

Department of Police and Emergency Management

ANNUAL REPORT 2007-08



working towards a safer Tasmania



LETTER to the Minister

Hon. Jim Cox MP
Minister for Police and Emergency Management
Parliament House
Hobart

Dear Minister

In accordance with Section 36(1) of the Tasmanian *State Service Act 2000* and Section 27 of the *Financial Management and Audit Act 1990*, I have pleasure in submitting the Annual Report including Financial Statements for the Department of Police and Emergency Management for the financial year 2007-08. I am pleased to report that 2007-08 has been a successful year for the Department, and I present this Report with pride.

Yours sincerely

A handwritten signature in black ink, appearing to read 'D. Hine', written in a cursive style.

D L Hine APM
Acting Secretary
Department of Police and Emergency Management
10 October 2008

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SECRETARY'S Foreword

2007-08 has once again been a successful year for the Department of Police and Emergency Management.

Fewer crimes were committed, more crimes were solved, there were fewer fatal and serious injury road crashes, and the Tasmanian community expressed considerable confidence in our services.

In the reporting period, Total Offences decreased by 2,500, with substantial reductions in Offences Against the Person and Offences Against Property. In particular, assaults and robberies, burglary of motor vehicles, motor vehicle stealing, and burglary of buildings all declined. Tasmania Police officers working with the specialist support provided by Forensic Science Service Tasmania, continued to solve more crime, with a 95% clearance rate for Offences Against the Person and 46% of all recorded offences being cleared.

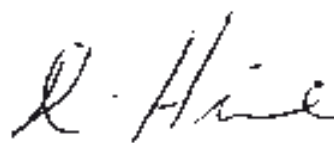
The Tasmanian community continues to feel safe with 95% of Tasmanians surveyed feeling safe at home and 92% feeling safe walking or jogging in their neighbourhood during the day - a very good result. Tasmanians also rate Tasmania Police and its services higher than the national average, with 84% of Tasmanians surveyed having confidence in police and 82% believing that we perform our job professionally. This information, as well as a range of measures on our Key Service Delivery Areas, is reported in more detail throughout this document.

The Department regards its people as its most valuable resource. This Report highlights a number of Human Resources activities including new recruiting strategies, celebrations of the '90 Years of Women in Policing', our ongoing successful partnership with the University of Tasmania and our contribution to the community through the Tasmania Police Charity Trust.

This Report features information about our new projects and major initiatives which demonstrate our ongoing commitment to providing contemporary resources to keep the Department at the forefront of modern policing and emergency management. To this end, some \$18.888 million in funding was secured to modernise the Divisional Headquarters at Devonport, Glenorchy and Bellerive.

In the reporting year we continued to review our practices both in service delivery and managing human resources. *Project Meridian* and the Human Resources Review have commenced and will improve our service delivery and Human Resources processes.

As for the future, there are many challenges ahead. The Department cannot afford to be complacent with its successes in reducing crime, fatal and serious injury crashes, and maintaining community confidence. We will continue to focus on developing our people - police officers, State Service employees and volunteers. There is no doubt that without the ongoing support and commitment of SES volunteers to safety in the community, it would be difficult to provide a responsive service to emergencies such as road crash rescue, floods, storms, and search and rescue. By working together we will strive to achieve our Mission, *To make Tasmania safe*.



D L Hine
Acting Commissioner of Police
Acting Secretary, Department of Police and
Emergency Management



Change of leadership

In March 2008, Mr Richard McCreadie retired after 11½ years as Commissioner of Police and Secretary of the Department of Police and Emergency Management. Mr McCreadie had presided over substantial change, leaving an organisation that is professional, ethical, highly accountable, and delivers quality services, with a strong people focus.

Mr McCreadie championed the role of women in policing, and encouraged employees to gain tertiary qualifications, to increase the professionalisation of our service. He promoted modernisation of our processes, accountability of individual and corporate performance, and significant legislative reform to improve community safety.

His leadership style inspired others to perform, and crime was substantially reduced over this period, while community confidence in our services remained at an all-time high. He believed in early intervention and the restorative justice approach to youth offending,

and along with then Minister Hon. David Llewellyn MP, supported and implemented such programs as *U-Turn* and Inter-Agency Support Teams, for those young people who had offended or were at risk of offending. Mr Llewellyn was committed to a safer Tasmania and to that aim he implemented significant legislative reform and advocated for increased resources to this Department.

Both Minister Llewellyn and Commissioner McCreadie strove for excellence in the delivery of this Department's service to the Tasmanian community. Mr McCreadie was succeeded by Mr John Johnston, the former Deputy Commissioner. Mr Llewellyn also changed portfolio after almost ten years. The Hon. Jim Cox MP became Minister for Police and Emergency Management.

OUR PERFORMANCE A Snapshot

2007-08 has seen outstanding results from Tasmania Police as crime continues to decrease and clearance rates continue to improve.

Crime

There was a **7%** decrease in crime:

- **20%** decrease in burglary of motor vehicles ↓
- **19%** decrease in robberies ↓
- **14%** decrease in motor vehicle stealing (and **92%** of stolen motor vehicles are recovered) ↓
- **10%** decrease in burglary of buildings ↓
- **9%** decrease in assaults ↓
- **5%** decrease in injure/destroy property ↓
- **4%** decrease in public place assaults ↓
- **3%** decrease in stealing (not associated with burglary). ↓

95% of Offences Against the Person and **46%** of all recorded offences were cleared.



Community Perceptions of Safety

Tasmanians continue to feel safe in their community:

- **95%** of Tasmanians feel safe at home alone during the day, and **86%** after dark
- **92%** of Tasmanians feel safe walking or jogging in their neighbourhood during the day, and **67%** after dark.*



Road Safety Performance

Tasmanians also want to be safe on our roads. During the reporting period, there has been a significant reduction in fatal and serious injury crashes and the number of people who were fatally or seriously injured, compared to the previous year. The figures for both measures are the lowest in the current five-year period.

Enforcement activities include:

- **6,426** people detected driving while using a hand-held mobile phone
- **679,632** Random Breath Tests conducted resulting in the charging of **4,865** offenders
- **543** drug screening saliva tests were conducted, with 199 drivers required to provide confirmatory blood samples
- **6,837** Traffic Infringement Notices were issued for not wearing a seatbelt
- **99,686** Traffic Infringement Notices and Cautions were issued, of which **43,225** were Cautions.

*95% of Tasmanians
feel safe at home alone
during the day,
and 86% after dark*

Community Satisfaction with our Service Delivery

Tasmanians continue to rate Tasmania Police and its services higher than the national average*:

- **84%** have confidence in police
- **82%** believe that our police perform their job professionally
- **73%** believe that police treat people fairly and equally
- **79%** believe that our police are honest.

Complaints against police are the lowest since 1994 when recording commenced.

*National Survey of Community Satisfaction with Policing 2007-08 conducted by Roy Morgan Research

ABOUT US - An Overview

Building on last year's successes, Tasmania continues to be a safe community. Recorded crime has reduced by a further 7% in the last twelve months.

Year in Review

Our Successes

- Through Tasmania *Together*, Tasmanians said they wanted a significant reduction in crime victimisation by 2020. This Department set a target figure of 30,256 Total Offences in 2020. With a Total Offences figure of 33,309 in 2007-08, we are more than meeting that challenge.
- During the reporting period there was a significant reduction in fatal and serious injury crashes and the number of people who were fatally or seriously injured, compared to the previous year. The figures for both measures are the lowest in the current five-year period.
- Tasmania Police once again recorded the highest level of community satisfaction with its services, compared to all other States and Territories (as measured by the 2007-08 *National Survey of Community Satisfaction with Policing*).
- The same Survey indicates that the Tasmanian community continues to have a high level of confidence in Tasmania Police. This is also reflected in the lowest number of complaints against police since 1994 when recording commenced.
- Hon. David Llewellyn MP, who at the time was the Minister for Police and Emergency Management, praised the emergency services for the way they dealt with the biggest and most complex emergency in Hobart for many years - the Myer fire.
- We successfully hosted:
 - *2008 Conference of Commissioners of Police – Australasia and the South-West Pacific Region* in Hobart, 3-6 March 2008
 - *11th National Chemical Diversion Congress* on 18-20 September 2007 which considered the challenges faced by chemical diversion and the manufacture of illicit drugs.
- We successfully implemented two innovative recruiting initiatives, the Junior Constable Police in College Program and the Career Development Program. We expect these programs to attract quality applicants to the Tasmania Police Service.
- The unique partnership with the University of Tasmania which includes:
 - publishing research conducted by the Tasmanian Institute of Law Enforcement Studies in conjunction with the Department, to promote a more thorough understanding of our service delivery
 - enhancing and promoting professionalism of our personnel by undertaking tertiary education.
- We continue to provide leadership in early intervention through the Inter-Agency Support Team program, a collaborative inter-agency response to children and young people with multiple and complex problems. Twenty-four Teams provide support to 262 children and young people and their families, throughout Tasmania.

Our Highlights

- The Cold Case Unit was established in April 2008, to investigate unresolved historical crimes.
- \$68,356 was raised by the Tasmania Police Charity Trust in 2007-08, with \$40,182 distributed to support individuals and charities, especially sick and underprivileged children within this State.
- The Australian Police Medal was awarded to Senior Sergeant Peter McKenzie, Inspector Stephen Hortle and First Class Constable Scott Dunn for their contribution to the Tasmanian community.
- The Emergency Services Medal 'in recognition of distinguished service as a member of an Australian emergency organisation' was awarded to Mr Charles Blizzard, Mr Tony Chirichiello and Mr Roger Brown for their contribution to community safety and emergency management.
- Mr Mark Dance, an SES volunteer from the Huon Valley Unit, was awarded the top team leader in the Australasian Road Rescue Challenge held on the Gold Coast, Queensland, 5-8 June 2008.
- Two departmental members, Senior Constable Daniel Newbury, Bachelor of Social Science (Police Studies) and Mr Neil Ward (Bachelor of Arts) were placed on the University of Tasmania Dean's Roll of Excellence (Faculty of Arts) in 2007 for their academic performance. Both were admitted to the Roll following their achievement of a Distinction average for eight units.
- *Project Meridian* commenced in May 2008. This project is aimed at improving Tasmania Police service delivery and taking us into the future.
- A highly successful 'climate champions' workshop was conducted to engage DPEM employees in the process for reducing our carbon footprint and assist with development of the Department's emissions reduction plan.
- In April 2008 the Government entered into a contract with Ericsson Australia Pty Ltd to upgrade the Tasmanian Government Radio Network, which will improve radio services for Tasmania Police and other Government users. \$13 million in Government funding was confirmed.



- A highlight of the new Police Award 2008 is increased recognition of tertiary qualifications with the introduction of new salary points at the rank of Constable, Sergeant and Inspector. Under the Award, Tasmania Police continues to be amongst the best remunerated police services in Australia.
- The Security and Emergency Management Advisory Group was established as part of the alignment of Tasmanian security and emergency management arrangements – a national first.
- Funding of \$18.888 million was secured for the redevelopment of the Devonport, Glenorchy and Bellerive Divisional Headquarters, which will take place over the next four financial years.



Our Challenges

- Provide continuous improvement in the delivery of our services.
- Build on the significant decrease in total fatal and serious injury crashes experienced in the reporting period.
- Maintain community confidence in our services by further reducing crime.
- Work with partners across government, industry and the community to effect positive long-term change to social and health harms caused by alcohol.
- Review our Human Resources processes in order to ensure our practices are contemporary, and meet attraction and retention issues in the future.
- Continue to recruit and retain SES volunteers.
- Support the community's ability to adapt to climate change. This will be accomplished through such projects as the Government's *Climate Futures for Tasmania*, which will examine changes to the frequencies and intensity of extreme weather events.

Vision

To be widely recognised as Australia's finest policing and emergency management service

Mission

To make Tasmania safe

Values

Personal values are fundamental to the way in which all members perform their duties to achieve our vision and mission.

As an organisation we value our people and their commitment to:

- act honestly and with integrity
- have a high work ethic
- exercise authority responsibly
- behave ethically
- deliver service equitably across the whole of our community.

Our Profile

The Department of Police and Emergency Management (DPEM) is led by the Secretary, Mr John Johnston, who is also the Commissioner of Police, and consists of Tasmania Police, which was first established in 1899, the State Emergency Service (SES), Forensic Science Service Tasmania (FSST), and the Tasmania Fire Service (TFS). The DPEM operates under the core legislation of the *Police Service Act 2003*, the *State Service Act 2000*, the *Emergency Management Act 2006*, and the *Fire Service Act 1979*. The TFS operates with a high degree of autonomy and produces its own annual report.

The Department employs 1,252 police officers and 495 State Service employees, and uses the services of 590 emergency service volunteers state-wide. (These figures are exclusive of the TFS.)

The DPEM is a core State Service agency, funded by the Tasmanian Government with a budget of \$170.275 million (2007-08) to deliver policing and emergency services. (The TFS is funded separately.)

Budget Paper No 2 - Government Services provided information about those services (Outputs) that the Department intended to deliver during 2007-08. The Department's major initiatives were also outlined in this report. The four Key Service Delivery Areas of *Community Safety*, *Crime*, *Traffic*, and *Community Perceptions and Satisfaction with our Service Delivery*, which are aligned with the Government's Outputs, were the focus of the *Business Plan July 2007-June 2008* as shown:



The Department employs 1,252 police officers and 495 State Service employees, and uses the services of 590 emergency service volunteers state-wide.

Business Plan 2007-08 Key Service Delivery Areas	Budget Paper No 2 - Government Services (Outputs)
<i>Community Safety</i>	Output 1 – Policing Support to the Community Output 5 – Emergency Management
<i>Crime</i>	Output 2 – Crime Detection and Investigation Output 4 – Protection of Primary Industry and Fisheries Resources Output 6 – Support to Judicial Services
<i>Traffic</i>	Output 3 – Traffic Law Enforcement and Road Safety
<i>Community Perceptions and Satisfaction with our Service Delivery</i>	Output 1 – Policing Support to the Community Output 7 – Ministerial Support and Information Services



Our Key Service Delivery Areas

Each of the Key Service Delivery Areas has defined outcomes and strategic aims for the reporting period, 1 July 2007 to 30 June 2008. This document showcases the Department's activities, achievements and performance against each Key Service Delivery Area. Information on *Our People* and *Projects and Major Initiatives* is also provided.

Key Service Delivery Areas	Outcome
<i>Community Safety</i>	A community where people feel safe
<i>Crime</i>	A reduction in crime
<i>Traffic</i>	Improved driver behaviour through traffic law enforcement
<i>Community Perceptions and Satisfaction with our Service Delivery</i>	A community where people feel safe and are satisfied with our service delivery

Our Goal for the Future

Tasmania *Together* is the community's vision for Tasmania which includes 12 goals and 143 benchmarks reflecting the community view expressed during two of the biggest consultation processes ever undertaken in Tasmania, the first in 2000 and then in 2005. These goals and benchmarks outline Tasmania's pathway to the future.



This Department is one of the lead Agencies for Goal 2: *Confident, friendly and safe communities*. By focusing on our Mission and delivery of services, we will strive to achieve our Tasmania *Together* benchmarks for this Goal by the year 2020.

DPEM Tasmania <i>Together</i> targets	Target: 2020
2.1.2 Percentage of people who feel safe at home	Day: 97% Night: 92%
2.1.3 Percentage of people who feel safe in public places	Day: 96% Night: 56%
2.1.4 Crime victimisation rate	6%

CORPORATE Governance

The Department of Police and Emergency Management consists of Tasmania Police, State Emergency Service, Forensic Science Service Tasmania, and Tasmania Fire Service.

The Secretary is responsible for the management of the Department of Police and Emergency Management. During the reporting period, the Secretary also held the position of Commissioner of Police, with responsibility for Tasmania Police, and the position of State Emergency Management Controller.

Senior Management Changes

Substantial changes occurred in senior management positions during 2007-08. Mr Richard McCreadie retired after more than 11 years of service as Secretary of the Department of Police and Emergency Management, and Commissioner of Police.

Mr John Johnston, formerly Deputy Commissioner, was appointed Secretary, Commissioner of Police and State Emergency Management Controller.

Mr Darren Hine stepped up to the position of Deputy Commissioner of Police with Mr Phillip Wilkinson, the former Commander, Northern District, being appointed to Assistant Commissioner of Police, Planning and Development (ACPD). Former ACPD, Assistant Commissioner Scott Tilyard, was appointed to the Crime and Operations portfolio. Mr Scott Wilson-Haffenden continues as the Director of Corporate Services.

An extra Commander position was created with the establishment of the Cold Case Unit in April 2008.

Mr Colin Little, formerly Commander, Western District, was appointed to this position.



Two Commander positions were advertised in 2007-08, and Inspectors Glenn Frame and Donna Adams were appointed on 17 July 2008.

Mr Laszlo Szabo was appointed Director, Forensic Science Service Tasmania, after the retirement of Mr Stephen Dolliver.



*Left to Right Back Row: Commanders S Bonde, P Edwards, T Mulder, P Wild, D Adams
Middle Row: Commanders T Tully, G Frame, Principal Legal Officer M Miller, Commander G Smith, Director, FSST L Szabo, Commanders C Little, M Brazendale
Front Row: Director, Corporate Services S Wilson-Haffenden, Assistant Commissioner P Wilkinson, Commissioner J Johnston, Deputy Commissioner D Hine, Assistant Commissioner S Tilyard, Director, SES A Lea*

Corporate Management Group (CMG)

The Corporate Management Group addresses issues of strategic importance to the Department and provides advice to the Minister for Police and Emergency Management.

The CMG comprises:

- Secretary and Commissioner of Police
- Deputy Commissioner of Police
- Assistant Commissioner of Police (Crime and Operations)
- Assistant Commissioner of Police (Planning and Development)
- Director, Corporate Services.

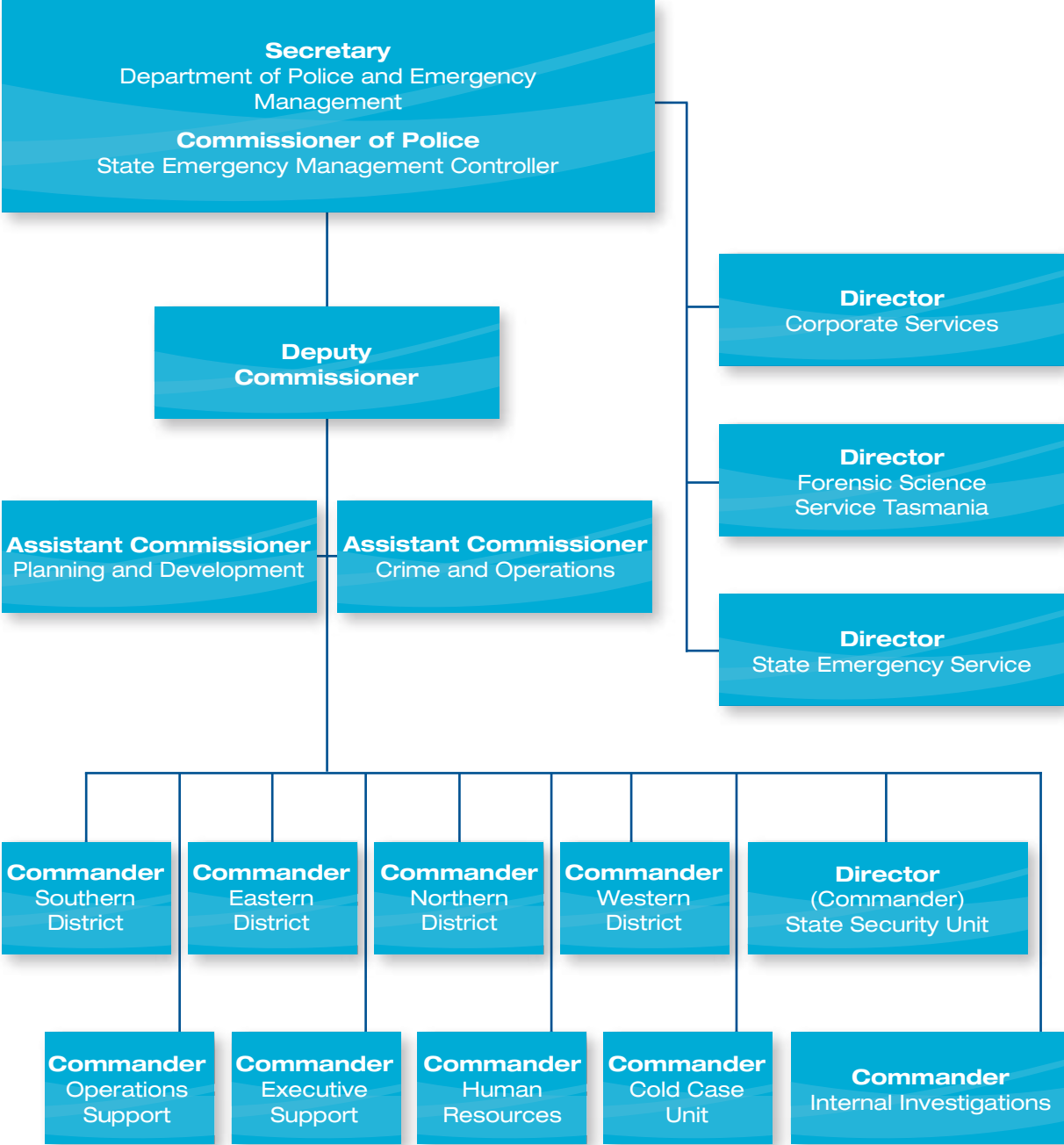
Senior Executive Officers' Group (SEO)

The Senior Executive Officers' Group provides advice to the Corporate Management Group and comprises the four Commissioners, the Directors of Corporate Services, State Emergency Service, Forensic Science Service Tasmania, and the State Security Unit, the Commanders of the geographic Districts and Support Commands, and the Principal Legal Officer.

