved homicides.

71. The initial remit of the UHT was to review unsolved homicides and suspicious deaths. Following the establishment of the UHT, a search was conducted by the UHT of available records in relation to unsolved homicide offences. As a result of that search, 366 unsolved homicide offences were identified for the period from 1970 to 2000.

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72. At that time, there was no information available by which to prioritise those cases for review and investigation. On that basis, the UHT performed a screening of each of the 366 cases, starting with the most recent cases and working back to the latest in time. Initial case screening and quality assurance processes were established by the UHT in order to review and prioritise each case.


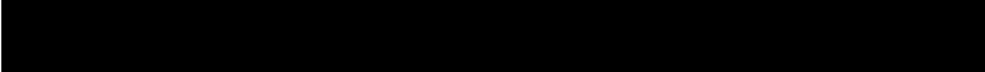
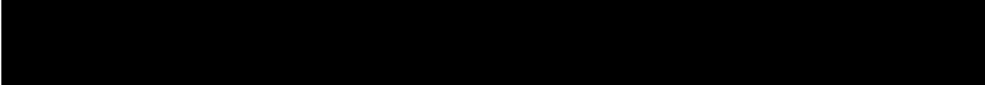
73. In the context of preparing this statement I have been shown a copy of a document prepared by Detective Inspector Robert Jarrett titled 'Standard Operating Procedures for the Unsolved Homicide Unit' dated 17 March 2006. Detective Inspector Jarret was the leader and co-ordinator of the 2004 UHT review team. A copy of that document is at NPL.0100.0003.0771.

74. That document details the role and function of the UHT within the Homicide Squad and its standard operating procedures as they existed in 2006. It also details the initial case screening and quality assurance processes established in 2004 for the purpose of the review of the 366 cases.

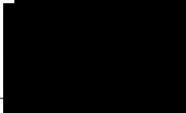
**2008 - 2012**

75. It took the UHT approximately four years to complete its assessment of the 366 cases identified, as well as additional cases which came to light in the context of that review which brought the total number of cases assessed by the UHT, throughout this four-year period, to over 400.

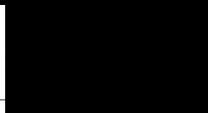
76. Of the over 400 homicide cases, 201 cases were identified as warranting consideration for re-investigation, following the initial screening and quality assurance processes detailed in document NPL.0100.0003.0771. That process involved reviewing each case for the following factors:

- a. 
- b. 
- c. 

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77. Each of the above factors was scored and each case assigned a priority (high, low, medium, or nil). Cases assigned a 'nil' priority were identified for closure or suspension. Cases in that category would not be further reviewed unless additional information came to light. The remaining 201 cases were assigned a priority of high, medium or low depending on the score they received. Cases in each of these three categories were regarded as at least potentially warranting further investigation.

78. Nine of those 201 cases were re-opened for investigation at the outset. Those cases were reopened because the information received by the UHT review team suggested they were likely to present the best opportunities for successful reinvestigation. It was decided that those cases should be prioritised accordingly and they were assigned to the PAC and Homicide Squad for investigation.

79. However, at the time, there was not sufficient capacity within the Homicide Squad (or elsewhere with the NSWPF) to allocate the remaining 192 cases to a team or teams for re-investigation. Accordingly, in around 2008, investigative teams were established within the UHT which expanded the remit of the UHT to not only review unsolved homicides or suspicious deaths, but to also conduct re-investigations into cases which were assessed as warranting a further investigation. The investigative capacity and number of units assigned to the UHT significantly increased at this time to the numbers it has today.

80. In 2008, those investigative teams included the metropolitan unit as well as three smaller regional units (for the Northern, Western and Southern regions of NSW). Those regional units were each comprised of four investigators respectively. At that time, these regional units investigated unsolved homicide cases relevant to that regional area.

81. In the context of preparing this statement I have been shown a copy of a document prepared by Detective Chief Inspector D.J. Bray titled 'Unsolved Homicide Team, Metropolitan, Country Regions, Standard Operating Procedures' dated June 2009. Detective Chief Inspector Bray

Witness:



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was the Investigations Co-Ordinator for the UHT from July 2009 to June 2011. A copy of that document is at NPL.0100.0003.0808.