Other strategic bodies include:

- Management Teams for each police Command, the State Emergency Service, Corporate Services, Forensic Science Service Tasmania, State Security and Cold Case Units which implement action plans and report to the CMG in regular individual open forums
- Information Management Board which provides advice to the CMG on the corporate information needs of the Department, together with appropriate project governance of major business and technology projects
- Finance and Procurement Committee which oversees the allocation and expenditure of departmental funds ensuring that all expenditure is appropriately incurred and consistent with policies, statutory requirements and best practice.

ORGANISATION Structure



KEY SERVICE DELIVERY AREA: Community Safety

Our desired outcome for this Key Service Delivery Area in 2007-08 was a community where people are safe.

Our Strategic Aims

- increase visibility of policing and emergency management services in the community
- decrease antisocial behaviour

Our Performance

Strategic Aim: Increased Visibility of Policing Services

Tasmania Police continued to provide highly visible policing services in the street, local neighbourhoods, on major highways and on the water. A range of community safety initiatives were implemented by Tasmania Police in conjunction with community, government and other non-government organisations.

Community programs

People in Tasmania are highly satisfied with police support for community programs such as Neighbourhood Watch and Crime Stoppers. According to the 2007-08 *National Survey of Community Satisfaction with Policing*, conducted by Roy Morgan Research, 69% of Tasmanians (compared to the national average of 64%) are satisfied with police support for community programs.

Neighbourhood Watch (NHW) received \$15,000 from the Government to assist in distributing crime prevention information and advice. NHW is supported by Tasmania Police community policing officers and, during the reporting period, was approached by the National Motor Vehicle Theft Reduction Council to promote a property-marking product. A pilot program has commenced to assess community interest in this initiative.

Crime Stoppers, a community-based program that encourages the community to report crime and illegal activity through the Crime Stoppers telephone number, had a successful year.



2007-08	
Calls Received (with Code Numbers Allocated)	2,387
Persons Charged	204
Offences	547
Value of Property Recovered	\$35,350
Value of Drugs Seized	\$1,445,505

Crime Stoppers Week was held to encourage people to report matters relating specifically to drugs through *Operation Noah* which was generously supported by the Lions Clubs in Tasmania.

The Northern Regional Crime Stoppers Committee organised and hosted the highly successful annual gala fundraising dinner, with support from the Country Club Resort. It provided an opportunity to raise funds and awareness of Crime Stoppers throughout northern Tasmania.

The Board of Crime Stoppers Tasmania extended its appreciation to Tasmania Police for its invaluable assistance and support, without which the program would not be able to operate.

The 2007 Crime Stoppers Youth Challenge was a great success with a 33% increase in the number of students participating. The topic was *Stealing (including identity theft)* which produced innovative



and interesting results from students throughout Tasmania.

A new Youth Challenge website

<http://www.crimestoppersyouthchallenge.com>

was designed to provide a valuable promotional and communication tool. A range of sponsors participated, including the National Community Crime Prevention Program and Federal Group Tasmania (Crime Stoppers' major sponsor), as well as Telstra Country Wide, National Australia Bank, Victims of Crime Service, *The Mercury*, Legal Aid Commission of Tasmania, RACT, Southern Cross Television and Tasmania Police.

The website has been updated to showcase the highly relevant 2008 topic: *Bullying and when does it become a police matter*. It is anticipated that the broad nature of the topic will provide new avenues of exploration and interest for students and teachers.

PCYC offers a diverse range of activities for young people aged up to 25 years, with a clear target of 'at risk' youth between 8 and 18



Police and Community Youth Clubs

Police and Community Youth Clubs operate in 12 communities throughout Tasmania and have over 4,000 members. The Clubs are Hobart, Bridgewater, Huon Valley, Clarence, Sorell, East Coast, Longford, Launceston, Deloraine, Mersey, Burnie and Queenstown. PCYCs are staffed by a mix of police officers, State Service employees and volunteers.

The Tasmanian Government actively supports PCYC throughout Tasmania. Over the past two financial years the Government has provided \$1.5 million in funding towards the establishment of the Huonville PCYC.

PCYC offers a diverse range of activities for young people aged up to 25 years, with a clear target of 'at risk' youth between 8 and 18:

- *ReLink* provides sporting activities and social service support to homeless and marginalised youth
- Mobile Activity Centres provide outreach services to communities without a PCYC
- Hobart PCYC, in conjunction with the Bridgewater PCYC, has coordinated programs for refugees and migrants to integrate new arrivals into the community
- Workskills Employment Solutions presented the Bridgewater PCYC with a 21-seater bus, valued at almost \$100,000, for use in that community
- Launceston PCYC's Youth Adventure Challenge is designed to provide supervised outdoor activities for 'at risk' youth and includes a mentoring



component, and the Richmond Fellowship is designed to provide activities for young persons who have difficulties as a result of substance abuse

- Mersey PCYC's *Operation Re-Wind* involves youth at risk by fostering team-building and motivation skills whilst they undertake basic mechanical training
- Burnie PCYC conducts a bicycle refurbishment program for youth at risk and, in partnership with the Department of Education, organises regular team-building and morale sessions for youth at risk who are still at school.

Strategic Aim: Decrease Antisocial Behaviour

Public Order Response Teams (PORT)

During the reporting period the Public Order Response Teams, consisting of 15 officers in Southern District and 10 in each of the other three Districts, provided high-visibility, high-profile foot patrols in major shopping centres, car parks, reserves and other public places. This increased police presence reassures the public.

PORTs focused on:

- licensed premises, responding to antisocial behaviour and working to prevent crime and offences in public places
- regular anti-hooping patrols using intelligence developed from police observations and complaints from businesses and the community



- visiting business premises to provide information and advice to proprietors and staff through the Business Reassurance Program
- policing of major sporting and public events such as *Festivale* in Launceston and the *Taste of Tasmania* in Hobart.

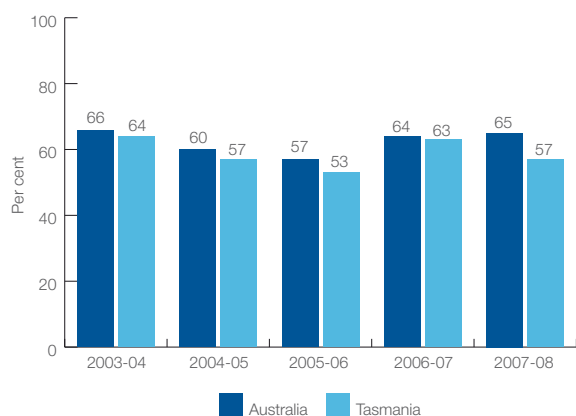
Perceptions of safety on public transport

As shown in the accompanying graphs:

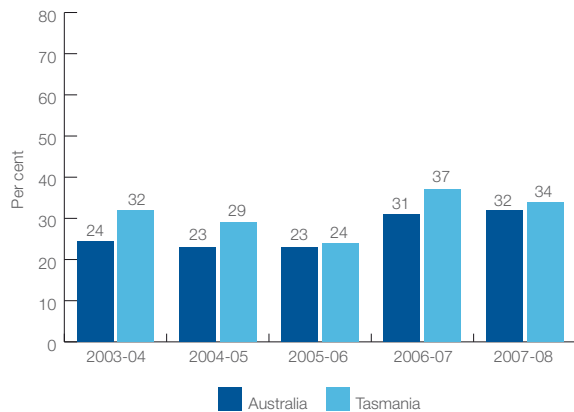
- 57% of Tasmanians feel safe travelling on public transport during the day compared to the national average of 65%*
- 34% of Tasmanians feel safe travelling on public transport after dark compared to the national average of 32%.*

*2007-08 National Survey of Community Satisfaction with Policing

Percentage of population who feel safe travelling on public transport - during the day



Percentage of population who feel safe travelling on public transport - after dark



Police and Metro Program

Tasmania Police worked in partnership with Metro Tasmania to ensure that travelling on Metro buses remained safe and is recognised as being safe by the Tasmanian community. Uniformed and plain-clothes police patrolled Metro Tasmania buses at the interchange and various bus malls in southern Tasmania. Officers work closely with Metro staff and management as well as individual drivers.

Metro driver receives police commendation

In October 2007 a Metro bus driver, Mr Anthony Wolfe, received a commendation from Tasmania Police for his efforts in assisting police officers in the arrest of a violent offender who had attacked another man. Shortly after the assault, Mr Wolfe picked up the suspect at a bus stop, and noticed he was acting suspiciously.

As a result of his observations, Mr Wolfe discreetly contacted Metro police officers, who followed the bus and took the man into custody,' said Commander Tom Tully. 'It is clear that Mr Wolfe's actions led police to

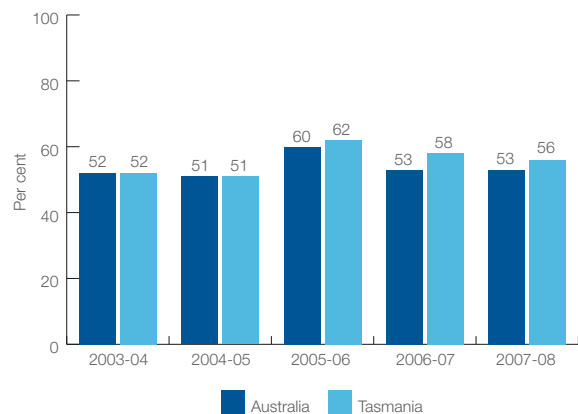
locating the offender prior to him having the opportunity to destroy evidence,' said Commander Tully.

'Mr Wolfe displayed initiative, alertness and a professional attitude to the situation that resulted in the quick apprehension of a violent offender.'

Public satisfaction with police dealing with public order problems

As shown in the accompanying graph, 56% of Tasmanians interviewed were satisfied with police dealing with public order problems (vandalism, gangs or drunken and disorderly behaviour) as compared to the national average of 53%.*

Percentage of population satisfied with police dealing with public order problems



Tasmania Police Closed-Circuit Television (CCTV) Project

In September 2005, in the wake of the terrorist bombings in London, the Council of Australian Governments (COAG) held a special meeting at which it agreed to the development of 'a national risk-based approach to enhancing the use of closed-circuit television (CCTV) for counter-terrorism purposes'.

During 2007-08 the Tasmanian Government provided funding to the DPEM to establish a CCTV viewing facility in Hobart. This allows Tasmania Police to access, view and record CCTV images from various locations around the State.

Tasmania Police can now view images from approximately 110 cameras originating from 11 different sites, with emphasis on places of mass social gatherings and the transport sector. Tasmania Police intends to strengthen this capability over the next 12 months with a further focus on public spaces.



Minister Jim Cox MP in the CCTV viewing facility, Hobart

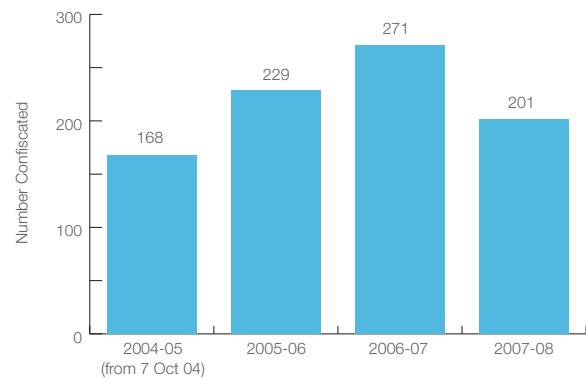
Legislative solutions for reducing antisocial behaviour

The Department advises the Tasmanian Government on contemporary legislation that addresses emerging societal issues and safety concerns. In the reporting year these amendments to the *Police Offences Act 1935* were made:

- Drink spiking - An amendment which prohibits persons from 'spiking' another person's drink. Under the Act, Tasmania Police has the power to arrest offenders, ensure the safety of those affected, move persons from public places and licensed venues, and stop, seize and dispose of liquor as required.
- Liquor in public places - Further regulation of the consumption of alcohol in certain public places where it seriously disrupts others. This power was utilised by Tasmania Police to enhance public safety by restricting drinking areas in popular metropolitan entertainment areas during times of public celebration, such as Christmas and over the New Year period.
- Intimate covert filming - An amendment which prohibits the making and publishing of voyeuristic photographs.

- Vehicle confiscation (anti-hooning) - An amendment to the vehicle confiscation legislation to increase the period of confiscation for a first offence from 48 hours to seven days. Since the commencement of the legislation in 2004, 869 vehicles have been confiscated, with 201 vehicles confiscated in 2007-08.

Number of Vehicles Confiscated under 'anti-hooning' Legislation



Some people continued to 'hoon' on the streets, and 58 had their vehicles confiscated a second time for three months, with four vehicles being confiscated permanently for a third offence.

The community remains concerned about those who commit sexual or certain other serious offences, and the *Community Protection (Offender Reporting) Act 2005* requires these offenders to keep police informed of their whereabouts for a period of time. During the reporting period, 48 names were placed on the register.

Strategic Aim: Increased Visibility of Emergency Management Services

All emergency management services encompassing State Emergency Service (SES), Search and Rescue, Tasmania Fire Service and the State Security Unit continued to work effectively together to ensure a safer Tasmania. The response by Police, Fire and the SES to the fire in the Myer Hobart department store in the Hobart CBD on 22 September 2007 is a prime example.



As the fire rapidly escalated good lines of communication were quickly established between Fire, Police and other emergency services. Tasmania Police quickly closed off Liverpool Street as smoke began to thicken inside the store. Inspector Geoff Johnstone on arrival at the scene realised the fire was turning into a major incident with a potential risk to neighbouring businesses. He immediately called for barriers to close off the entire city centre as the fire progressed. The ensuing traffic issue was further compounded when power to the city centre was cut, disabling traffic lights.

The Fire Service had deployed crews into the Cat and Fiddle Arcade and the Murray and Liverpool Street entrances of Myer. Additional fire crews were called from outer stations at Bridgewater, Mornington and Glenorchy – with volunteer crews taking their places. By 5pm, flames and large plumes of smoke were billowing from the Liverpool Street side.

'At this stage, I informed Radio Dispatch Services that the building could potentially be lost and extra police would be needed,' Inspector Johnstone said. The Major Incident Room was set up under Commander Michael Brazendale, and staff were recalled for duty.

As time went on, the volume of water being pumped on the fire was causing problems for businesses in Liverpool Street as the torrent flooded some stores. The State Emergency Service responded by creating a sandbag levee which directed the water onto the lower end of Liverpool St. Due to the volume of water the stormwater drains struggled to keep up with the drainage and had to be constantly cleared.

The Myer Liverpool Street store became engulfed with flames reaching up into the evening sky. It appeared to residents of surrounding suburbs that the entire city block was on fire. However, fire crews managed to contain the fire, even as the entire four floors and roof collapsed. The fire quickly gained media attention, with the ABC conducting live crosses during the national news. Images were posted on national media websites and the demand for regular media briefings began. Residents and tourists were drawn into the city to sightsee both at the time of the fire and for days afterward, necessitating barriers and crowd control for some time.

Although the damage was contained to the Myer store, many businesses in the city block were affected either through water, smoke, lack of power or danger from the external walls of Myer. Police and

SES then coordinated a recovery effort which saw State agencies, including Aurora and the Hobart City Council, forming a business reception and recovery centre to support many of the small businesses through the recovery process.

The then Minister for Police and Emergency Management, Hon. David Llewellyn MP, praised the response of the emergency services and said they had dealt superbly with the biggest and most complex emergency in Hobart for many years.

At the height of the blaze the personnel deployed to deal with the emergency included around 90 fire fighters from brigades across the south, more than 60 police, a significant commitment from SES staff and volunteers, and a number of ambulance crews in case of injury.

State Emergency Service (SES)

The State Emergency Service, comprising 25 staff and 536 active volunteers, delivered four broad areas of activity in 2007-08, aimed at making Tasmanian communities safe.

Emergency Risk Management and Disaster Mitigation

SES promoted the importance of effective disaster mitigation and understanding of community risks through the management of a number of emergency risk mitigation funding programs.

SES attracted a commitment for 59 new and ongoing risk mitigation projects across the State, with a total investment from Commonwealth, State and local governments of over \$48.49 million. \$14.58 million was provided by the Commonwealth Government through the *Natural Disaster Mitigation Program* and the *Working Together to Manage Emergencies* initiative for:

- Launceston flood levee project
- Ravenswood flood mitigation
- land stability hazard mapping for urban areas throughout Tasmania
- wind hazard mapping and modelling
- tsunami risk research
- Geographic Information Systems for Emergency Management capability development
- climate change study into the frequency and intensity of severe weather events.

The climate change study is being co-sponsored by the State Emergency Service and facilitated through the Antarctic Climate & Ecosystems Cooperative Research Centre with a consortium of State and national research partners. These include the CSIRO, the Tasmanian Partnership for Advanced Computing, the Tasmanian Institute of Agricultural Research, the University of Tasmania, the Bureau of Meteorology, Hydro Tasmania and Geoscience Australia. The extreme events module of the project was funded under the *Natural Disaster Mitigation Program*.

In 2007-08, SES delivered three emergency risk management courses to 31 people from industry and local and State government. SES also promoted and facilitated learning opportunities for a further 176 Tasmanians at the Emergency Management Australia Institute at Mt Macedon, Victoria.

Emergency Preparedness

Learning and development of SES staff and volunteers remains a core business priority. As a Registered Training Organisation, SES continues to comply with Australian Quality Training Framework (AQTF) 2007 standards and explores opportunities to improve the quality of its training.

During 2007-08:

- SES conducted 333 competency-based courses attended by 1,489 volunteers
- 1,325 nationally-recognised competency or other types of certificates were issued, an 82% increase from the previous year
- 152 certificate-level qualifications were issued, ranging from Certificate II in SES Rescue and Certificate II in SES Operations, to Certificate III in SES Rescue
- total volunteer commitment towards unit-level volunteer-delivered training was 20,856 hours for the year.