82. That document sets out the role and function of the UHT and its standard operation procedures in 2009.
83. In around 2012, the UHT broadened its parameters to include pre-1970 and post-2001 homicide cases, including suspicious missing persons cases.

**2013**

84. In around 2013, a review of the UHT was undertaken by senior management within the NSWPF. At that time, a recommendation was made that the regional investigative units within the UHT be centralised to the metropolitan office of the UHT based at Police Headquarters in Parramatta. Centralising the UHT brought improvements to communication, tracking and monitoring of cases and their status, consistency to review process and greater resources to be utilised for investigations.
85. In around 2015, that restructure was approved by the Senior Executive. There is now one centralised investigative unit, with four investigative teams. There also remains one review team, whose role is to review and triage unsolved homicides or suspicious deaths, as well as to examine and assess the daily intelligence reports received by the NSWPF. Although centralised, the UHT maintains reviews and investigations of cases throughout metropolitan and all regional areas in NSW.

**Current structure of UHT and its roles and functions**

86. I set out the current team structure of the UHT in paragraph 38.b above.
87. In the context of preparing this statement I have been shown a copy of a document titled 'Standard Operating Procedures - Unsolved Homicide Team' dated 2022. A copy of that document is at NPL.0100.0003.0793.
88. That document sets out the current role and function of the UHT within the Homicide Squad, as well as its standard operating procedures.

Witness:

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***Relationship with Engagement and Hate Crime Unit (and its predecessors)***

89. In this section of my statement I address question 2(c) of the Request for Statement which asks for the following information:

*'...the relationship between the Homicide Squad and the Engagement and Hate Crime Unit (and its predecessors, including the Bias Crime Unit)'*

90. I do not have any personal knowledge of when the Bias Crimes Unit (**BCU**) (the predecessor to the Engagement and Hate Crime Unit (**EHC**U)) was first established. I understand that evidence has already been received by the Inquiry relevant to this issue.


91. In the context of preparing this statement, I have been shown a copy of the statement of Sergeant Ismail Kirgiz (the current Hate Crimes Coordinator in NSW), dated 28 November 2022. I have read that statement, in particular paragraphs 16 to 21, and believe it accurately explains the role of the EHC

92. In terms of the relationship between the Homicide Squad and the EHC

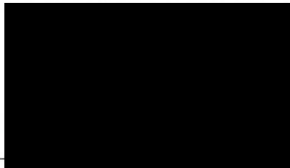
93. The Homicide Squad, accordingly, will consult with the EHC

94. The Homicide Squad maintains a strong and professional relationship with the Counter-Terrorism and Special Tactics Command (within which the EHC

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95. A copy of the 2022 Hate Crime Guidelines is at NPL.0100.0003.1139.

***Relationship with Long-Term Missing Persons Unit***

96. In this section of my statement I address question 2(d) of the Request for Statement which asks for the following information:

*'...the relationship between the Homicide Squad and the Long-Term Missing Persons Unit'*

97. At the outset, I note that there is no 'Long-Term Missing Persons Unit' within the NSWPF.

98. I also note that I understand the role, function and structure of the (now) Missing Persons Registry (**MPR**) has changed significantly over time, following a number of internal reviews and Coronial recommendations, including in recent years. I understand that as a result of those reviews there have been significant improvements to the function and investigative capacity of the MPR.

99. I have endeavoured to explain below my understanding of how the MPR (and its roles and functions) have evolved over time and how the MPR may interact with the Homicide Squad in the context of a homicide or missing persons investigation, including investigations involving long-term missing persons. However, outside what is said below, I do not have any personal knowledge of the reasons underpinning any structural or functional changes within the MPR.

**1970 - 2016**

100. I understand the 'Missing Friends Bureau' was first established within NSW in around 1930. From that time until around 1949, inquiries were carried out by two police officers attached to Police Headquarters. In around 1947, it became the 'Missing Persons Bureau' and operated as a central recording agency for all missing persons including escaped psychiatric patients.

101. By 1974, a 'Missing Persons Section' of the NSWPF was established for the purpose of co-ordinating and maintaining a central recording point for missing persons across NSW. In around 1987, the 'Missing Persons Section' was renamed the 'Missing Persons Unit' and formed part of the Technical Support Group in the NSWPF.