Volunteer unit-level training commitment:

South	7,884 hours
North	6,564 hours
North-West	6,408 hours

30 volunteers and 12 staff upgraded their existing training qualifications from the BSZ Certificate IV in Workplace Training & Assessment to the new Certificate IV Training & Assessment, a significant achievement.

18 professional development workshops were conducted for SES staff members, including:

- a three-day SES team leader course in New South Wales in January 2008
- a whole-of-SES staff business development workshop
- skills upgrade courses in Air Observer training and road crash rescue
- other workshops relating to adult learning principles and AQTF compliance through Skills Tasmania.

Planning

During 2007-08 the Tasmanian Emergency Management Plan was reviewed to update all emergency management arrangements. The end result will be a plan that better reflects the broad elements of, and responsibilities for, prevention/risk management, preparedness/planning, response and relief/recovery arrangements.

SES supports and maintains State, regional-level and local government emergency management plans, and acknowledges the significant commitment made by Municipal Emergency Management Coordinators to planning and preparedness and coordination of local resources and arrangements during major emergencies.

In conjunction with other agencies, the State Emergency Service has been involved in Pandemic Influenza planning focusing on effective community response arrangements, coordination structures, support mechanisms and governance structures so that Tasmania could effectively respond to a Pandemic Influenza threat.

Community awareness initiatives

SES continued to promote the following community awareness programs:

- *Storm Safe* which helps prepare communities for severe weather events
- tsunami awareness
- the new *Floods and You* program, to improve understanding of flood risk, involving primary school children in high-risk flood areas of Tasmania
- *Forging Links*, an emergency management resource to support local government elected officials. This resource was updated to help build a better understanding of emergency management principles and responsibilities.



SES Huon Valley Unit participating in the Australasian Road Rescue Challenge

SES acknowledges and appreciates volunteers' considerable commitment to training and other areas of preparedness such as equipment maintenance and management of resources. Volunteers take part in demonstrations, displays and *Driver Reviver* to help our communities become more safety aware. Volunteer hours committed to *Driver Reviver* alone amounted to 2,030 person hours.

Management of Emergency Response

SES volunteers continue to provide a high level of professional capability in flood and storm response, search and rescue, general rescue and road crash operations. The Huon Valley Unit of SES participated in the Australasian Road Rescue Challenge held on the Gold Coast, Queensland, from 5-8 June 2008. The Challenge brings together representatives from agencies involved in road rescue response to learn and exchange ideas. The Huon Valley volunteers were rated fifth overall against teams from all Australian jurisdictions, as well as New Zealand, Malaysia and Hong Kong. Mr Mark Dance, the SES volunteer Unit Manager, was rated overall top team leader during the Challenge.

The State Emergency Service faced two significant weather emergencies in 2007-08: the August 2007 floods in all regions and the April 2008 hurricane-force winds that caused considerable damage around the State, particularly in the greater Hobart area.

These events contributed to an 18% increase in the number of call outs and a 4% increase in contact hours.

The Mayor of the Dorset Municipality, Peter Partridge, wrote to then Commissioner of Police, Richard

McCreadie, in appreciation of the response to the flooding in that area:

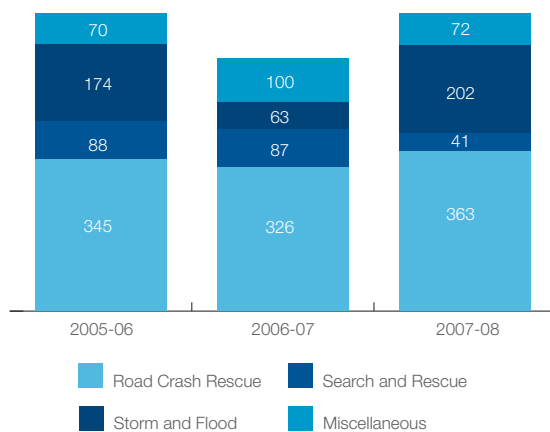
'I thought I should bring to your attention the fantastic job that the Police and SES unit did with the floods experienced by the Dorset Municipality,' Mayor Partridge wrote. 'I was kept well informed of the situation as it unfolded and I was very impressed by the magnificent professionalism and calm approach used by both the Police and the SES volunteers under quite a stressful environment.' The Mayor also acknowledged that many of the SES volunteers had already worked a full day in their civilian employment prior to the call out. *'We are very fortunate to have people locally such as Acting Sergeant Michael Mitchell and SES Unit Manager Rex Rainbow leading the way.'*

Concerned about a small drop in volunteer numbers in the previous year, SES implemented a number of initiatives aimed at enhancing volunteer recruitment and retention including:

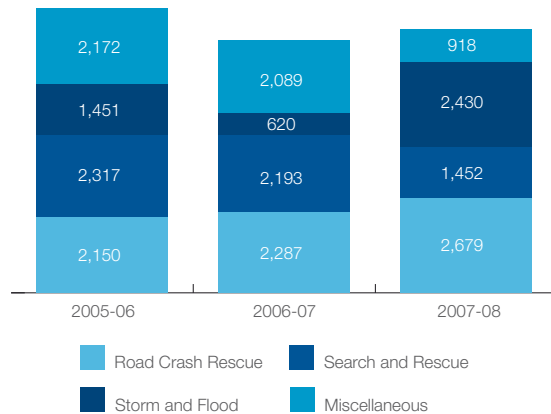
- awarding the new SES Long Service Medals and service pins
- research to identify the best possible recruitment and retention strategies for the future
- ongoing focus on providing quality equipment, personal protective gear and uniforms
- added support for local displays and demonstrations to showcase SES and the benefits of volunteering
- upgrading training and assessment qualifications of volunteers.

Although volunteer numbers have increased during 2007-08 by 2% to a total of 590, with 536 classified as active, volunteer recruitment and retention will remain a strategic priority.

Emergency Volunteer Call outs by Category



Emergency Volunteer Contact Hours by Category



Partnerships for emergency relief and recovery support

SES has made a substantial contribution to the development of new arrangements for the provision of State Government disaster relief and recovery support to communities and councils affected by disasters, such as the August 2007 floods and the many businesses affected by the September 2007 Myer fire.

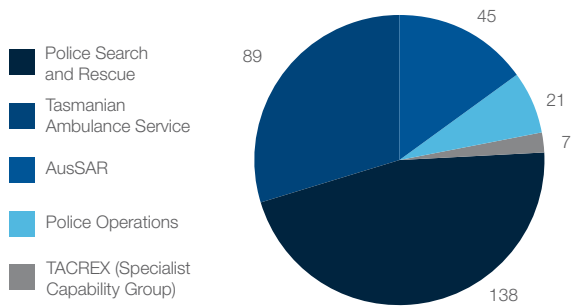


Search and Rescue

Tasmania Police Search and Rescue (SAR) activities in 2007-08 included land and sea search operations, dive operations, helicopter air rescue operations and the provision of medical recovery assistance to the Tasmanian Ambulance Service. Assistance was also provided to the Australian Maritime Safety Authority (AMSA) through inter-departmental agreements between Australian Search and Rescue (AusSAR) and the Department of Police and Emergency Management.

Helicopter Operations

Helicopter Operations - hours



In 2007-08 Marine and Rescue Services took part in 142 helicopter rescue and recovery missions, with 25 dive and 32 land-based operations in the same period. The reduction in land-based operations from 49 in 2006-07 has been due to the reduction in forest protest activity. Rotor-Lift pilots' adoption of Night Vision Technology, combined with visual searching and FLIR (Forward Looking Infra-Red), has led to an increase in the number and safety of night helicopter operations; the helicopter now has an enviable day and night search capability.



National Search and Rescue Award

The crew of the Westpac Rescue Helicopter Service were recently acknowledged for their efforts over the past seven years with the presentation of the National Search and Rescue Award. The ceremony took place in Canberra and the award was received on behalf of Tasmania Police by Inspector Ross Paine of Marine and Rescue Services and Roger Corbin of Rotor-Lift.

'It is a privilege to receive this award on behalf of all of those who make up the rescue crew,' said Inspector Paine. 'Since 2000 the Tasmania Police Westpac Rescue Helicopter has carried out over 700 operations across Tasmania and its surrounding seas and oceans in all weather conditions at all times of day and night.'

'There are many people who have been found, rescued and transported who owe their lives to the men and women who together make the Police Westpac Rescue Helicopter the professional and capable service it is.'

In 2007-08, Search and Rescue made the following major equipment purchases:

- replacement of rope rescue equipment
- outfitting six new members of the Search and Rescue Land Squad
- specialist equipment for the removal of protesters from lock-on devices. Operators from all Districts have been trained in the use of this apparatus.

The Tasmanian Air Rescue Trust has continued to support the Rescue Helicopter service by funding the purchase of 13 new flight helmets, *Stormy Seas* life jackets for Ambulance Flight Crew, and new bush survival equipment.

Tasmania Police gave training a high priority during 2007-08. As well as the mandated training calendar for Search and Rescue Squads, including the Dive and Land Squads and helicopter crew, an intensive five-week training course was conducted at the Tasmania Police Academy for 19 new members of the Search and Rescue Land Squads around the State. Two new Police and Ambulance helicopter crew have been trained to bring the operational crew to seven.

Search and Rescue has had a steady workload throughout the year. Most operations are completed inside a day with the use of the helicopter; however, there was extensive use of the helicopter in the



massive Search and Rescue operation at Cradle Mountain in the north of the State for missing 21-year-old Danish tourist Kasper Sorensen. Sadly, it ended tragically, with the discovery and subsequent recovery of his body from a ledge on the side of the mountain. With much of the search site under metres of snow, the search had been a long and arduous one for Police, SES volunteers, and Parks and Wildlife officers.

State Security Unit

During 2007-08 the State Security Unit (SSU) provided a focal point for whole-of-government policies and strategies relating to counter-terrorism and terrorist threats.

Tasmanian Security Context and Capabilities Statement

In late 2007, the SSU developed a Cabinet-endorsed Tasmanian Security Context and Capabilities Statement, which describes the risk to Tasmania from terrorism and the capabilities that will be maintained to protect the community from terrorist attacks. It will guide investment in counter-terrorism projects and activities in coming years.

One value of the Statement is that it reminds stakeholders of the ongoing threat from terrorism and the differences in the threat faced by Tasmania compared to more obvious terrorist targets such as Melbourne, Sydney or Canberra.

National Counter-Terrorism Committee

Tasmania has two representatives on the National Counter-Terrorism Committee (NCTC): the Deputy Commissioner of Police and the Deputy Secretary of the Department of Premier and Cabinet (DPAC). Both are active participants in the development of national counter-terrorism policy and have chaired a number of national working groups during 2007-08 including:

- a national working group to review national governance arrangements for counter-terrorism
- a national working group to improve information and intelligence-sharing in relation to aviation security.

Alignment of Arrangements for Counter-Terrorism with Arrangements for Natural Hazards

Many of the tasks related to response and recovery for terrorist incidents will be the same as those for natural disasters. The multi-agency review of Tasmanian counter-terrorism arrangements recommended that, as far as possible, they should align with emergency management arrangements for natural disasters.

During 2007-08, the State Emergency Management Committee (a statutory committee under the



Emergency Management Act 2006) took responsibility for oversight of counter-terrorism arrangements, in addition to existing responsibilities for other emergencies. This will be achieved with the assistance of the Security and Emergency Management Advisory Group.

During the reporting year the SSU worked with DPAC and other relevant stakeholders to establish a State-based Call Centre capability to keep the public informed during an emergency.

Counter-Terrorism Exercises

Major counter-terrorism exercises conducted in 2007-08 include:

- a major Tactical Response Exercise (TACREX), 'Southern Contact', conducted during October–November 2007, which involved interoperability training with Victoria Police, the Australian Federal Police, Tasmania Fire Service, Australian Defence Force, Australian Security Intelligence Organisation and many other agencies including the Attorney-General's Department (Commonwealth), Department of Premier and Cabinet, Department of Primary Industries and Water and the Department of Justice

- a number of exercises under the *Securing Our Regional Skies* program relating to security at regional airports to ensure compliance with national guidelines
- a forum was conducted in Launceston on 5-6 December 2007 and brought together key participants in regional airport management to focus upon response to security incidents
- discussion exercises have been conducted at Burnie and Cambridge airports and security training for airline/airport operators has been delivered at Devonport, Launceston, Strahan and Flinders Island
- numerous 'drill-style' exercises to test security arrangements of Tasmanian Government agencies and other organisations such as the University of Tasmania
- emergency services personnel received more training in the use of NCTC-supplied counter-terrorism equipment, including specialist surveillance equipment, bomb robots, an armoured tactical vehicle and the Fast Response Vessel
- specialist groups, including the Police Tactical Group, Negotiators, Bomb Response Group, the Police Technical Unit, and members of the Major Incident Command Teams have participated in national training courses to supplement their regular local training.

Critical Infrastructure Security

- The SSU meets regularly with owner/operators in a number of critical infrastructure sectors, including energy, transport, water and the food industry, to address security issues and assist with the development of security plans. This is also proving valuable for the development of the Tasmanian Government Pandemic Influenza Plan.

KEY SERVICE DELIVERY AREA: Crime

Our desired outcome for this Key Service Delivery Area in 2007-08 was a reduction in crime.

Our Strategic Aims

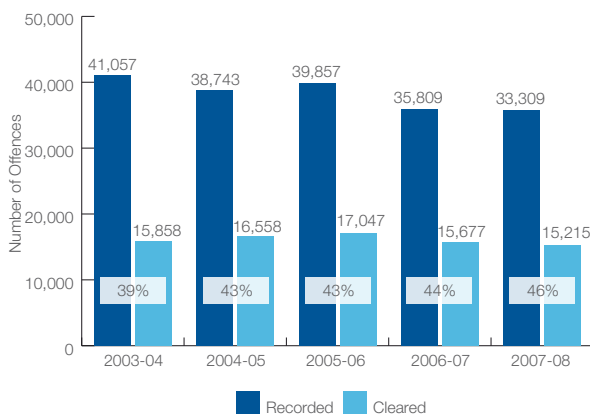
- reduce total offences including a reduction in assaults, particularly those committed in public places or those associated with family violence
- solve more crime

Our Performance

Total Offences decreased by 7% (2,500 offences) in 2007-08 in addition to a 10% decrease the previous year. Contributing to this decrease was a reduction in property offences of 8%.

The chart below indicates an overall downward trend for Total Offences recorded by police over five years, which is an excellent result. Refer to Appendix A for a more detailed analysis of crime statistics.

Total Offences: Tasmania
Offences Recorded and Cleared/
Percentage Cleared



Total Offences decreased by 7% (2,500 offences) in 2007-08 in addition to a 10% decrease the previous year.

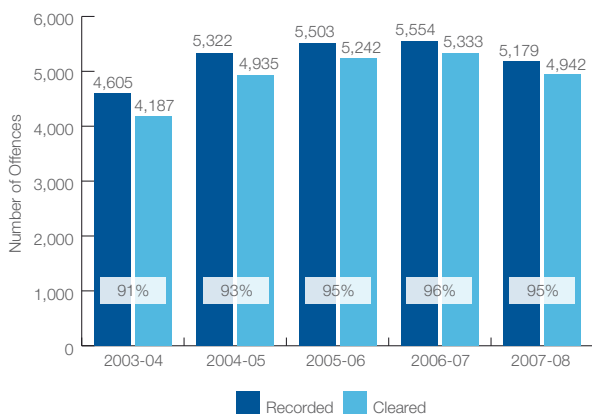


The number of Offences Against the Person decreased by 7% to 5,179 in 2007-08, while the clearance rate of 95% remained at a similar level.

Offences Against the Person

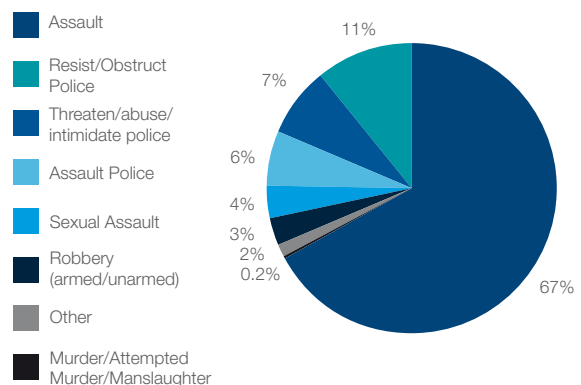
The number of Offences Against the Person decreased by 7% to 5,179 in 2007-08, while the clearance rate of 95% remained at a similar level to that of the previous year.

Offences Against the Person: Tasmania
Offences Recorded and Cleared/
Percentage Cleared



The following chart shows the distribution by offence type for Offences Against the Person, with Assault the highest percentage (67%), followed by Resist/Obstruct Police (11%).

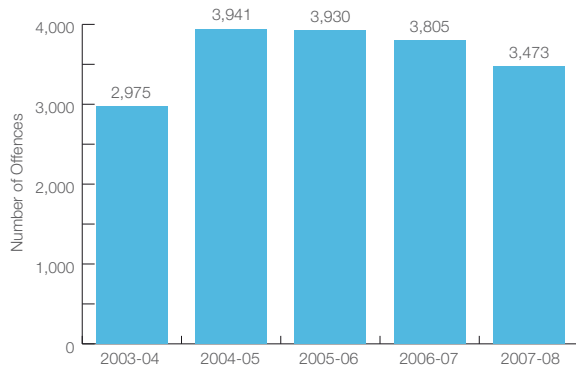
Break Down of Offences Against the Person
2007-08



Assaults

Assaults decreased by 9% (332 offences) to 3,473 in 2007-08, and have continued to fall from a peak in 2004-05.

Assault (Excluding Assault Police Offences):
Tasmania
Offences Recorded



During 2007-08, assaults were primarily committed at these locations:

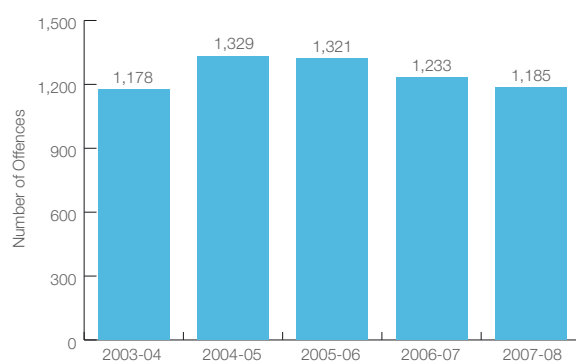
- 51% at a residential location
- 25% in the street or on the footpath
- 9% at retail locations.

Eighty-three per cent of assaults were committed without a weapon, 4% involved a knife and less than 1% involved a firearm. Three out of four victims knew their assailant, and approximately the same numbers of females and males were victims of assault.

Public Place Assaults

During the reporting period, Public Place Assaults decreased by 4% (48 offences) to 1,185 in 2007-08. This follows a decrease from the previous year (as shown in accompanying graph).

Public Place Assault (Excluding Assault Police Offences): Tasmania
Offences Recorded



During the reporting period, Tasmania Police focused on reducing Public Place Assaults by maximising public awareness through high-visibility police patrols to target areas traditionally prone to antisocial behaviour and public order incidents. The Public Order Response Teams worked in conjunction with the Licensing Units to monitor hotels, clubs and public events (see Key Service Delivery Area – Community Safety).

Family Violence

Tasmania Police continues to respond to family violence incidents through the innovative whole-of-government strategy, *Safe at Home*. A pro-intervention, pro-arrest and pro-prosecution approach is applied by Police to the handling and resolution of family violence matters. The risk and safety issues of victims and affected children are paramount, with support services being available to assist adult and child victims in the recovery from family violence, and also through the court process if necessary.

The *Safe at Home* Program predicted a medium to long-term reduction in the level of family violence, with an increase in the number of family violence incidents in the short term. This pattern is starting to be realised. After five years of annual increases of up to 30%, there was a small increase of 1.7% in total family incidents attended in 2006-07, to 5,023, of which 3,728 were classified as family violence. The number of family incidents attended by Police has reduced to 4,767 in 2007-08, of which 3,407 were classified as family violence under the family violence legislation.