Witness:

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102. I have been unable to uncover any additional information concerning where the 'Missing Persons Unit' sat in terms of the operational structure of the NSWPF more generally at that time, or what its relationship was with the original Homicide Squad (under the CIB). However, internal police records suggest that a close liaison was maintained between the Missing Person Unit and the original Homicide Squad (under the CIB) in 1981.

103. In the context of preparing this statement, I have been shown a copy of a document titled 'Crime Information and Intelligence System, Introduction of New Procedures respecting Missing Persons Unidentified Bodies and Unidentified Persons' dated 1985. A copy of that document is at NPL.0100.0003.0001.

104. In around 2002, the Missing Persons Unit became part of the Operational Information Agency.

105. In the context of preparing this statement, I have been shown copies of the following documents which record the NSWPF's standard operating procedures concerning missing persons between 2003 to 2016:

- a. A document titled 'Operational Information Agency, Missing Persons Unit' dated 16 July 2003. A copy of that document is at NPL.0100.0003.0377;
- b. A document titled 'Missing Persons, Policies are Procedures' dated 2007. A copy of that document is at NPL.0125.0005.0001;
- c. A document titled 'Missing Persons Standard Operating Procedures' dated 2013. A copy of that document is at NPL.0100.0003.0218; and
- d. A revised version of the above document which indicates it was reviewed and amended in June 2016. A copy of that document is at NPL.0125.0005.0108.

106. From my review of those documents I understand:

- a. missing persons cases were primarily investigated by the relevant Patrol or Local Area Command (now PAC) in which the person went missing. It was the responsibility of the Patrol or PAC to report the incident to the Missing Persons Unit;

Witness:

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- b. by at least 2007, it became mandatory for the relevant PAC with responsibility for the investigation to refer the matter to the Homicide Squad if foul play was suspected or there were suspicious circumstances surrounding a person's disappearance; and
- c. from at least 2013, it was part of the role and function of the Missing Persons Unit to meet regularly with Homicide Squad to discuss any suspicious missing persons cases.

**2019 onwards**

107. In 2019, as a result of a review of the Missing Persons Unit and a number of Coronial recommendations, the NSWPF MPR was established as an oversight unit for all NSW missing persons and unidentified bodies and human remains. The primary purpose of the MPR is to provide support and advice to officers working on investigations involving missing persons in the community.

108. In the context of preparing this statement, I have been shown copies of the following documents which record the NSWPF's standard operating procedures concerning missing persons from 2019 to 2022:

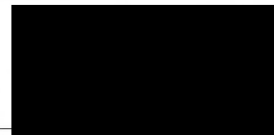
- a. A document issued by the State Crime Command titled 'Standard Operating Procedures, Missing Persons, Unidentified Bodies & Human Remains' dated 2019. A copy of that document is at NPL.0100.0003.0494;
- b. A document issued by the State Crime Command titled 'Standard Operating Procedures, Missing Persons, Unidentified Bodies & Human Remains' dated 2020. A copy of that document is at NPL.0125.0005.0033;
- c. A document issued by the State Crime Command titled 'Standard Operating Procedures, Missing Persons, Unidentified Bodies & Human Remains' dated 2021. A copy of that document is at NPL.0100.0003.0262; and

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- d. A document issued by the State Crime Command titled 'Standard Operating Procedures, Missing Persons, Unidentified Bodies & Human Remains' dated 2022. A copy of that document is at NPL.0100.0003.0025.

109. In terms of current operating procedures for missing persons where suspicious circumstances exist, it is mandatory for there to be immediate notification to the On-Call Homicide Inspector via the State Crime Co-ordinator. Investigations remain the responsibility of the relevant PAC or police department unless investigative responsibility is accepted by the Homicide Squad. While the MPR will provide assistance to the investigative team to co-ordinate a response on a Missing Persons investigation, it does not assume responsibility for the investigations.
110. Continual risk assessments of all 'Missing Persons, Unidentified Bodies and Human Remains' cases are conducted by the relevant PAC or police department in charge of the investigation. If a suspicion subsequently arises that a missing person may be the subject of a homicide, then protocol dictates that it is mandatory for a notification to be made to Homicide Squad at that time. Again, the Homicide Squad has authority to accept investigative responsibility for those investigations.
111. In terms of the current operating procedures concerning long-term missing persons and the involvement of the Homicide Squad, all long-term missing persons' matters are to be reported to the Coroner within 12 months of the initial report being made by the relevant unit in charge of the Investigation.
112. At any subsequent coronial inquest, a Coroner may recommend a long-term missing persons case be referred to the UHT within the Homicide Squad. If such a recommendation is made, responsibility for long term management of the investigation will transfer to the Homicide Squad – see document NPL.0100.0003.0025, paragraph 18.4.
113. As a general comment, in my view, the MPR has significantly improved the response to and investigation of all missing persons. The Homicide Squad has a close relationship with the MPR. The Homicide Squad Intelligence Manager has responsibility and oversight of the Missing Persons Registry Intelligence Team. In recent years, the notification of suspicious