In April 2008, an independent review of the *Family Violence Act 2004* by Urbis, a Victorian consultancy company, was presented to the Tasmanian Parliament. The Urbis review found that:

- It is still too early to identify a reduction in the level of family violence in the medium to long term
- The safety of adult victims has improved, particularly at the first point of contact with Police, as a result of new powers and changed practices
- Of the children reported to the Department of Health and Human Services (Child and Family Services) by Police, approximately 30% have subsequently been allocated to a child protection caseload

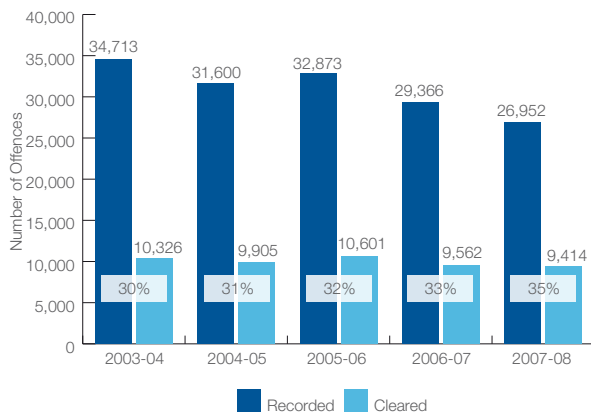
- The most significant change has been within the culture and response by Tasmania Police, driven primarily by the requirements of the new legislation and supported by highly regarded leadership within Police
- Victim advocates identify a number of positive impacts.

A second phase of the review will concentrate on the *Safe at Home* Program operations, outcomes and policies.

Offences Against Property

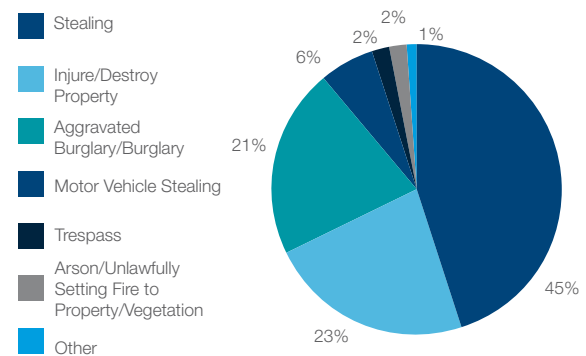
The number of Offences Against Property decreased by 8% (2,414) in 2007-08, following a decrease of 11% the previous year. The clearance rate for property offences has steadily increased, reaching 35% in 2007-08 compared to 30% in 2003-04.

Offences Against Property: Tasmania
Offences Recorded and Cleared/
Percentage Cleared



Contributing to the 8% decrease in 2007-08 were decreases in burglary, stealing, motor vehicle stealing, trespass, receiving/possession of stolen property, injury to property and unlawfully taking or using a vehicle or vessel. The majority of property offences were stealing, injure/destroy property, and burglary.

Break Down of Offences Against Property
Distribution in 2007-08



Highlights included decreases in:

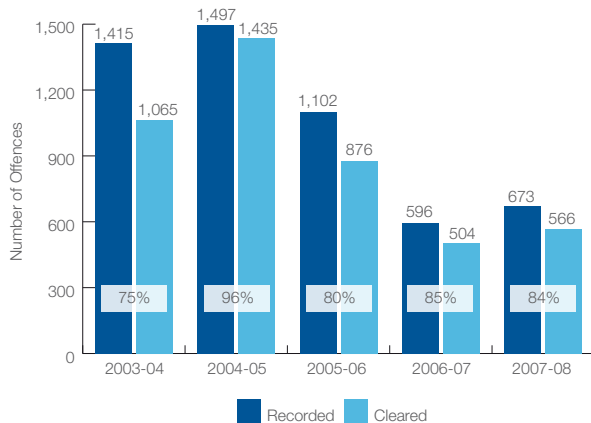
- Burglary-Motor Vehicles by 20%
- Burglary-Buildings by 10%
- Injure/Destroy Property by 5%
- Stealing-General by 3%
- Motor Vehicle Stealing by 14% with a recovery rate of 92%.

For more detailed information about these offences, refer to Appendix A.

Fraud and Similar Offences

673 Fraud and Similar Offences were recorded in 2007-08 compared with 596 the previous year, an increase of 13% (77 offences). Contributing to this were increases in deception/dishonestly obtain a financial advantage (64 offences) and computer-related fraud (31 offences). The recording of fraud-related offences differs from other offence categories as they are counted by the number of transactions and therefore do not equate to the number of incidents or victims. The clearance rate for Fraud and Similar Offences in 2007-08 was 84%, which is similar to last year.

Fraud and Similar Offences: Tasmania
Offences Recorded and Cleared/
Percentage Cleared



Fraud – Major Investigations 2007-08

Fraud and computer crime investigations in Tasmania are undertaken by detectives who have received specific fraud and computer crime training, and/or have experience in the investigation of these crime types in the Criminal Investigation Branches (CIBs). The majority of fraud investigations are conducted by Hobart CIB, Southern District.

During 2007-08, CIBs in all four geographic Districts dealt with a significant number of major and/or complex Fraud offences:

- Southern District CIB concluded eleven investigations relating to frauds committed by employees on their employers, major credit card frauds, frauds committed using the Internet, one case of perjury, and one of blackmail. The combined value for the cases where a definite dollar advantage was received was approximately \$1,000,000.
- Eastern District CIB completed two investigations, relating to frauds committed by a bank agency employee and offences relating to company directors.
- The Northern District CIB completed two investigations. The first involved an individual defrauding an association, and the second involved identity theft to fraudulently obtain credit. The combined value of the two was approximately \$250,000.
- Western District CIB completed one major/complex fraud investigation which involved an employee stealing approximately \$230,000.



*During 2007-08,
CIBs in all four
geographic Districts dealt
with a significant number of
major and/or complex
fraud offences*

Solving more crime

Of the 33,309 Total Offences recorded in 2007-08, 46% were cleared, which is two percentage points higher than last year's rate of 44%. The clearance rate for Offences Against the Person has remained stable, and for Offences Against Property has increased two percentage points. Offences Against Property accounted for 81% of all offences, with burglary, injure/destroy property and stealing accounting for the majority.

Number of Offences Recorded and Cleared

Major Offence Categories	2006-07*			2007-08		
	Recorded	Cleared	% Cleared	Recorded	Cleared	% Cleared
Offences Against the Person	5,554	5,333	96.0%	5,179 ↓	4,942	95.4% →
Offences Against Property	29,366	9,562	32.6%	26,952 ↓	9,414	34.9% ↑
Fraud and Similar Offences	596	504	84.6%	673 ↑	566	84.1% →
Other (Miscellaneous) Offences	293	278	94.9%	505 ↑	293	58.0% ↓
Total Offences	35,809	15,677	43.8%	33,309 ↓	15,215	45.7% ↑

* Revised 5 August 2008

→ stayed approximately the same ↑ increase ↓ decrease

The document, *10 Years On, Celebrating our Successes*, published late July 2007, provides a snapshot of a range of measures from 1996-97 to 2006-07 reflecting the activities and performance of the Department. Over that ten-year period there has been an outstanding improvement in clearance rates for person and property offences, and this continued into 2007-08 as shown above.

Drug Law Enforcement

The Department of Police and Emergency Management is committed to reducing the supply of illicit drugs within the community. Between August 2006 and December 2007 Tasmania Police conducted *Operation Elude*, directly targeting drug importations into Tasmania, resulting in significant arrests and seizures. During 2007-08, 56 people were charged by Drug Investigation Services (DIS) with serious offences relating to trafficking/selling Amphetamine, and 35 people were charged with trafficking in or selling Ecstasy. The total seizure of Ecstasy in 2007-08 is 4,241 tablets, along with 1,457 grams of Methamphetamine. In the reporting period, DIS has



charged 488 offenders with serious drug offences relating to the trafficking or sale of illicit drugs. Tasmania Police receives and generates in excess of 8,900 information reports relating to drugs each year.

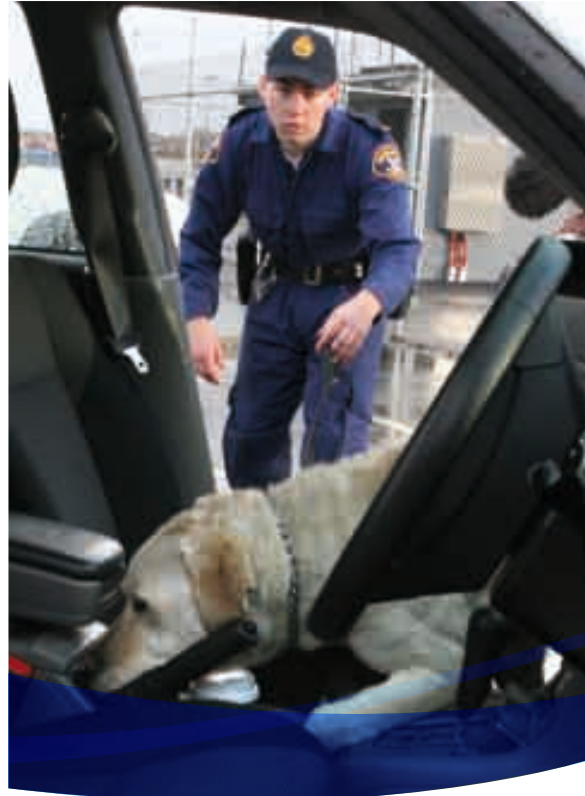


Poppy Security

Trespassing on poppy fields and the possession of poppies or poppy products without authorisation is illegal, with substantial penalties for offenders. Each growing season, between November and March each year, six general duties officers join six detectives from Drug Investigation Services to form the Poppy Task Force, which provides education, prevention and investigation services.

12,105 hectares were sown in 2007-08, an increase from 8,956 hectares the previous year. The actual harvest this year was 11,102 hectares. There was a significant reduction in the number of poppy capsules stolen in the reporting period, compared to the previous year, following a similar trend over the last four years.

There were only eight interferences to the crop in 2007-08 with a total of 820 caps stolen state-wide. This level of diversion is extremely low by world standards, and reflects well on the comprehensive preventative and security capabilities of Tasmania Police.



Drug and Explosive Detection Dogs

Two Tasmania Police drug detection dogs and their handlers completed training in May 2008. The dogs offer a state-wide response, with one dog and handler located in Hobart, and the other in Burnie. The drug detection dogs have performed 50 searches with 31 positive finds, and located prohibited substances valued at \$42,000 and cash to the value of \$22,000.

The new dogs complement the current explosive detection dog capability. This includes two dogs and two handlers whose activities are concentrated around the major gateways to and from the State; the docking area of the *Spirit of Tasmania* vessels; and all regional airports. The dogs are also used for venue security searches and major events such as visits by dignitaries or high-profile conferences and forums. The explosive detection dogs have conducted 45 searches at locations including Devonport and Launceston airports, mail clearing centres, and venues associated with Dignitary Protection.

Memorandums of Understanding (MOUs) have been developed with:

- Tasmania Prison Service, which operates two drug detection dogs, to provide mutual support on use of the drug detection dog capability, and

- Australian Customs Service (ACS) to allow extensive access to the ACS Detector Dog Program which consists of one dog and a handler in Hobart. This MOU also covers joint operations and intelligence probes between the respective agencies.

Tasmania Police has access to, and has previously used, dogs utilised by Australian Quarantine and Inspection Service for seafood (including abalone) screening purposes.

Marine Enforcement and Fisheries Security

Tasmania Police has responsibility for enforcement activities at sea across both the commercial and recreational fishing sectors, with officers dedicated to the protection of the State's marine resources positioned at strategic locations throughout the State including Hobart, Strahan, Stanley, Launceston, St Helens, Bicheno, Triabunna, and King and Flinders islands.

Current fisheries compliance and enforcement is based on the intelligence-led model and includes extended sea patrols by large police vessels, day-to-day sea patrols by smaller police vessels, shore-based inspections and the investigation of breaches of fisheries legislation on a state-wide basis.

All sectors of the fishing industry - rock lobster, abalone, scale fish and scallop (both recreational and commercial) - are the focus of Marine Services activities. Approximately 31,500 sea inspections, including vessels, rock lobster pots and other fishing equipment, were completed around the State in 2007-08. A total of 903 fishery and 1,615 marine safety offenders were identified, receiving either Cautions or Infringement Notices, or being proceeded against in court.

Police Vessel *Freycinet* was one of two ocean-going vessels in the fleet, and in its 28th year of service. The construction of its replacement is under way. The new vessel will give Tasmania Police a modern law enforcement capability directed towards the protection of the State's marine resources and marine safety, while also providing a water-borne platform for Search and Rescue and security operations.

Early Intervention

The Department continues to focus on supporting 'at risk' young people and working closely with other government and non-government agencies to address individual issues relating to youth offending behaviour. One such program is the Inter-Agency Support Team (IAST) Program.

Inter-Agency Support Teams

The Department provides leadership to this valuable early intervention program. The Teams consist of relevant State and local government service providers who work collaboratively towards developing practical, multi-agency responses to support children, young people and their families with multiple and complex problems.

IASTs provide a forum in which participating agencies, including the Departments of Health and Human Services, and Education, can devise the most appropriate support strategies in a coordinated, timely and effective manner. The strategies have included reengagement with education through a number of programs including *Chance on Main*, *The House*, *Youth Arc* and *Ed Zone*, referrals for mental health assessments to Child and Adolescent Mental Health Service, and referrals to diversionary programs such as *U-Turn*.

There were twenty-four Teams operating in Tasmania, providing support to 262 children and young people (178 males and 84 females) at the conclusion of the reporting period.

The Bridgewater Primary IAST received recognition for its work when it won a 2007 Tasmanian Crime Prevention and Community Safety Group Award for diverting Bridgewater primary-school-age children into programs that inculcate a more positive approach to life. At the Award Ceremony, held on 12 December 2007, Constable Jill Gray, of the Eastern District Early Intervention and Youth Action Unit, was presented with the Individual Award.

Constable Gray has been responsible for the identification and close monitoring of these children and their families through the Bridgewater Primary IAST. Without her dedication and support, this new concept and the successes achieved would not have been possible.



Community Respect Order (CRO) Program

This State Government initiative, which commenced in 2008, builds on the Government's commitment to target antisocial behaviour and is aligned with Tasmania *Together* Goal 2: *Confident, friendly and safe communities*.

This restorative justice program targets offenders, aged 13-25 years, who have damaged property. The benefits of the CRO Program include that the offender is taking responsibility for their behaviour and demonstrating remorse for their actions by performing reparation work in the community.

The Early Intervention and Youth Action Units of Tasmania Police have responsibility for the diversion and supervision of eligible offenders when undertaking CROs. Although other diversionary options were already available for youth offenders under the *Youth Justice Act 1997*, this Program provides a diversionary option for the 18-25 age group.

Tasmania Police works in partnership with local government, Aurora Energy and Metro Tasmania, whereby reparation work, such as painting over graffiti or cleaning buses, is performed on these organisations' property. Work may also be undertaken for private property victims.



Project *U-Turn*

U-Turn is another highly successful diversionary Program, based in Hobart, for young people who have been involved in, or who are at risk of becoming involved in, motor vehicle theft. Courses in accredited mechanical training are delivered over a ten-week period. The Program also provides a range of other benefits such as reduced involvement in crime and antisocial behaviour, improved life and personal skills, positive health outcomes and enhanced family relationships.

Accommodation in a supported environment is provided for those participants who live outside the local Hobart area; to date over eighty young people. Research shows that this tends to achieve better outcomes. *U-Turn* is delivered by Mission Australia under contract to Tasmania Police. Since its commencement in 2006, more than 150 young people have graduated from the *U-Turn* Program.

Course 21, which graduated in March 2008, was considered particularly successful with all participants attaining the nationally-recognised qualification Certificate 1 in Automotive. Members of Course 21 restored a Nissan Pulsar which was presented to a victim of motor vehicle theft at the official graduation ceremony. This course also benefited from the first formal literacy and numeracy-based training, seen as a significant enhancement to the Program, provided by the Mission Australia staff.

The Tasmanian Government has committed to ongoing funding for the Program until June 2010, including an enhanced post-course support component, designed to improve the participants' educational and employment opportunities. Two additional youth workers also provide support

to participants on entry to the program, during the course, and for a period up to two years after graduation.

Support Services for Solving Crime

Solving crime requires not only professional investigative skills, but the resources of a range of support services, including specialist capabilities from within Investigation Support Services and scientific processes supplied by Forensic Science Service Tasmania and Tasmania Police's Forensic Services.

Forensic Services

Forensic Register

The Department has implemented a new Forensic Register which was adopted from Queensland Police and modified. The Register records details of forensic examinations, exhibits, and crime scene images. It offers the capability to upload and store photographs taken in examinations. Departmental personnel are able to review their cases and track the movement of their exhibits through use of the barcode system. Access is gradually being extended throughout the State. The Forensic Register is a substantial improvement in the management of cases from a forensic perspective, as well as being an effective tool for investigators.

PhotoTrac Tasmania System

In mid-2007 Tasmania Police purchased a new digital prisoner photography system known as the PhotoTrac Tasmania System. It consists of hard-wired fixed Pan-Tilt-Zoom (PTZ) Cameras installed within charge rooms to capture prisoner photographs. These cameras are linked to a computer within the charging area and are controlled through an application on the computer. The seven busiest charging stations, namely Hobart, Bellerive, Glenorchy, Bridgewater, Launceston, Devonport and Burnie, will utilise the PTZ cameras.

The System includes a state-wide database to store all photographs, and a range of other functions related to offender identification. This includes the ability to create photo-boards, conduct photographic line-ups and the capacity to search across known offenders using an unknown facial image (Biometric



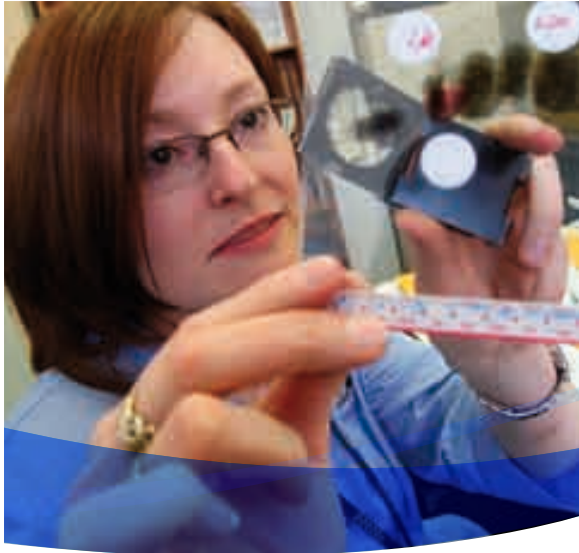
Facial Matching). Surveillance images and video can be submitted to the System and a list of possible suspects is returned.

The System's installation phase was completed in early 2008 ready for implementation in the new financial year after the delivery of state-wide training.

Expert Status - Australasian Field Forensic Sciences Accreditation Board

Ms Tracey Tobin of the Fingerprint Section, Forensic Services, recently achieved Expert Status conferred by the Australasian Field Forensic Sciences Accreditation Board. Tracey originally commenced her fingerprint training in 1998 with Victoria Police and then moved to Queensland. In 2005, Tracey joined the Tasmania Police Fingerprint Section where she was able to complete her training.

'National accreditation is a significant milestone in Tracey's career,' said Inspector John Bird of Forensic Services. 'This is the culmination of achievement of tertiary qualifications, completion of a training curriculum and a final assessment which was conducted in Victoria in September of this year. The final assessment carried out over a number of days consisted of theoretical and practical examinations together with a robust verbal examination in the form of a Moot Court.'



Tracey is the first female in Tasmania to become an accredited fingerprint expert and is to be congratulated on this significant achievement.

Forensic Science Service Tasmania (FSST)

FSST provides a range of forensic science services to DPEM and other clients, with DNA analysis and the testing of alcohol and drugs in drivers having the highest profile in the general community.

DNA profiling continues to identify alleged offenders and eliminate suspects in offences that include homicide, rape, assault, armed robbery, burglary, motor vehicle stealing, damage to property and drug offences.

The Tasmanian DNA Database held 10,921 crime scene profiles and 17,662 suspect and serious offender profiles at 30 June 2008.

During 2007-08, the Tasmanian DNA database identified:

- 619 crime scene to person DNA matches (where those individuals were already suspects)
- 506 crime scene to person DNA matches (where those individuals were not suspects)
- 83 crime scene to crime scene DNA matches.

During the same period, 264 suspects were excluded by DNA results.

Tasmania commenced matching DNA profiles on the National Crime Investigation DNA Database in August 2007, and now routinely matches Tasmanian DNA



profiles to crime scene and person DNA profiles across Australia. As a result, during 2007-08, FSST reported:

- 70 crime scene to person interstate DNA matches (where those individuals were not on the Tasmanian DNA database)
- 768 crime scene to person interstate DNA matches (where those individuals were already on the Tasmanian DNA database)
- 519 crime scene to crime scene interstate DNA matches (68 of these had not already matched a person in Tasmania)
- 698 matches of Tasmanian individuals to interstate crime scenes.

The drugs in drivers testing program continued to expand, with 481 blood samples in 2007-08 analysed from drivers involved in traffic accidents, and drivers testing positive after a road-side oral fluid drug screening test.

The following numbers of illicit or potentially impairing drugs were detected and confirmed in the blood samples: tranquilisers and sedatives (124), amphetamines (including speed and ecstasy) (211), opiates (including morphine and methadone) (132) and cannabis (224).

KEY SERVICE DELIVERY AREA: Traffic

Our desired outcome for this Key Service Delivery Area in 2007-08 was improved driver behaviour through traffic law enforcement.

Our Strategic Aim

- reduce fatal and serious injury crashes

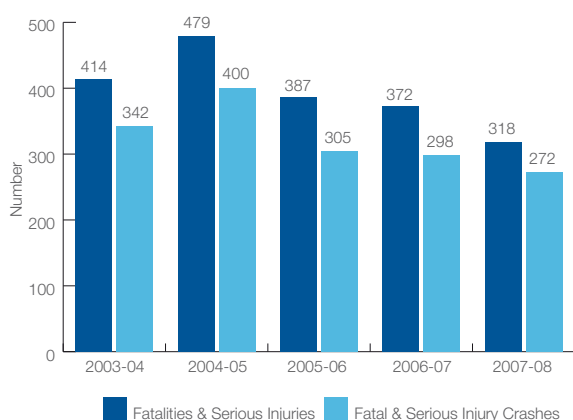
Our Performance

Fatal and Serious Injury Road Crashes

During the reporting period there was a significant reduction in fatal and serious injury crashes, and the number of people who were fatally or seriously injured, compared to the previous year.

The figures for both measures are the lowest in the current five-year period and show that the Tasmania Police traffic law enforcement activities are contributing to a reduction in road trauma.

Crashes, Fatalities and Serious Injuries



Traffic Law Enforcement Strategies

In 2007-08 traffic law enforcement strategies were implemented with the primary aim of reducing the number of crashes in which people were either fatally or seriously injured. Tasmania Police targeted the major contributing factors that cause fatal and serious



injury crashes, and the level of injury sustained in those crashes, namely:

- speed
- inattentive driving
- alcohol and/or drugs
- unrestrained vehicle occupants (seat belts/child restraints).

High Visibility

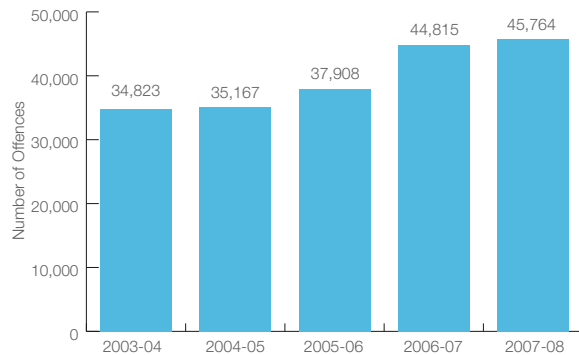
Tasmania Police has a visible presence on our roads, and throughout the reporting period we continued to target road users to deter drivers from breaking traffic laws, and detect offenders.

Speed Enforcement

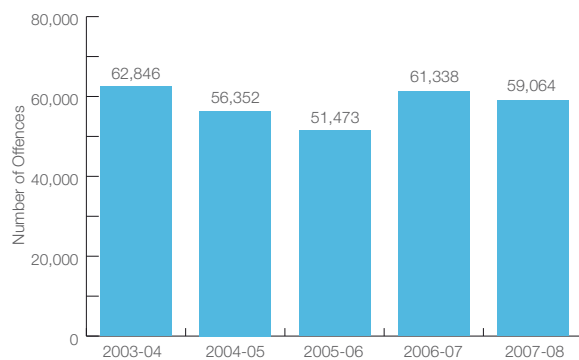
Police continue to target drivers who exceed the speed limit by deploying road safety cameras in conjunction with mobile and hand-held speed detection devices.

In 2007-08 there was an increase in the number of on-the-spot speeding infringement notices issued (949), with a decrease in offences detected by road safety cameras (2,274).

Speed Offences - Traffic Infringement Offences and Cautions

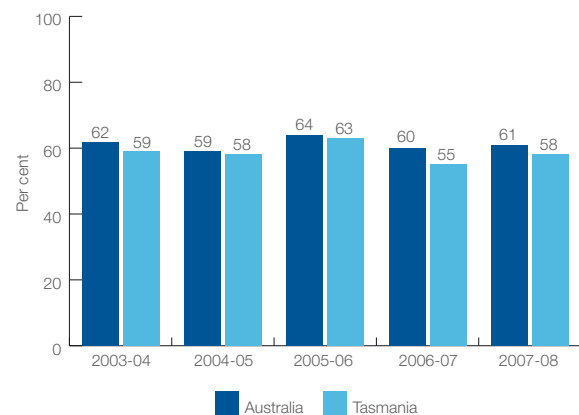


Speed Offences - Road Safety Cameras



Unfortunately, a number of Tasmanian drivers continue to speed. According to the *National Survey of Community Satisfaction with Policing 2007-08* conducted by Roy Morgan Research, 58% of Tasmanian respondents (61% nationally) indicated that, in the previous six months, they had driven over the speed limit by 10 km/h or more at least some of the time. This is a worrying trend, as speed is a major contributing factor to fatal and serious injury crashes.

Self-reported Driver Behaviour - Exceeding speed limit by 10km/h or more at least some of the time



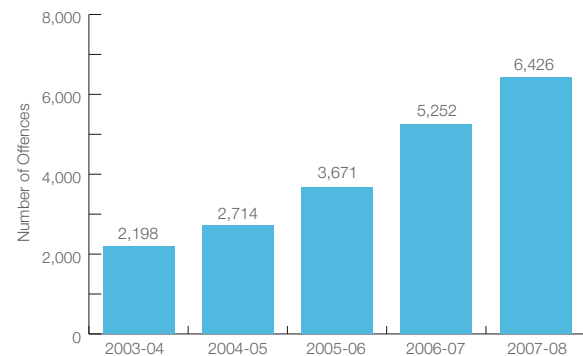
Inattentive Driving Enforcement

Inattentive driving was identified as a contributing factor in almost half of fatal and serious injury crashes in 2007-08. This driving behaviour encompasses a range of activities that have potential to contribute to motor vehicle crashes, including:

- using a hand-held mobile phone while driving
- following another vehicle too closely
- driving without due care and attention.

Police officers target these behaviours and issue a Traffic Infringement Notice (TIN) for these offences. The accompanying graphs chart the trend in TINs for these behaviours in the current five-year period.

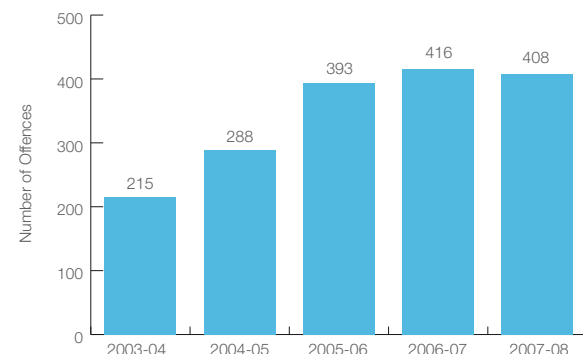
Drive Using Hand-Held Mobile Phone



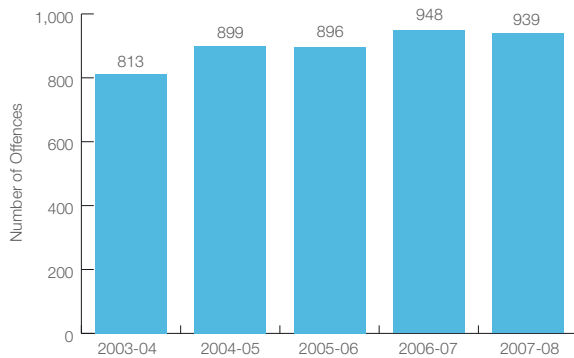
The number of drivers charged with 'Driving while using a hand-held mobile phone' has increased by 22% over the reporting period, further reflecting increased ownership and usage of mobile phones in the community.

'Follow another vehicle too closely' and 'Drive without due care and attention' remain at a similar level to 2006-07.

Follow Another Vehicle Too Closely



Drive Without Due Care and Attention



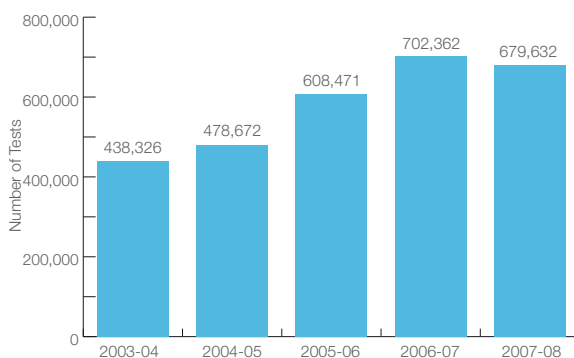
Drink Driving Enforcement

Excessive alcohol consumption by drivers is another major cause of fatal and serious injury crashes. The *Road Safety (Alcohol and Drugs) Act 1970* was amended by the Tasmanian Government in 2007-08 to target drivers who have consumed large quantities of alcohol. The amendment allows police to serve an Excessive Drink Driving Notice (EDDN) on people who commit a range of serious drink-driving offences. A driver issued with an EDDN is immediately disqualified from driving.

This amendment was made as a result of crash data analysis showing that despite existing drink-driving legislation and associated penalties, there are still drivers who deliberately flout this law. In the first six months of operation, 763 EDDNs were issued.

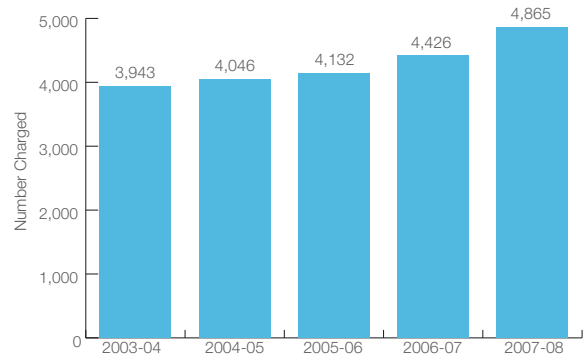
High-profile targeted Random Breath Test (RBT) operations continued throughout the reporting period, to deter Tasmanians from driving with a blood alcohol level above the prescribed concentration. In that time, 679,632 RBTs were conducted, which averages almost two RBTs per licensed driver (there were approximately 359,000 licensed drivers in Tasmania at 30 June 2008).

Random Breath Tests Number Conducted

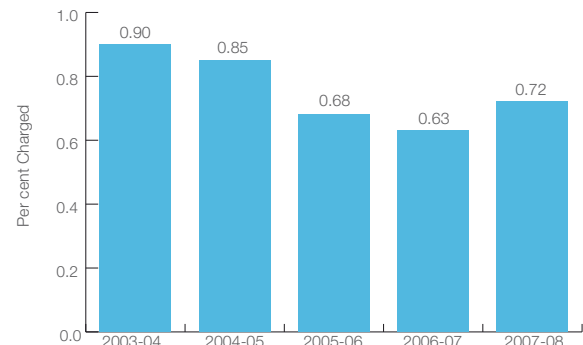


In 2007-08, 4,865 persons exceeded the prescribed limit after undertaking a Random Breath Test, compared to 4,426 in 2006-07. The number of people detected for drink driving increased even though fewer RBTs were conducted. Overall, the percentage of persons charged increased from 0.63% in 2006-07 to 0.72% in 2007-08.

Random Breath Tests Number Exceeding the Prescribed Limit



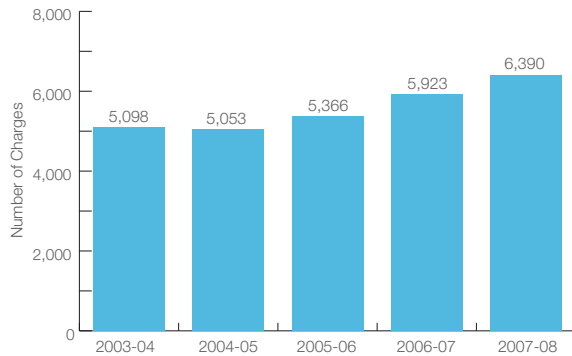
Random Breath Tests Per cent Charged



In addition to random breath testing, drivers may be tested under other circumstances, such as involvement in a crash or as a result of a moving traffic offence. Drivers testing positive may be issued with an infringement notice under certain circumstances, or arrested and charged for serious offences, and be instantly disqualified in addition to arrest in very serious cases.

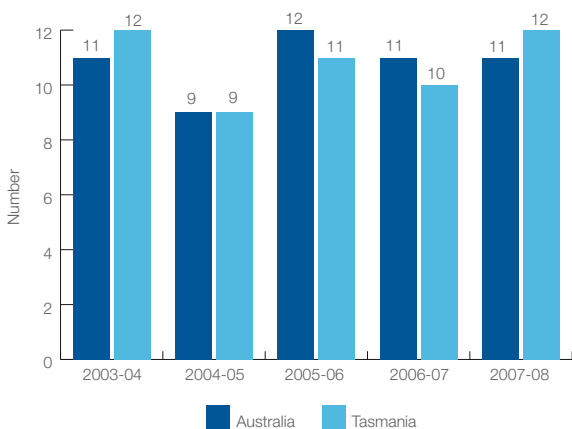
The total number of drink-driving offences increased from 5,923 in 2006-07 to 6,390 in 2007-08.

Total Drink Driving Charges



The *National Survey of Community Satisfaction with Policing 2007-08* reported that 12% of Tasmanian respondents (11% nationally) indicated that in the previous six months they have sometimes driven when 'possibly' over the blood alcohol limit, an increase since 2006-07.

Self-reported Driver Behaviour - Driving when 'possibly' over the blood alcohol limit



Tasmania Police will continue to focus on targeted enforcement activities, including random breath testing, aimed at detecting and deterring drink drivers as long as Tasmanian drivers continue to drink and drive.

Drug Driving Enforcement

The *Road Safety (Alcohol and Drugs) Amendment Act 2005* provides authority for police to conduct oral fluid (saliva) tests on drivers to detect the presence of illicit drugs. As drug driving is one of the causes of fatal and serious injury crashes, Tasmania Police conducts targeted and random oral fluid testing.

Drivers who return a positive oral fluid test are required to provide a blood sample for confirmatory laboratory analysis, and those drivers who return a positive blood sample are summonsed to appear in court.



In 2007-08 a total of 543 oral fluid tests were conducted. Of the drivers tested, 199 were required to provide confirmatory blood samples.

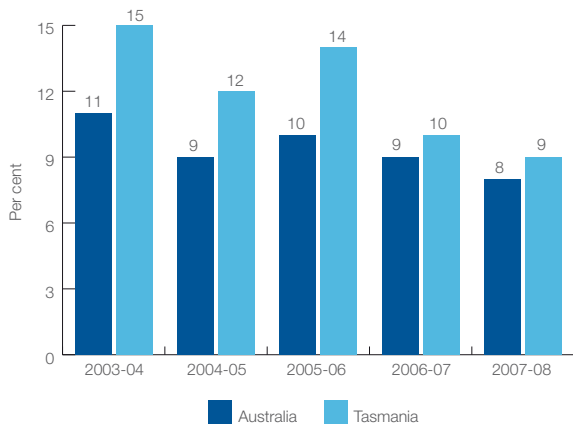
The Tasmanian Government also amended the *Road Safety (Alcohol and Drugs) Act 1970* during the reporting period to provide authority for police to collect a sample from the steering wheel of a vehicle to analyse for illicit drugs. This is referred to as trace particle detection. If the sample tests positive the driver is directed to undergo an oral fluid test. This initiative is currently undergoing testing and procedures are under development for operational use.

Unrestrained Vehicle Occupant Enforcement

Crash statistics clearly show that if occupant restraints, namely seatbelts and child restraints, are not used, the level of injuries sustained in motor vehicle crashes can be significantly increased.

The *National Survey of Community Satisfaction with Policing 2007-08* shows 9% of Tasmanians reporting that in the last six months they have sometimes driven without wearing a seatbelt. While there has been a significant reduction since 2003-04 in self-reported driver behaviour for not wearing a seatbelt, it is disappointing that Tasmania is still above the national average of 8%.

Self-reported Driver Behaviour - Driving when not wearing a seatbelt



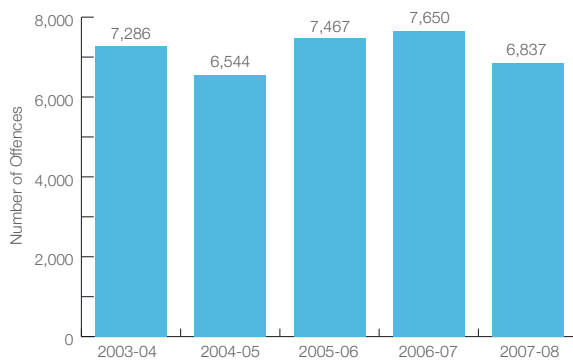
The cautioning policy for minor traffic offences recognises the deterrent effect of interventions, other than monetary or demerit point penalty, on people with previously good driving records. Approximately 43% of on-the-spot Notices were issued as a Caution.

Note: The data excludes Cautions that were subsequently converted to a Notice. Notices issued by all police and Department of Infrastructure, Energy and Resources Transport Inspectors are included.

FIND

A new centralised information technology system, Fines and Infringement Notice Database (FIND) commenced in November 2007 as an efficient and effective system for infringement notice processing across government. Counting rules for infringement notices have changed since 2006-07.

Fail to Wear Occupant Restraint



Partnerships

The DPEM continues to play a major role in reducing road trauma and making our roads safer. Both the *National Road Safety Strategy 2001-2010* and the *Tasmanian Road Safety Strategy 2007-2011* provide strategic direction and targets for reducing the rate of road fatalities.

Traffic Infringement Notices (General)

Traffic Infringement Notices (TINs) can be issued for any breaches of the Tasmanian road rules and other traffic legislation. For some traffic offences an infringement notice may be issued in the form of a Caution.