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missing persons matters to the Homicide Squad has greatly improved, enabling an earlier involvement and response if required.

**C. QUALIFICATIONS AND EXPERIENCE OF HOMICIDE SQUAD OFFICERS**

114. In this section of my statement I address question 3 of the Request for Statement which asks for the following information:

*'The qualifications and experience required for officers to join the Homicide Squad'*

115. In order to apply to join the Homicide Squad, an officer needs to have completed their detective training and achieved the designation of detective, as well as possess demonstrated experience in major crimes investigations.

116. As one of the most highly sought after squads in the NSWPF, the Homicide Squad receives a large number of expressions of interest from detectives within the NSWPF wishing to join the squad. Many of those detectives possess a broad range of qualifications and experience, including qualifications and experience external to the NSWPF (such as tertiary degrees and diplomas). Any vacant positions are typically filled by the best available detectives within the NSWPF, who have a demonstrated experience working on major crime investigations.

117. In order to join the Homicide Squad, a detective would submit an expression of interest and application form detailing their experience and credentials.

118. All applications are reviewed by the Homicide Squad Human Resources (HR) panel.

119. There is then an interview process with the Homicide Squad HR panel to determine the suitability of the applicant.

120. The Homicide Squad HR panel then recommends the suitability or unsuitability of the applicant to the Senior Management Team. If deemed suitable, the officer is accepted into Homicide Squad, pending a psychological and professional standards risk assessment by the State Crime Command and also successful completion of psychometric testing (including a non-verbal abstract reasoning ability test, which measures aspects of IQ, and a personality assessment tool). Such assessments are conducted to ensure the applicant:

Witness:

\_\_\_\_\_  
 Nigel WARREN  
 Detective Inspector  
 Homicide Squad  
 18/4/2023

Signature:

\_\_\_\_\_  
 Daniel DOHERTY  
 Detective Superintendent  
 Homicide Squad  
 18/4/2023

**Statement of** Daniel DOHERTY  
**In the matter of** *Special Commission of Inquiry into  
 LGBTIQ Hate Crimes*

- a. has not been the subject of any complaints or investigations in relation to their conduct during their time serving on the NSWPF which may compromise their integrity working as part of the State Crime Command; and
- b. that they will be able to deal with the highly confronting nature of the work and investigations they will be exposed to in the context of performing their duties as a homicide detective.

**D. TRAINING PROVIDED TO HOMICIDE SQUAD OFFICERS**

121. In this section of my statement I address question 4 of the Request for Statement which asks for the following information:

*'The training (formal and 'on the job') provided to officers of the Homicide Squad'*

**1970**

122. I do not have any personal knowledge of the training and qualifications of detectives responsible for the investigation of homicides between 1970 to 1996, outside of understanding it has always been a requirement for members of the homicide squad to have achieved the designation of detective.

123. In the context of preparing this statement, I have been shown a copy of the following training manuals, which I understand comprise training provided to NSWPF officers in the context of their training to become detectives in around 1970. I note that these training manuals are undated:

- a. 'NSW Police Training Centre, Detective Training Course, Homicide' prepared by Constable First Class J.G.Hill (at NPL.0100.0003.0706, page 0706 – 0726);
- b. 'NSW Police Training Centre, Detective Training Course, Homicide – Part I' prepared by Detective Sergeant First Class B. Doyle (at NPL.0100.0003.0706, page 0727 – 0734);

Witness:

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 Nigel WARREN  
 Detective Inspector  
 Homicide Squad  
 18/4/2023

Signature:

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 Daniel DOHERTY  
 Detective Superintendent  
 Homicide Squad  
 18/4/2023



**Statement of** Daniel DOHERTY  
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- c. NSW Police Training Centre, Detective Training Course, Homicide – Part II’ prepared by Detective Sergeant First Class B. Doyle (at NPL.0100.0003.0706, page 0735 – 0739); and
- d. NSW Police Training Centre, Detective Training Course, Homicide – Part III’ prepared by Detective Sergeant First Class B. Doyle (at NPL.0100.0003.0706, page 0740 – 0745).

**1996 and Homicide Investigators Course**

124. In 1996, the Homicide Investigators Course was introduced as a result of recommendations arising from the then Standing Committee on Homicide. Detective Superintendent Mike Hagan, Detective Inspector Russell Oxford and Detective Senior Sergeant Geoff McNevin were the driving force behind this initiative.
125. In late 2005, the Homicide Investigators Course was suspended while an extensive application process was undertaken to gain academic accreditation from Charles Sturt University and the NSWPF Academic board. That accreditation process was finalised in mid-2008, following which the Homicide Investigators Course was re-introduced in December 2008.
126. As with all academic courses, the subject matter and focus of the Homicide Investigators Course has evolved over the years to address advancements in technology, improvements in police procedure and changes to the law.
127. The Homicide Investigators Course is open to all members of the NSWPF who satisfy the following eligibility requirements:

- a. Applicants must have successfully completed the following courses:
  - i. Investigators Course;
  - ii. Advanced Diploma of Police Investigations (ADPI); and
  - iii. Detectives Designation Course (formerly the Detectives Education Program).

Witness:

\_\_\_\_\_  
 Nigel WARREN  
 Detective Inspector  
 Homicide Squad  
 18/4/2023

Signature:

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- b. Applicants and must have been placed into a designated detective position and occupy a permanent criminal investigator position within their Command.
- c. Applicants must also have previously had a substantial involvement in a homicide/suspicious death investigation.

128. While completion of the course is not a prerequisite to join the Homicide Squad, in my experience most detectives who join the squad will have completed the course prior to joining.

129. The course is presently run over a period of 8 days, with a final day of examinations.

130. If a member of the Homicide Squad has not completed the Homicide Investigators Course prior to joining the squad, they are required to complete the course as soon as is practicable after joining the squad. In order to become a supervisor within the squad and lead investigations, the course must have been completed.

131. A copy of the 2022 Homicide Investigators Course structure, which details the course timetable and content is at NPL.0100.0003.1161.

**Other training**

132. Outside the Homicide Investigators Course, there are numerous other formal training courses available to members of the Homicide Squad (such as those that I have completed detailed in paragraph 12 above).

133. In terms of on-the-job training, as part of the application and interview process to join the Homicide Squad, all applicants are assessed to ensure they have suitable experience working on major crime investigations prior to joining the Homicide Squad.

134. In the context of preparing this statement I have also been shown a copy of the following documents which provide further information concerning the training and resources provided to officers within the Homicide Squad from 2012 to today:

- a. 'Homicide Squad State Crime Command Induction Package' dated March 2012. A copy of that document is at NPL.0100.0003.0151. This document would have been

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\_\_\_\_\_  
 Nigel WARREN  
 Detective Inspector  
 Homicide Squad  
 18/4/2023

Signature:

\_\_\_\_\_  
 Daniel DOHERTY  
 Detective Superintendent  
 Homicide Squad  
 18/4/2023

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**In the matter of** *Special Commission of Inquiry into  
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provided to every new staff member on the Homicide Squad from 2012 onwards;  
 and

- b. 'Homicide Squad State Crime Command Induction Package' dated January 2020 (**Induction Package**). A copy of that document is at NPL.0100.0003.0184. I note the 'Introduction' section to the Induction Package has been signed by me, as Commander of the Homicide Squad. This Induction Package has been provided to every new staff member on the Homicide Squad since 2020 and is the current Induction Package issued to new staff members today.

**E. SPECIFIC TRAINING IN RELATION TO THE INVESTIGATION OF POTENTIAL  
 LGBTIQ+ HATE CRIME DEATHS**

135. In this section of my statement I address question 5 of the Request for Statement which asks for the following information:

*'Any specific training given to, or made available to, officers of the Homicide Squad  
 in relation to the investigation of potential LGBTIQ hate crime deaths'*


136. I understand mandatory training in relation to hate crimes (which includes LGBTIQ+ hate crimes) is made available to all members of the NSWPF, including the Homicide Squad.