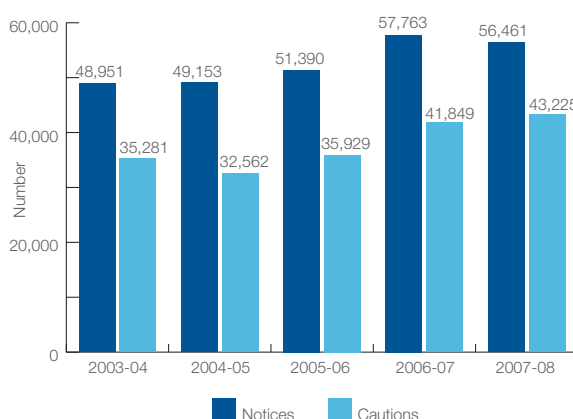
A total of 99,686 Traffic Infringement Notices and Cautions were issued for traffic offences in the reporting period compared to 99,612 in 2006-07.

The Department's Business Plan interprets these plans and sets targets for traffic law enforcement activities which are reported on a quarterly basis.

The Department works in partnership with a range of stakeholders such as the Road Safety Council, Road Safety Task Force, Department of Infrastructure, Energy and Resources, local government councils, Community Road Safety Partnerships, and motoring organisations.

One such partnership is the agreement with the MAIB (Motor Accidents Insurance Board) to fund the operation and administration of a Road Safety Task Force dedicated to crash reduction traffic enforcement throughout Tasmania. Funding provides for four police officers in each of the four geographic Districts, and a central Data/Intelligence Analyst who does statistical analysis which enhances targeted enforcement activities. Following an evaluation of the effectiveness of the Road Safety Task Force, this agreement is in the process of being extended to December 2011.

On-the-Spot Notices/Cautions



Chapter Notes:
All self-reported driver behaviour figures are from the National Survey of Community Satisfaction with Policing conducted by Roy Morgan Research in 2006-07 and 2007-08, and ACNielsen in 2003-04 to 2005-06.

KEY SERVICE DELIVERY AREA: Community Perceptions and Satisfaction with our Service Delivery

Our desired outcome for this Key Service Delivery Area in 2007-08 was a community where people feel safe and are satisfied with our service delivery.

Our Strategic Aims

- increase the number of people who feel safe
- increase community satisfaction with policing services

Our Performance

Community Perceptions of Safety

People in Tasmania feel safer than people in any other State or Territory, as measured by the 2007-08 *National Survey of Community Satisfaction with Policing* conducted by Roy Morgan Research.

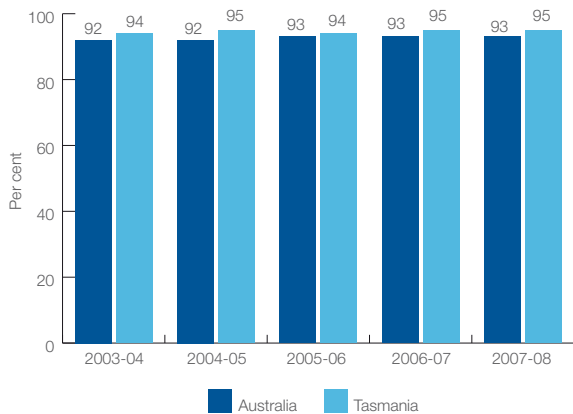
- **95%** of Tasmanians feel safe at home alone during the day, and **86%** after dark
- **92%** of Tasmanians feel safe walking or jogging in their neighbourhood during the day, and **67%** after dark.

The accompanying graphs show how Tasmania performed compared to the national average.

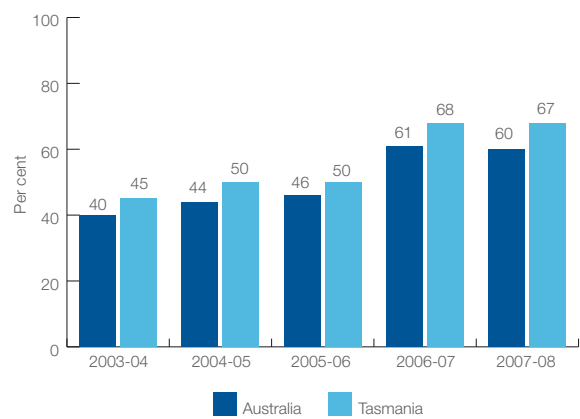


*People in Tasmania feel
safer than people in any
other State or Territory*

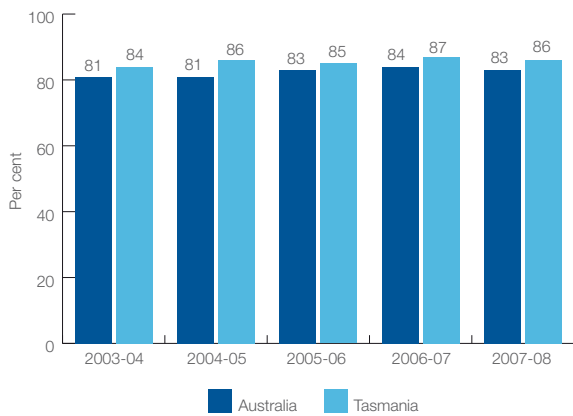
Percentage of population who feel safe at home alone during the day



Percentage of population who feel safe walking or jogging after dark



Percentage of population who feel safe at home alone after dark

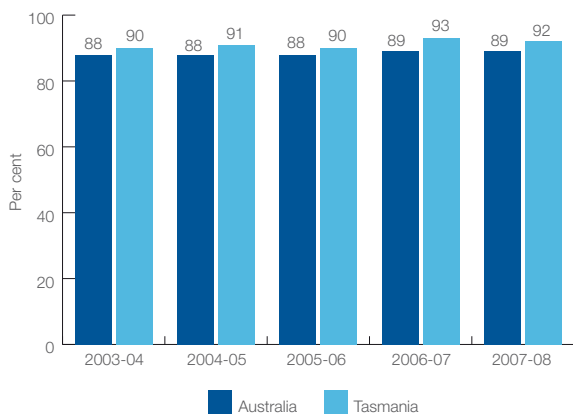


Note: These figures from the National Survey of Community Satisfaction with Policing 2007-08 are utilised by the Tasmania Together Board to measure safety at home and in the local neighbourhood, during the day and after dark.

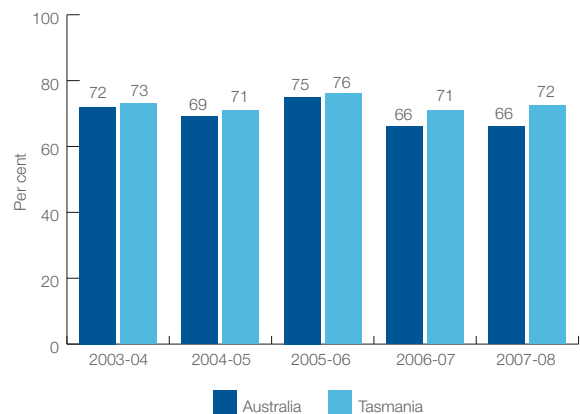
Satisfaction with our Service Delivery

Tasmania Police once again recorded the highest level of community satisfaction with its services, compared to all other States and Territories (as measured by the 2007-08 *National Survey of Community Satisfaction with Policing*). As shown in the accompanying graph, Tasmania is 6 percentage points above the national average.

Percentage of population who feel safe walking or jogging during the day



Percentage of population satisfied with services provided by police



Maintaining High Professional and Ethical Standards

The Department expects its members to be committed to the personal Values of the organisation when performing their duties.

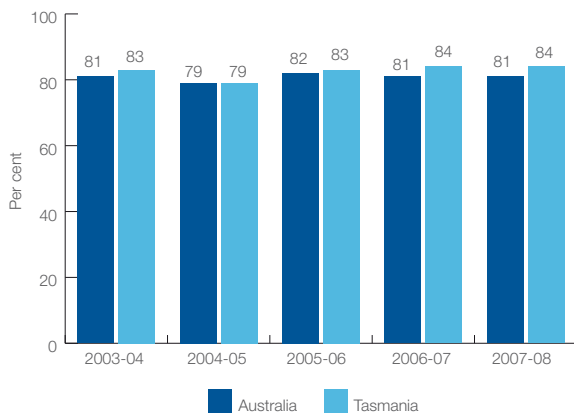
The National Survey indicates that the Tasmanian community continues to have a high level of confidence in us. Tasmanians also believe their Police Service is fair, honest and professional.

The actual figures are impressive:

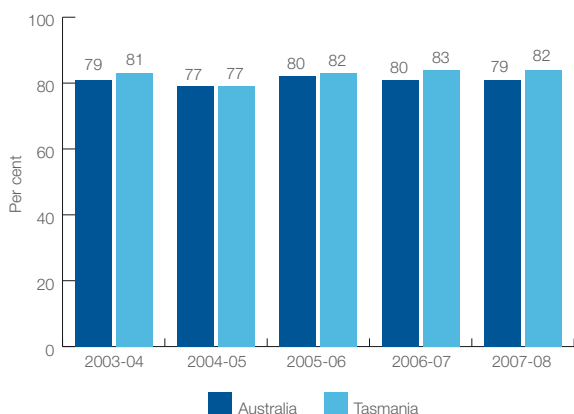
- **84%** have confidence in police
- **82%** believe that our police perform their job professionally
- **73%** believe that police treat people fairly and equally
- **79%** believe that our police are honest.

When compared to other police jurisdictions, Tasmania Police continued to rate better than the national average as shown in the accompanying graphs:

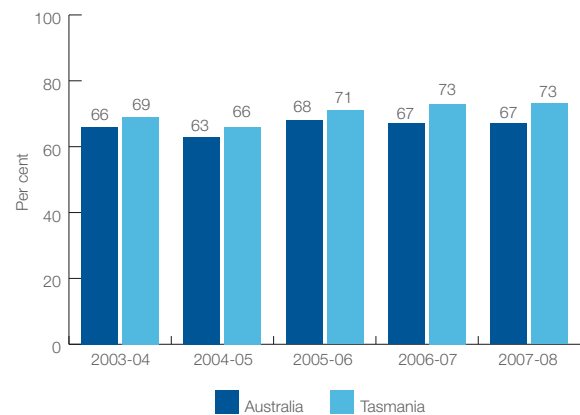
Percentage of population who have confidence in police



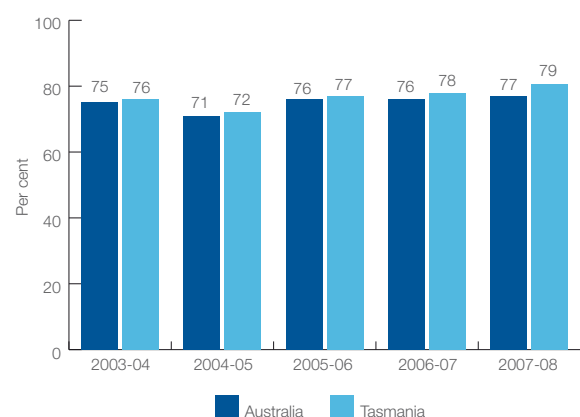
Percentage of population who believe our police perform their job professionally



Percentage of population who believe our police treat people fairly and equally



Percentage of population who believe our police are honest



Professional and Ethical Standards

Tasmania Police's professional standards are reflected in the low number of complaints being received against its members and the ethical health of the organisation. 2007-08 recorded the lowest number of complaints against Tasmania Police since records commenced in 1994. This has been achieved through the timely investigation and transparent management of public and internally-reported complaints.

Complaints are received and investigated pursuant to the provisions of the *Police Service Act 2003*.

The Deputy Commissioner of Police and Internal Investigations are responsible for the management of this process. Internal Investigations outcomes are subject to independent review by the Office of the Ombudsman. Criminal and serious misconduct allegations are referred to the Director of Public Prosecutions for review and prosecution, where appropriate.

In 2007-08 Internal Investigations focused on reducing complaints and enhancing professional standards by giving front-line personnel regular ethical awareness and complaint prevention training, which has been effective in continuing to reduce the number of complaints against police.

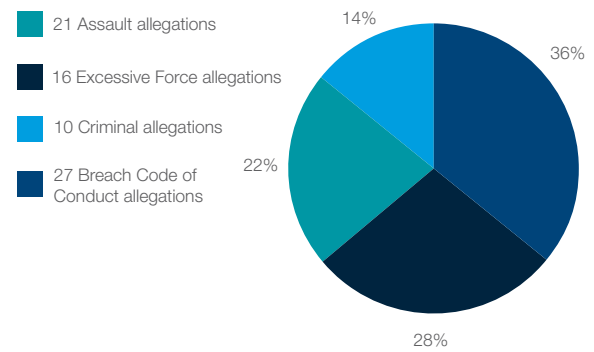
Complaints and Allegations

During 2007-08, 68 Complaints were registered at Internal Investigations as compared to 86 in 2006-07, a reduction of 21%. Complaints are categorised as either:

1. Complaints by members of the public, or
2. Complaints against police - internally reported.

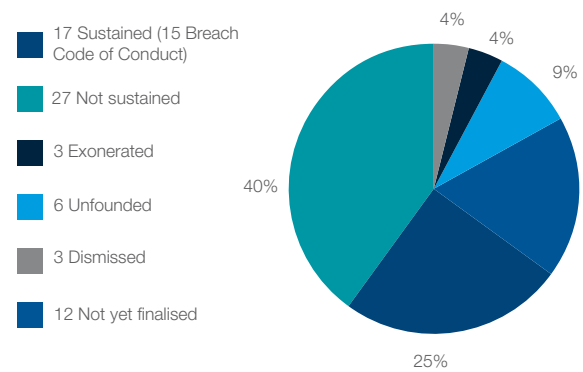
50 Complaints (or 74% of the total) were received from members of the public, six of which related to off-duty conduct. The remaining 18 Complaints (26% of the total) were internally reported.

Complaint Analysis



Note: A Complaint may contain more than one allegation.

Complaint Outcomes



Customer Service Complaints

Tasmania Police promotes a culture of quality customer service. The objective of the Customer Service Complaint process is to record, investigate and, where possible, resolve minor Complaints in an effective and timely manner.

District Commanders are responsible for the management of Customer Service Complaints, with Internal Investigations auditing the process. In the reporting year 112 Customer Service Complaints were registered with the majority relating to unprofessional conduct such as incivility, provision of incorrect information, unprofessional attitude or inaction.

Chapter Notes:

All public perception figures are from the National Survey of Community Satisfaction with Policing conducted by Roy Morgan Research in 2006-07 and 2007-08, and ACNielsen in 2003-04 to 2005-06.

OUR People

The Department of Police and Emergency Management regards its people as its most valuable resource and has continued to recruit, train, and support them in 2007-08. It has been an impressive year for recognition of professionalism at all levels – from the long-serving former Commissioner Richard McCreadie, to the Dean's Roll of Excellence for high-performing employees.

Recruiting

Tasmania Police continues to attract quality applicants through a variety of recruitment processes. Police officers attached to Recruiting Services gave presentations at Tasmanian schools, TAFE Tasmania, University of Tasmania and other educational facilities, and government agencies, career expos, Agfest and other state-wide events.

Recruiting Services also provided information and feedback in person about becoming a Tasmania Police officer, through the shopfront located at Tasmania Police Headquarters. The Junior Constable Police in College Program (JCPCP) and the Career Development Program are innovative recruiting initiatives that commenced in 2008.

Junior Constable Police in College Program

The JCPCP replaced the School-Based New Apprenticeship Program (Police). The aim of the JCPCP is to encourage and prepare students for a career in policing through placing them in uniform and exposing them to a variety of experiences to develop their awareness of the responsibilities of being a police officer. Junior Constables are exposed to operational settings and administrative matters; they do not have police powers or perform operational duties.



Junior Constables are employed in a part-time role and receive remuneration. Twenty Tasmanian college students, 13 female and 7 male, (ten from Year 11 and ten from Year 12) have joined the Program.

The two-year Program includes two one-week blocks at the Tasmania Police Academy and 16 hours per fortnight working in the Districts during the school term each year. Due to the number of quality applications received and the benefits of the Program for Tasmania Police, it is being extended to include 40 participants in future years.

Career Development Program

A further strategy used by Recruiting Services to attract and recruit future officers is the Career Development Program which commenced in 2008. The Program attracts Year 12 students who have expressed an interest in policing as a career, and made application to attend the three-day introduction to

Tasmania Police. The Program includes exposure to general duties, marine and other specialist areas, and gives students a taste of life as a recruit at the Tasmania Police Academy. Students also undertake the entrance examinations and have the opportunity to progress to a full application for recruit training in the following year.

A Program has been held at the Academy for each of the four geographic Districts, with an average of 20 students attending each Program. Positive results were achieved: some students have advanced to the Assessment Day whilst some successful applicants have already been included in the selection pool for recruit courses commencing in 2009.

Trainees

During the reporting period, **1,322** career enquiries were received by Recruiting Services resulting in **351** applications. Of those applications, **69** trainees (**40** men and **29** women) commenced training at the Tasmania Police Academy, of whom 73% were Tasmanians under 30 years of age and 24% had previously undertaken tertiary education.

Enhancing and Promoting Professionalism

90 Years of Women in Policing

Three events were held on 9 November 2007 to celebrate and commemorate the *90th Anniversary of Women in Policing*:

- a leadership forum for sworn female members who were addressed by the most recent Tasmanian of the Year, marathon swimmer Anne Steele, and two senior female police officers from New South Wales Police
- a business luncheon for Departmental employees and guests from other public and private sector organisations, with guest speaker Ms Linda Hornsey, the former Secretary, Department of Premier and Cabinet
- a cocktail party for current and past sworn female members and special guests.

Participants recommended to senior management that the leadership forums be held annually, following very positive feedback.



Chief Commissioner, Victoria Police, Christine Nixon presenting award to Sergeant Michelle Plumpton

Australasian Council of Women and Policing's Ninth Annual Excellence in Policing Awards

On 28 August 2007, the *Australasian Council of Women and Policing's Ninth Annual Excellence in Policing Awards* ceremony was held. The Awards are an opportunity for the Australasian Council of Women and Policing to publicly acknowledge and reward the achievements of the women and men who are making policing better for women.

The then Commissioner of Police, Mr Richard McCreadie, was awarded the *Contribution to Policing Award* for his support and ongoing commitment to the retention and advancement of women within Tasmania Police. Tasmania Police has increased the number of female police officers by 94% during Mr McCreadie's tenure.

In her nomination of Mr McCreadie, Inspector Donna Adams wrote:

This nomination is on behalf of all female employees within the Department of Police and Emergency Management, who greatly appreciate Commissioner McCreadie's support and ongoing commitment to the advancement of women...

Sergeant Michelle Plumpton was awarded the *Excellence in Policing for Women Initiative Award* for her mentoring of young girls in their final year of high school under the *Women Tasmania* mentoring program. In her nomination of Sergeant Plumpton, Inspector Adams said:

Michelle has set the benchmark in mentoring. She became actively involved in each of her mentee's lives,

contributing a significant amount of her own time assisting each of them in their school and personal lives.

Ms Sandra Lovell was nominated for the *Most Outstanding Female Administrator Award* for her mentoring, support and guidance of not only her personnel, but also other sworn and unsworn women throughout the organisation.

Tasmanian Institute of Law Enforcement Studies (TILES)

The partnership with the University of Tasmania (UTAS) in 2007-08 continued to promote professionalism, through the ongoing research conducted by TILES. This partnership has seen UTAS and the Department achieve a position of prominence as a leader in policing-specific research.

In the reporting period, TILES published information about research that had been completed or is being undertaken by members of the Department. This includes:

- *The Concentration of Offending and Related Social Problems in Tasmanian Families*, Dr Vanessa Goodwin, Post-Doctoral Fellow

The aim of the study is to explore the extent to which crime and related social problems (such as chronic dependence on social security, poor health, transience, truancy, neglect, and poverty) are concentrated in Tasmanian families, with a view to identifying ways to break the cycle of intergenerational crime and better respond to the needs of families with multiple problems.

- *Trialling 'Social Norms' Strategies for Minimising Alcohol-Related Harm Among Rural Youth*

This project was the first Australian trial of an innovative approach to reduce binge drinking and alcohol-related harm among teenagers. The final report was submitted in June 2008, and a resource kit for schools will be released in late 2008. Inspector Matthew Richman was one of the Investigators on this project.