137. That training comprises an online module for all NSWPF offices called the 'HATE Crime Awareness Course'.

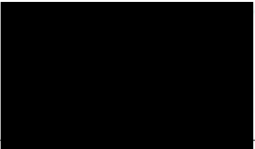
138. It is designed to:

- a. give police an overview and understanding of hate crimes in NSW, including the definition of crime motivated by hate, prejudice or bias towards people because of their identity or perceived difference;
- b. educate officers on:
- i. hate crime legislation;

Witness:

  
 Niger WARREN  
 Detective Inspector  
 Homicide Squad  
 18/4/2023

Signature:

  
 Daniel DOHERTY  
 Detective Superintendent  
 Homicide Squad  
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**Statement of** Daniel DOHERTY  
**In the matter of** *Special Commission of Inquiry into  
 LGBTIQ Hate Crimes*

- ii. how to report crimes which may have been motivated by hate or bias on the COPS system; and
  - iii. how the NSWPF can support and assist victims of hate crime; and
- c. develop knowledge around hate crimes, including a number of self-paced activities, to provide officers with the mindset and skills required to help, prevent, disrupt and respond to hate crimes.

139. Further, in the context of Mandatory Continuing Police Education in relation to victim support (comprising six online modules that all NSWPF officers are required to complete) there is a component of the training on bias, unconscious bias perception and dealing with victims.

140. The above two training packages do not target hate crime deaths in particular, but instead relate to any type of crime which may be motivated by hate, prejudice or bias. The packages also have a greater focus on victim support rather than investigating deaths.

141. In the context of an investigation, where the lines of inquiry on an investigation (including victimology and potential motive) suggest a death may have been motivated by hate, prejudice or bias towards the LGBTIQ+ community, the Homicide Squad will engage with the EHCUC as a key intelligence tool available to the Homicide Squad in the context of any such investigation.

142. The assessment of potential perpetrator-motivations is a core part of a homicide detective's role; experienced detectives – particularly those within the homicide squad – are well versed in seeking indicators of motivation, which may assist in determining who committed a particular crime and, in turn, determining the appropriate charge to lay. The possibility that anti-LGBTIQ+ bias may have played a role in serious crime (including homicides) has been the subject of increased focus and discussion within the Homicide Squad in recent years.

143. The following Strike Forces provide recent examples of where a potential LGBTIQ+ hate crime motive was identified and investigated in the context of the Strike Force:

- a. SF AUGENAUT (concerning the murder of Raymond Keam);
- b. SF NAVALA (concerning the murder of Berndt Lehman);

Witness:

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 Nig  
 Detective Inspector  
 Homicide Squad  
 18/4/2023

Signature:

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 Detective Superintendent  
 Homicide Squad  
 18/4/2023

**Statement of** Daniel DOHERTY  
**In the matter of** *Special Commission of Inquiry into  
LGBTIQ Hate Crimes*

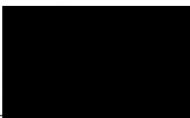
- c. SF HENRICK (concerning the murder of Peter Keeley); and
- d. SF ONSHORE (concerning the murder of Kimberley McRae).

144. Each of the above investigations was successfully resolved by the NSWPF and placed before the Court.

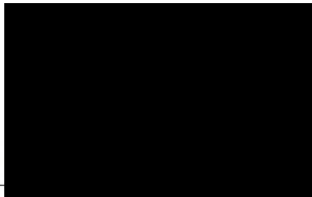
145. In terms of specific training concerning the investigation of LGBTIQ+ hate crime deaths, no such training is presently provided to detectives within the Homicide Squad.

146. The training provided to homicide detectives, both as part of the Homicide Investigators Course and otherwise, is subject to regular review. The Homicide Investigators Course is reviewed at least every three years by the Education Development Unit (EDU) within the People & Capability Command. Where a significant change is made to the curriculum, the course is also subject to mandatory review by the EDU prior to the change in curriculum being implemented. By way of example, the practical scenario-based training component of the course has been recently updated to further emphasise the importance of keeping an open mind in the context of a homicide investigation. Subject matter experts (both internal and external to the NSWPF) are engaged to assist in developing and improving the course where changes in investigative techniques and technologies are identified.

Witness:

  
Nigel WARREN  
Detective Inspector  
Homicide Squad  
18/4/2023

Signature:

  
Daniel DOHERTY  
Detective Superintendent  
Homicide Squad  
18/4/2023



This and the following 1 page is  
**Annexure 1** to the statement of  
 Detective Superintendent Daniel  
 DOHERTY dated 18 April 2023.

## Special Commission of Inquiry into LGBTIQ hate crimes

13 March 2023

Patrick Hodgetts  
 Senior Lawyer  
 Office of the General Counsel, NSW Police Force  
 Locked Bag 5102  
 PARRAMATTA NSW 2124

By email: [REDACTED]

Dear Mr Hodgetts

### Special Commission of Inquiry into LGBTIQ hate crimes

I refer to the above Inquiry, and to the evidence of Detective Chief Inspector Stuart Leggat of the NSW Police Force ("NSWPF") Homicide Squad on 6 and 7 June 2022.

#### Request for statement: Qualifications and Training of NSWPF Officers assigned to the Homicide Squad

The Inquiry understands that the training and qualifications of officers assigned to investigate homicides have changed and evolved over the period from 1970 to 2010.

The Inquiry requests the provision of a statement, by an appropriate officer of the NSWPF, addressing the following topics in connection with the NSWPF Homicide Squad. The statement should address these topics both in respect of the period from 1970 to 2010, and also in respect of the present day:

1. The history of the Homicide Squad, including its establishment within the NSWPF and its evolution, as well as the manner in which homicides were investigated prior to the creation of the Homicide Squad.
2. The roles and responsibilities of the Homicide Squad, and its members, including:
  - a) the relationship between the Homicide Squad and the Police Area Command in which a homicide has occurred; and
  - b) the relationship between the Homicide Squad and the Unsolved Homicide Team;
  - c) the relationship between the Homicide Squad and the Engagement and Hate Crime Unit (and its predecessors, including the Bias Crime Unit); and
  - d) the relationship between the Homicide Squad and the Long-Term Missing Persons Unit.
3. The qualifications and experience required for officers to join the Homicide Squad.
4. The training (formal and 'on the job') provided to officers of the Homicide Squad.

## Special Commission of Inquiry into LGBTIQ hate crimes

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5. Any specific training given to, or made available to, officers of the Homicide Squad in relation to the investigation of potential LGBTIQ hate crime deaths.
6. Any further information relevant to the qualifications and training of officers attached to the Homicide Squad that may assist the Commissioner.

Where the officer refers to a NSWPF policy, procedure, guideline or chapter of the NSWPF Handbook, a copy of the relevant document (historical and current) should be annexed to the statement.

In the event that it would be appropriate for different officers to address the various questions above, the Inquiry is content to receive separate statements from those officers.

In relation to this request, I draw your attention to the evidence given by Detective Chief Inspector Leggat to the Inquiry on 6 June 2022: see the transcript for that day at pp 7-9.

### **Non-publication orders**

It is anticipated that the Inquiry will tender the statement/s in evidence in a public hearing and that the statement/s will be uploaded to the Inquiry's website.

In the event that the Commissioner of the NSWPF seeks any non-publication orders in relation to the statement/s and/or any annexures, a schedule of the proposed orders sought should be provided to the Inquiry at the same time as the signed statement/s, for consideration by Senior Counsel Assisting.

### **Timeframe for provision of the statement**

Please provide the Inquiry with the requested statement/s, and any schedule of non-publication orders sought, by no later than **5pm on 11 April 2023**.

It is anticipated that a public hearing of the Inquiry will be held shortly thereafter in relation to this evidence. The maker/s of the statement/s may be required to give evidence at that hearing.

In the event that you anticipate any difficulty with the above timeframe for the provision of the statement, please forward a request for an extension of time in writing as soon as possible. To assist in considering the application for an extension, please provide a brief outline of the reasons an extension is sought and the date by which you anticipate being in a position to produce the material sought.

Please do not hesitate to contact Kate Lockery on [REDACTED] if you have any queries in relation to this matter.

Yours faithfully,



Enzo Camporeale  
Director, Legal  
**Solicitor Assisting the Inquiry**