- *Community Policing and Refugee Settlement in Regional Australia – A Case Study of Tasmania*

This project theorises, analyses and describes police-refugee relations in regional Australia.

It compares refugee settlement in two rural/regional areas in Tasmania through the lens of police-refugee relations and identifies ways in which community policing can enhance settlement experiences and reduce crime among refugees in regional Australia. It is significant in that it examines both positive and negative aspects of community policing in this context to develop a best-practice model. This Department is one of two industry partners for this project. Inspector Matthew Richman represented the Partner Investigator and, with Inspector Craig Waterhouse, actively worked on the project over the past three years.

Information about TILES publications and the research it undertakes can be found at <http://www.utas.edu.au/tiles>

Tertiary Education Assistance Scheme (TEAS)

The Department supports lifelong learning and continuous development as key aspects of enhancing and promoting professionalism. For this reason, it considers tertiary education an essential element for police officers and State Service employees. TEAS is available to all members of the Department and provides encouragement, assistance and support to members to undertake further education.

Scholarships

TEAS administers the Commissioner of Police and Departmental Scholarships. This scheme is unique in Tasmania and shows the Department's commitment to further professional learning for its employees.

Commissioner of Police Scholarship:

During 2007-08 two trainees were awarded Commissioner of Police Scholarships for performing with distinction during their training at the Tasmania Police Academy: Constable Shane Askew, Dux of Trainee Course 1/2007, and Constable Rebecca Connors, Dux of Trainee Course 2/2007.



DPEM Scholarship Recipients

Left to Right Back: Professor Jan Pakulski, Dr Rob Hall, Professor Aynsley Kellow, Professor Jenny Fleming, Constable Sally Griesbach, Constable Lauren Bain, Constable Tim Traill and Constable Joshua Hayes. Left to Right Front: Constable Daniel Newbury, Constable Ben Duffey, Constable Caroline Baker, Dr Anna Alomes, Associate Professor Roberta Julian, and Ms Debra Salter.

Department of Police and Emergency Management Scholarships:

Seven police officers were awarded Departmental scholarships to undertake Bachelor of Social Science (Police Studies) during 2008, the highest number of scholarships awarded since TEAS began. They were:

- Detective Senior Constable Lauren Bain
- Detective Constable Caroline Baker
- Constable Ben Duffey
- Constable Sally Griesbach
- Constable Joshua Hayes
- Senior Constable Daniel Newbury and
- Constable Timothy Traill.

Ms Debra Salter, a State Service employee from Executive Support, was awarded a scholarship in 2008 to complete a Master of Public Policy.

Dean’s Roll of Excellence

Two Departmental members were placed on the Dean’s Roll of Excellence (Faculty of Arts) in 2007 for their academic performance. Senior Constable Daniel

Newbury, Bachelor of Social Science (Police Studies) and Mr Neil Ward, Bachelor of Arts were admitted to the Roll following their achievement of a Distinction average for eight units.

TEAS-Supported Departmental University Graduates

Seventeen members graduated from the University of Tasmania in 2007:

Graduate Certificate in Police Studies

- Senior Sergeant Adrian Bodnar
- Senior Sergeant Jason Elmer
- Senior Sergeant Tony Grincais
- Senior Sergeant Gavin Hallett
- Senior Sergeant Andrew Keane
- Senior Sergeant John King
- Senior Constable Jillinda Mollon
- Senior Sergeant John Parker
- Senior Sergeant Colin Riley
- Senior Sergeant Doug Rossiter

Senior Sergeant Michael Smith
 Senior Sergeant Kim Steven
 Senior Sergeant Ian Whish-Wilson
 Ms Andrea Heath

Graduate Diploma in Public Policy

Mr Alex Lee

Graduate Diploma of Business Administration

Ms Christina Lathouras

Bachelor of Arts

Mr Neil Ward

Sergeant Luke Manhood graduated from Charles Sturt University with a Graduate Diploma in Information Technology, and Ms Cheryl Ryan graduated from Deakin University with a Master of Professional Education and Training (Adult Education and Literacy).

Secondment to the Australian Federal Police

Tasmania Police continues to support the Australian Federal Police through the International Deployment Group, which provides capacity-building to overseas postings. In the reporting period five officers were deployed to the Solomon Islands for a period of 65 weeks. In addition 13 officers, including one officer appointed to the position of Airport Police Commander, are seconded to the Hobart International Airport.

Tasmania Police has a solid reputation nationally and internationally for providing members who are dependable, forward-thinking professionals, highly regarded for their policing skills.



State Service Training and Management - Work Advance Program

Members of the DPEM completed the inaugural Work Advance Supervisor Program, which is designed specifically to meet departmental requirements by encouraging the growth and professional development of State Service employees.

It provides team leaders and supervisors with a range of fundamental skills and knowledge in order to achieve section/organisation goals. These skills can then be transferred to other sections beyond the team leader/supervisor roles.

Thirteen people from across the Department, including Eastern District, Corporate Services, Forensic Science Service Tasmania and the Tasmania Fire Service took part in the Program.

Performance Management

The Department has developed an electronic system to capture the performance outputs of police officers, eliminating the need for any form of manual reporting. The improved automated reporting model will be known as Individual Performance Review (IPR) and will replace the current Individual Achievement Model of performance management.

IPR includes a mechanism to provide feedback to individual officers concerning the quality of their performance and service delivery. This process will be tailored to align with the primary tasks specified under respective Statements of Rank, and will identify training needs and options for further development.

Awards and Commendations

Award of Medals

Three members of DPEM were awarded the Australian Police Medal (APM) in the reporting year. Senior Sergeant Peter McKenzie (now retired) was awarded the APM at Government House in August 2007, and two officers were recognised in the 2008 Australia Day Honours: Inspector Stephen Hortle and First Class Constable (Edward) Scott Dunn.

Australian Police Medal



On his retirement in February 2008 Senior Sergeant Peter McKenzie said *'my employment within Tasmania Police has not been a job but a way of life ... that I have thoroughly enjoyed.*

Stationed at Deloraine for the past 13 years, he had previously worked within the country communities of George Town, St Marys and Queenstown. His *'devotion to duty, diligence and leadership has been widely recognised throughout his 36 years of service'*, said fellow retiree Commissioner Richard McCreadie. Senior Sergeant McKenzie's APM was announced in the Queen's Birthday Honours in June 2007. He had previously been awarded the National Medal in 1987 and the Commissioner's Medal for integrity and ethical service in 1999.



Inspector Stephen Hortle was sworn in as a Junior Constable in 1967 and has extensive operational and supervisory experience. He was highly commended in 1980 for diligence and devotion to duty for his role in investigating the illicit importation

of hashish and the subsequent conviction of the offender. He was highly commended again in 1994 for the apprehension of a violent armed offender. He was awarded the National Medal in 1985 and the Commissioner's Medal for diligent and ethical service in 2000. Inspector Hortle began his career in the Traffic

Control Office in Launceston, and has served in a variety of locations throughout the State including Launceston, Bridport, Westbury, Exeter, St Helens, George Town, Flinders Island, Burnie and Northern District Support Division. The Commissioner said of Inspector Hortle *'During a police career spanning 40 years, Inspector Hortle has given outstanding and distinguished service.'*



First Class Constable Scott Dunn was appointed to Tasmania Police in 1973. He has served in a variety of roles, beginning his career in the Burnie Uniform branch and then in Hobart and Bellerive Uniform, and Hobart CIB. He was also

a member of the State Arson Squad, and Search and Rescue Land Squad, undertaking the roles of helicopter crewman and winch operator. In 1985 he commenced duties with Water Police and has remained to date with Marine and Rescue Services where he is the skipper of the Police Vessel *Vigilant*. First Class Constable Dunn also trains community members in marine safety, reflecting his commitment to the community in this sphere. He was awarded the National Medal in 1988 and the Commissioner's Medal for diligent and ethical service in 1999. At his presentation the Commissioner said of First Class Constable Dunn *'During a career spanning 34 years, First Class Constable Dunn has given outstanding service to the Tasmanian community.'*

Emergency Services Medal

The Emergency Services Medal 'in recognition of distinguished service as a member of an Australian emergency organisation' was awarded to SES volunteers Mr Tony Chirichiello, Mr Roger Brown and Mr Craig Blizzard for their contribution to community



safety and emergency management.

Tony Chirichiello first joined the Dorset SES Unit on 1 December 1981. Since that time he has worked tirelessly for the municipality. He has participated in all training

activities and has applied his knowledge to the fullest, making every effort to train and assist others within the State Emergency Service. Until recently, he held the position of Deputy Unit Manager for the Dorset Unit.



Roger Brown became a member of the SES in Tasmania as a volunteer in June 1981. During his 26 years with the SES he has participated in many operations throughout the State, including storm and water damage, and Search and Rescue operations.

For over 20 years he has held various leadership and management roles, including leading teams during operations, and is currently Assistant Operations Manager with the Southern Regional Unit based in Hobart.

Roger has also been a volunteer trainer and assessor for 20 years with the SES and an active volunteer member of the Tasmania Fire Service for 28 years. Roger has received a number of medals in recognition of his many contributions to community safety including the Tasmania Fire Service volunteer medal and the Australian Institute of Emergency Services medal.



Craig Blizzard joined the SES Smithton Unit in 1989 and has served with distinction. His outstanding personal attributes include his ability to lead, engage members, engender involvement, and to encourage ideas and concepts with the view to improving the effectiveness

of the Unit. Craig displays a rare skill in his empathetic approach to patient care, along with a desire to analyse methods undertaken in rescue work and identify areas or strategies for improvement. He has developed as an outstanding leader, reflecting a most positive impact on morale and team-building within the Unit.



Front: L to R: Roger Brown, Darrell Johnson, Wayne Turner, Dale Cronly, Karren Walker, Catherine Bradley, Andrew Lea
Back: L to R: Mark Atkins, Matthew Fishwick, Geoff Marsh, Robert Millist, Wayne Perkins, Phillip Wilson, Adrian Fletcher

State Emergency Service – Long Service Medal

In the reporting period a total of 75 SES personnel (8 staff and 67 volunteers) were eligible to have their long service recognised with an SES long service award. This included 11 people with over 20 years' service, and 48 members recognised for 5 years' service.

The accumulated years of service for the 75 recipients totals 735 years, representing a significant contribution to the Tasmanian community.

Employee Relations

Staff Support Services

The Department's Occupational Health and Safety Management System continues to drive positive results in workplace injury prevention. DPEM has again experienced a reduction in the number and severity of work-related injuries over the last 12 months, resulting in reduced workers compensation claims and associated costs, and most importantly the physical and psychological impact of occupational injuries.

This has been achieved by a high level of safe work practice compliance by DPEM employees. In 2007-08 Staff Support Services delivered Occupational Health, Safety and Welfare training and consultancy in all geographic Districts.

A priority focus on employees' health and wellbeing has resulted in DPEM's active participation in the Premier's Physical Activity Council's Demonstration Project, which promoted leadership to Tasmanian employers on the benefits of maintaining a healthy and active lifestyle.

During the reporting year, Staff Support Services:

- organised vaccinations to over 1,000 employees to protect them from Influenza, Hepatitis A and B
- oversaw participation by 200 employees in screening clinics for hypertension, cholesterol and diabetes health.

Workers Compensation Management Services (WCMS)

The Department is recognised within the public sector as having achieved effective risk management of its workers compensation. Proactive rehabilitation, early intervention and successful return to work are the primary goals of our claims management.

In 2007-08 the WCMS unit delivered injury management awareness sessions through the District Training Officers and further sessions have been scheduled. To complement these, the WCMS unit published an Injury Management brochure.



The Department continues to monitor and reduce the human and financial costs associated with workplace injuries, and ensures that workers receive compensation in accordance with current legislation.

2007-08	
Premium	\$1,176,537
No. of Claims	152
Cost of Claims	\$914,032
No. of Days Lost	905

Enterprise Agreement

Following the expiry of the Police Award 2004 and the provision of a log of claims by the Police Association of Tasmania, an extensive consultation process was conducted by the Commander, Executive Support and the Manager, Employee Relations with police officers across the State. The subsequent negotiations resulted in an agreed position, without any industrial activity, and the Police Award 2008 was registered in March 2008. Under the Award, Tasmania Police continues to be amongst the best remunerated police services in Australia.

One of the highlights of the new Award is the focus on increased recognition of tertiary qualifications, with the introduction of new salary points at the rank of Constable, Sergeant and Inspector. This is consistent with the Department's policies aimed at encouraging police officers to continue with higher education.



Jack Moore at his specially-designed Jenx table



Corporate Citizenship

The Department of Police and Emergency Management prides itself on being a good corporate citizen and contributes to the community in many ways outside its traditional role.

Tasmania Police Charity Trust

The Charity Trust gives sworn members and State Service employees the opportunity to raise funds for charity. Fundraising events held during 2007-08 included:

- a southern golf day sponsored by Telstra
- *Operation Quiz Night 1* and *Operation Quiz Night 2*
- sale of *Remembrance Day* ribbons
- sale of fundraising chocolates
- members of Course 1/2007 participated in a swim relay to support Ms Anne Steele's swim of the English Channel for the Children's Cancer Institute of Australia
- Cancer Council of Tasmania's annual *Daffodil Day* and *Pink Ribbon Day*
- Cerebral Palsy Tasmania's *Go Casual for a Cause* day
- the Country Club Tasmania 7LA Charity Golf Day for the Launceston General Hospital's 2008 *Give Me 5 for Kids* appeal
- a fund-raising bike ride from Burnie to Hobart conducted in November 2007 which raised \$25,000 for Down Syndrome Tasmania.

Commissioner McCreadie

Capita Building - Liverpool St Hobart, TAS 7000

Dear Commissioner McCreadie,

On behalf of Down Syndrome Tasmania I would like to thank you for the cheque for \$25,000 that you presented to us a week or so ago. As I mentioned at the time we are a very small organization and this money will mean that we can afford to provide ongoing support to people with Down Syndrome and their families. Living with Down Syndrome can be a difficult and sometimes very isolating experience but by providing education and social support we can try to minimize this.

I would particularly like to thank [Constable] Richard Douglas [of Burnie Station] for all his effort in organizing the ride and also all the riders for participating and giving up their time for us. I would like you to pass on my thanks to all the regional commanders who allowed their staff off work to participate in this ride. They probably have no idea the extent of how much good they have done a number of families in Tasmania. A number of your officers individually raised a huge amount of money and we will be forever grateful to them, (e.g. [Sergeant] Kate Chambers, [who] raised over \$5,000).

We are very excited that Richard is planning on repeating the ride this year and we will offer as much support to him as we can.

Many thanks again,

Yours sincerely,

Maggie Squires

Vice President

Down Syndrome Australia



Tasmania Police and the Tasmania Police Charity Trust were very pleased to be involved with raising funds for such a worthwhile cause, and also assisting our members to provide support to people with Down Syndrome and their families. The Charity Trust assisted with the disbursement of funds raised to nominated charities within the State. In 2007-08 it distributed a total of \$40,182 to support other individuals and charities including:

- the development of an outdoor play area at the home of a three-year-old child suffering Alstrom Syndrome
- a specially designed table to enable a two-year-old boy diagnosed with apnoea and dwarfism to sit, play and eat his meals
- a cheque for \$500 to the Australian Quadriplegic Association
- show bags for children participating in the Kids Kick Start Targa drive at the Country Club Casino.

Support to other charities

Departmental personnel also support other Tasmanian charities by giving blood, and assisting in fund-raising challenges such as participating in Camp Quality:

22 January 2008

'I write to sincerely thank the Tasmania Police for generously supporting Camp Quality for lending radios and supplying forensic staff as photographers during our January Tackers and Teens residential camps held



at Valley Campus, Fingal from Friday, 11 January to Saturday, 19 January 2008. I would also like to pass on my sincere thanks to Senior Constable Jonathon Heyward who generously volunteers his annual leave to attend all our January, June and September Camps as our Camp Logistics Coordinator. His commitment and support to Camp Quality is greatly admired and appreciated.'

Program Coordinator, Camp Quality

In late 2007, Tasmania Police trainees assisted in a fund-raising challenge for AIDS Awareness Week. Our contributions were gratefully received and our efforts acknowledged in a Certificate received from the tasCAHRD organisation. The funds raised support people living with HIV/AIDS in Tasmania and overseas.



Tasmania Police Pipe Band

2007-08 was another successful year for the Tasmania Police Pipe Band. Highlights included:

- the Bay of Plenty International Searchlight Tattoo in February 2008 at Rotorua, New Zealand
- the Commonwealth Bank Police Tattoo in Adelaide, South Australia in May 2008
- the Richmond Highland Gathering
- the ANZAC Day Parade in Hobart.

The Band also played at Tasmania Police graduation ceremonies and other community events, including the Christmas Pageant, centenary events and for visitors on the large number of cruise ships that visit Tasmania annually.

These events provide the opportunity to showcase the Band, perform with world-class bands, and promote Tasmania and Tasmania Police nationally and

internationally. The Band continues to recruit learners and new members from within Tasmania Police and the community to ensure its longevity.

In recognition of more than 20 years' service to the Pipe Band, and his life of service to the community, Lieutenant-Colonel (retired) Anthony (Tony) Charles Bidgood was awarded the Medal of the Order of Australia (OAM) on 26 January 2008. Tony has been the Drum Major of the Tasmania Police Pipe Band for 9 years, its Treasurer for 15 years, and a piper and playing member since 1986. Tony has been involved in the preparation, coordination, and organisation of a number of tattoo appearances including Edinburgh, Scotland, in 1989 and 2002, Hawaii in 1995, Hong Kong in 1996, Tasmania Police Centenary Tattoo in 1999, Adelaide International Police Tattoo, 2001 and 2003, and the Edinburgh Tattoo in Sydney in 2005.

PROJECTS and Major Initiatives

The Department of Police and Emergency Management continued to provide its people with the resources they need to go about their core business in 2007-08. The Department is committed to reviewing resources and processes to ensure the maximise use of Government funds. DPEM made progress in addressing the Tasmanian Government's Framework for Action on Reducing Greenhouse Gas Emissions, and initiated projects to keep the Department at the forefront of modern policing and emergency management.

Reducing Greenhouse Gas Emissions

During 2007-08 DPEM buildings and operations were audited as a component of the Tasmanian Government's Framework for Action on Reducing Greenhouse Gas Emissions. A 'climate champions' workshop was conducted to engage DPEM employees in the process for reducing the DPEM carbon footprint. The workshop and the results of the emissions audit will further inform the development of the Department's emissions reduction plan.

Departmental programs in the areas of information and communications technology and asset management have already had a positive effect on the DPEM carbon footprint.

Departmental Vehicle Fleet

The DPEM has more than 440 vehicles and has actively sought to diversify the fleet to minimise carbon emissions, without impacting on operational effectiveness. The number of large six-cylinder vehicles has been reduced by 25 per cent, and replaced with smaller and/or more fuel-efficient vehicles. Diversification is ongoing and will result in a significant reduction in the Departmental vehicle fleet carbon footprint.



Property

The DPEM considers the reduction of its carbon footprint when undertaking building works. The old Hobart Police Station was recently refurbished with no mechanical services installed. All heaters are controlled by timers and thermostats, and all lights are sensor-activated. The tender to refurbish the Cruickshank building, including the installation of minimal mechanical services, closed at the end of May 2008. The Department is investigating the suitability of installing solar power for hot water.

The owners of the State Headquarters building at 47 Liverpool Street, Hobart, are currently undertaking major refurbishment as negotiated by the DPEM as part of the renewal of its tenancy contract. A new ten-year lease provides for the refurbishment and a reduced rental rate. The building will have new mechanical services and lifts, more efficient hydraulics and will be completely re-lamped, with the objective of achieving a four-star greenhouse rating.

Information and Communications Technology

The DPEM is in the process of installing solar panels on all radio communications towers. These will provide backup power, previously provided by diesel generators, in the event of mains power being unavailable.

Asset Management

The Department undertook a \$2.516 million refurbishment program which included:

- Completion of a sensitive refurbishment of the heritage-listed building, the old Hobart City Police Station, which now provides new office accommodation for Southern District, Corporate Services and the Cold Case Unit, and a new ancillary incident room facility
- Construction of additional laboratories, office accommodation and refurbishment of existing Forensic Science Service Tasmania facilities
- Purchase of the Ellis building in Campbell Street, Hobart, from TAFE Tasmania. The first stage of redevelopment has been completed to provide accommodation for the Police Uniform Store and archival facilities for corporate documents



- Engagement of consultants to develop specifications for the redevelopment of the heritage-listed Cruickshank building in Bathurst Street, Hobart. This will provide accommodation for the State Emergency Service, Tasmania Police and a contemporary Major Incident facility
- Commissioning of a strategic report to assess the accommodation facilities at all Divisional Headquarters across the State with recommendations for future development options. One outcome was the development of floor plans for Divisional Headquarters at Bellerive, Devonport and Glenorchy to support the Agency submission to Government for redevelopment funding. As a result \$18.888 million was secured to redevelop these buildings over the next four years
- Provision of a Government grant of \$750,000 in 2007-08 with a commitment to fund a further \$352,000 in 2008-09 for the construction of a new Police and Community Youth Club facility at Huonville to support social infrastructure in the region.

From 1 July 2009 several Government Department facilities will be required to purchase electricity from the National Electricity Market. The Departments of Police and Emergency Management, Education, Primary Industries and Water, Justice and TAFE Tasmania formed a consortium to engage a consultant to assist with the transition into the National Electricity Market.

Upgrade of Police Vessel Fleet

Replacement of Police Vessel (PV) *Freycinet*

Tasmania Police has a fleet of 38 vessels, ranging in size from ocean-going vessels, capable of operating in waters out to 200 nautical miles, to small inflatable vessels for inland lakes and rivers, strategically located around the State.

The Tasmanian Government recognised the need to replace its second largest ocean-going vessel, the PV *Freycinet*, as a matter of priority at a cost of \$1.179 million, as this vessel is now in its 28th year of service.

The Department identified a local contractor who had the capacity to build a 16-metre high-quality specialist vessel. The replacement vessel under construction will be capable of speeds in excess of 30 knots, and will be equipped with the latest state-of-the-art communications and search and rescue electronic equipment.

Disposal of Decommissioned PV *Freycinet*

Once a replacement vessel has been delivered to DPEM an agreement has been reached for the PV *Freycinet* to be acquired by the St Helens Marine Rescue Association Incorporated. The Association is affiliated with the Tasmanian Squadron of the Australian Volunteer Coast Guard Association which provides a rescue service both in Georges Bay, using a small StabiCraft, and offshore with a larger vessel, the *Sea Guardian*, which has effectively reached the end of its useful life.

Being able to purchase the decommissioned police vessel provides the St Helens Marine Rescue Association with a unique opportunity. The purchase is being funded by a Commonwealth Government grant through the Recreational Fishing Community Grants Program administered by the Australian Government Department of Agriculture, Fisheries and Forestry.



Outboard Repower Program of Police Vessels

An outboard re-power program for police vessels has been implemented. The Department operates specialist vessels, such as the Devil Cats, Sentinel Class and inflatables, which are used for search and rescue, diving, fisheries surveillance, counter-terrorism activities, inspection of fishing and recreational boats, and general marine policing that required re-powering.

The extensive fit-up program, involving in excess of thirty vessels of dual and single-powered configuration, was completed in 2007-08 by a local contractor. The decommissioned outboards were offered to the local market, where appropriate, maximising benefits to the local boating community. All maintenance, warranty and repair issues will also be completed by the same contractor.

Information Security Committee

During the reporting period, DPEM established an Information Security Committee to develop an appropriate security environment for the protection of its information assets, based on the Tasmanian Government *Information Security Charter* principles and policies.

A *DPEM Information Security Plan Framework* is being developed to support the Department's implementation of Information Security. As DPEM manages a diverse range of significant corporate

systems, the implementation of the *Framework* is a critical component in managing business risk.

The Information Security Committee established terms of reference to include:

- providing advice to the DPEM Information Management Board on progress of information security policy
- establishing and ensuring development, improvement and implementation of information security policy, guidelines, standards and procedures in accordance with the *Framework*
- endorsing projects/initiatives to improve information security management
- ensuring security awareness programs are conducted for DPEM personnel
- reviewing audit plans and outcomes and monitoring review processes to ensure the effectiveness of the *Framework*.

Engineering for the Future – *Project Meridian*

In May 2008, Commissioner John Johnston and the Minister for Police and Emergency Management, the Hon. Jim Cox MP, officially launched *Project Meridian*, a project aimed at engineering the future of Tasmania Police. The project builds upon previous reforms and is aimed at identifying opportunities to improve service delivery and to take Tasmania Police into the future.

Mr Cox said that the responsibilities of police had expanded considerably over recent years, and the organisation had experienced major changes in legislative reform and reporting frameworks.

The project has already surveyed many business units and work areas within the DPEM, identifying key issues and opportunities for reform. Complementing the consultation process is the ongoing research conducted by the project team, using a combination of literature reviews and liaison with other national and international policing agencies.

In recent years, there have been significant advances in policing practices across the world, and opportunities under consideration by the project include the deployment of mobile technologies, energy reduction strategies, electronic

video identification, the use of CCTV cameras, neighbourhood and community policing strategies, communication strategies, information management and police reform.

The Minister said that identifying and addressing opportunities for workplace reform would not only assist operational police and support staff but would ultimately benefit the community.

'Ultimately, Project Meridian will provide a more efficient, more responsive and more effective policing service to the people of Tasmania,' he said.

Automatic Vehicle Location Project (AVL)

The purpose of the Automatic Vehicle Location Project is to deliver Global Positioning Satellite (GPS) data from mobile vehicles and provide a mapping interface within Radio Dispatch Services to display multiple units. The project will deliver an automated system which will tell Radio Dispatch operators the location, status and operational capability of mobile units in real time via:

- a vehicle tracking capability for the DPEM
- a stand-alone Mapping Display capability within Radio Dispatch Services to display AVL information
- a link to the activation of a police radio duress button.

The first phase has now been completed, and with the allocation of Budget and forward estimates for the 2008-12 periods of \$1.8 million, including \$1.3 million for capital funding, the project will develop technical specifications and a request for tender this year.

Trials will still continue with the existing units while a tender is prepared and released to the open market by December 2008. Once a suitable provider has been identified, a rollout of the devices and further development of a mapping display integrating with our existing Command and Control System will commence during the 2009-10 period.

The development of AVL will provide the DPEM with:

- a significant tool to improve officer safety, particularly for Single Officer Response
- enhanced operational safety standards and practices by providing accurate locations of patrols in need of assistance

- a major enabler to identify location of vehicles relative to incidents - reducing response times, improving customer service and making best use of resources.

The project will look at ways to assist with *Project Airgap* in the reduction of over-the-air voice calls by trialling some in-vehicle and desktop Crew Logon and status messaging capability. The delivery of any new technology will be in line with the outcomes generated as a result of *Project Meridian*.

Tasmanian Government Radio Network Project

The Trunk Mobile Radio Network (TMRN) provides mobile radio communication services to Tasmania Police and the Tasmanian Electricity Supply Industry. Prior to June 2007, the TMRN was owned and operated by Ericsson Australia Pty Ltd with mobile radio services provided to Tasmania Police and Hydro Tasmania.

In June 2007, the State Government and Ericsson entered into an agreement which settled litigation and transferred ownership of the radio network to the Government. As part of the new arrangements, Ericsson agreed to operate and maintain the network on the Crown's behalf.

The Department is responsible for contract management and administration of the TMRN. In late April 2008, the Government and Ericsson entered into a contract to upgrade the TMRN to improve current radio services to Tasmania Police and other Government users through increased capacity, improved coverage across the State and increased network reliability.

The upgrade project commenced in May 2008 and will take between 12 and 18 months to complete. As part of the upgrade, Tasmania Police will also receive new portable hand-held terminals and in-vehicle terminals.

The upgraded network will remain in place and will deliver improved services to Tasmania Police and the Tasmanian Electricity Supply Industry until a whole-of-government solution for radio communications is implemented over the next 4-5 years.



Conference of Commissioners of Police – Australasia and the South-West Pacific Region

Tasmania was the host jurisdiction for the 2008 Conference of Commissioners of Police – Australasia and the South-West Pacific Region (PCC) which was held in Hobart, 3-6 March 2008. The PCC is a unique forum which brings together the Commissioners of Police from those regions to maximise opportunities to share ideas and initiatives, listen to views of high-calibre speakers, and discuss current and future issues facing police and the communities they serve.

The 2008 conference was organised around five broad themes: professionalism, performance management, recruitment and retention, crime, and policing the streets. A total of 52 agenda items were discussed over the four-day period, incorporating numerous presentations from police practitioners, academics and members representing professional bodies. The presentations led to informed discussions in a collegial atmosphere with agreed positions on associated resolutions.

The Hobart waterfront venue contributed to a friendly and engaging conference. Tasmania Police took the opportunity to showcase Tasmania's hospitality through a structured social program.

At its conclusion, all attending Commissioners praised the conference for its warmth and professionalism.

Australia and New Zealand Policing Advisory Agency (ANZPAA)

In former years, there were four National Common Police Services (NCPS) functioning in Australia which were each controlled by their boards of management, which included the Commissioners of Police. All jurisdictions were equal partners and contributed to the funding of the NCPS, generally on a pro-rata population basis.

In 2007-08 the four NCPS and several other cross-jurisdictional committees and organisations were replaced by a new body called the Australia and New Zealand Policing Advisory Agency (ANZPAA), which is responsible for research, development, promotion and sharing of strategic policing initiatives to enhance community safety in Australia and New Zealand.

ANZPAA is overseen by a Board of Management that includes all Police Commissioners from the Commonwealth, States and Territories, and New Zealand, and is supported by a Secretariat based in Melbourne.

The inaugural Board meeting was held on 5 October 2007 and endorsed a strategic and business plan to determine priority areas. Efficiencies in terms of research, expenditure and coordination of activities are expected as the result of this new umbrella body.

Drug Policy Services

National Drug Strategy 2004-2009

The Department continues to support the development and implementation of the *National Drug Strategy 2004-2009* at both a national and jurisdictional level.

Tasmania Police is represented on the Intergovernmental Committee on Drugs (IGCD) and provides advice to the Minister for Police and Emergency Management, as a member of the Ministerial Council on Drug Strategy (MCDS). The MCDS and IGCD form key strategic bodies in the development of policies and programs to reduce the supply and demand, and minimise the harm associated with the use, of licit and illicit drugs in Australia, under the *National Drug*

Strategy. The *National Tobacco Strategy 2006-2009*, *National Cannabis Strategy 2006-2009*, the *National Alcohol Strategy 2006-2009* and the *National Drug Strategy Aboriginal and Torres Strait Islander People's Complementary Action Plan 2003-2009* have also been developed and implemented under the *National Drug Strategy* framework.

Tasmania Police monitors jurisdictional activity and reports to the Commonwealth against key priority areas of the *National Drug Strategy 2004-2009*, the *National Cannabis Strategy 2006-2009* and the *National Alcohol Strategy 2006-2009*.

Tasmania Police, through the IGCD, contributed to the development and implementation of the *National Guidelines for Clandestine Drug Laboratories* which were released in 2008. Tasmania Police is currently using these guidelines to develop jurisdictional guidelines.

The *National Amphetamine-Type Stimulant Strategy 2008-2011* was endorsed by the MCDS in February 2008. Through involvement in the development of this Strategy, Tasmania Police is working with key Tasmanian Government stakeholders to develop the *Tasmanian Psychostimulant Action Plan 2007-2009*. This action plan was released in November 2007 and assists in directing activity to address the issue of amphetamine-type stimulants in the Tasmanian community.

The National Binge Drinking Initiative

Tasmania Police is actively supporting the development and implementation of the Federal Government's National Binge Drinking Initiative, aimed at decreasing harm to young people from excessive alcohol use.

At a national level, Tasmania Police is working with IGCD to develop strategies around key priority areas under the initiative. Tasmania Police is also working with State and local government and the community sector to assist in the development of community-based initiatives for consideration under the initiative.

Chemical Diversion Congress

Tasmania Police successfully hosted the 11th National Chemical Diversion Congress at Wrest Point Casino, Hobart, on 18-20 September 2007. The Congress theme, *Exploring Opportunities*, sought to consider many of the challenges faced by chemical diversion and the manufacture of illicit drugs, and innovative strategies to address these issues.

The Congress program featured four eminent keynote speakers:

- Mr Wong Hoy Yuen – Project Coordinator, *Project on Precursor Control in East Asia*, United Nations - Office for Disarmament Affairs, Regional Centre for East Asia and the Pacific
- Mr Aziz Elkoly – United States Drug Enforcement Administration, China
- Mr John Hugel – ESR, Auckland/Health Canada, Vancouver
- Ms Irene Pechova – Czech Republic Police, National Drug Headquarters.

The presentation streams included International Collaboration and Developments, Strategic/Policy Response, Operational Response and Jurisdictional Developments.

National Drug Law Enforcement Research Fund (NDLERF)

In July 2006, the Commonwealth Department of Health and Ageing contracted the DPEM to auspice NDLERF. The Department also undertook to provide a secretariat service for NDLERF in March 2007, following the closure of the Australasian Centre for Policing Research in Adelaide.

NDLERF supports the implementation of the National Drug Strategy and seeks to prevent and reduce the harmful effects of licit and illicit drugs in Australia by funding research to inform evidence-based policy and practice for drug law enforcement.

NDLERF seeks to fund a diverse range of research projects focusing on innovation and experimentation. In the last 12 months NDLERF, through DPEM, has supported the employment of an NDLERF Senior Research Officer to enable the Fund to be more responsive to drug law enforcement issues and to explore research opportunities.

NDLERF has published three monographs and three discussion papers in the last 12 months. These are available on line at www.ndlerf.gov.au and include:

- *Containing ecstasy: analytical tools for profiling an illegal drug market – Monograph 27 (Fowler, Kinner & Krenske)*
- *Predicting alcohol-related harm from licensed outlet density: a feasibility study – Monograph 28 (Chikritzhs, Catalano, Pascal & Hendrickson)*
- *The impact of social networks and not-for-profit illicit drug dealing on illicit drug markets in Australia (Nicholas)*
- *Understanding and responding to alcohol-related social harms in Australia. Options for policing (Nicholas).*

The Future

DPEM is committed to supporting research at both a national and local level to assist drug law enforcement agencies to address issues of supply, demand and harms associated with the use of licit and illicit drugs.

The Department continues to work with the IGCD and NDLERF to be informed and well positioned to identify and respond to current and emerging licit and illicit drug issues. We are closely aligned with the research community through our partnership with the Tasmanian Institute of Law Enforcement Studies, University of Tasmania, thus ensuring that research directions are established that benefit both parties.

Tasmania Police will host a Tasmanian Alcohol Forum in July 2008 in Hobart. The Forum will bring together key stakeholders from the State and local government, non-government, industry and community sectors, to consider the issue of misuse of alcohol in the community.

The development of the Tasmania Police Alcohol Action Plan and contribution to the development of a Tasmanian Alcohol Action Plan will form the strategic focus for the Department's Drug Policy Services in the next 12 months, and will assist in supporting better public safety and health outcomes for all Tasmanians.

APPENDICES

APPENDIX A – Crime Statistics

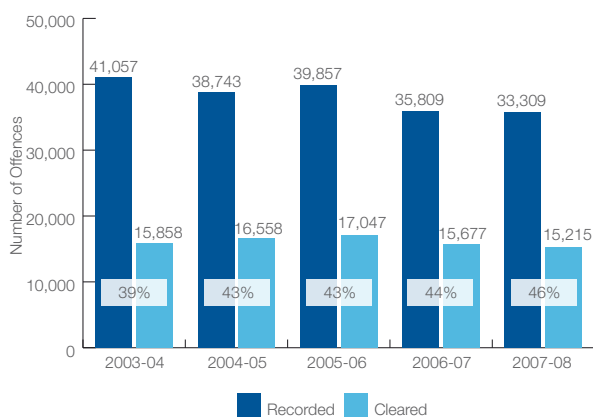
Offences Recorded and Cleared: Tasmania

Summary

Total Offences decreased by 7% (2,500 offences) in 2007-08 compared with a 10% decrease the previous year. Contributing to this decrease was a decrease of 8% in property offences.

The chart below indicates an overall downward trend for Total Offences recorded by police over five years.

Total Offences: Tasmania
Offences Recorded and Cleared/
Percentage Cleared



Of the 33,309 Total Offences recorded in 2007-08, 46% were cleared, which is two percentage points higher than the previous year's rate of 44%.

Changes over the past two years for offences recorded within the four broadly classified major offence categories are as follows:

Number of Offences Recorded

Major Offence Categories	2006-07*	2007-08	% Change
A. Offences Against the Person	5,554	5,179	-6.8%
B. Offences Against Property	29,366	26,952	-8.2%
C. Fraud and Similar Offences	596	673	12.9%
D. Other (Miscellaneous) Offences**	293	505	72.4%
Total Offences**	35,809	33,309	-7.0%

* Revised 5 August 2008.

** Excluded from the category, Other (Miscellaneous) Offences, and therefore Total Offences, are breaches of family violence orders and breaches of restraint orders, which were counted prior to 2006-07.

Number of Offences Recorded and Cleared

Major Offence Categories	2006-07*			2007-08		
	Recorded	Cleared	% Cleared	Recorded	Cleared	% Cleared
A. Offences Against the Person	5,554	5,333	96.0%	5,179	4,942	95.4%
B. Offences Against Property	29,366	9,562	32.6%	26,952	9,414	34.9%
C. Fraud and Similar Offences	596	504	84.6%	673	566	84.1%
D. Other (Miscellaneous) Offences	293	278	94.9%	505	293	58.0%
Total Offences	35,809	15,677	43.8%	33,309	15,215	45.7%

* Revised 5 August 2008

Detailed below is the distribution in 2007-08 for the four major offence categories:

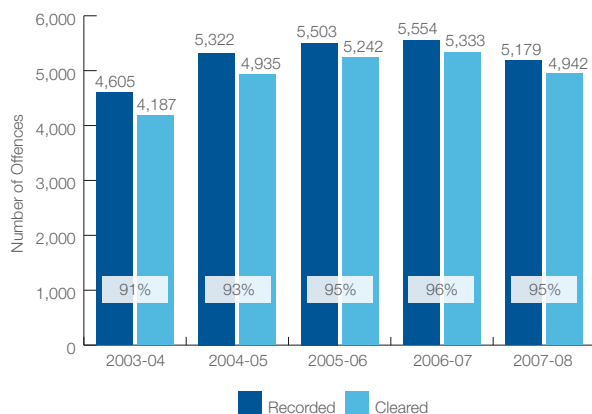
A. Offences Against the Person	15.5%
B. Offences Against Property	81.0%
C. Fraud and Similar Offences	2.0%
D. Other (Miscellaneous) Offences	1.5%

The major offence category, Offences Against Property, accounted for 81% of all offences with stealing, injure/destroy property, and burglary offences accounting for the majority of property offences.

A. Offences Against the Person

The number of Offences Against the Person decreased by 7% in 2007-08 compared to the previous year. This follows a one per cent increase the previous year.

Offences Against The Person: Tasmania
Offences Recorded and Cleared/
Percentage Cleared



The clearance rate for Offences Against the Person remained at a similar level in 2007-08 to that of the previous year.

Assaults (excluding sexual assaults and assault police offences) accounted for the majority of Offences Against the Person (67%) while the offences of murder and attempted murder accounted for only 0.1%.

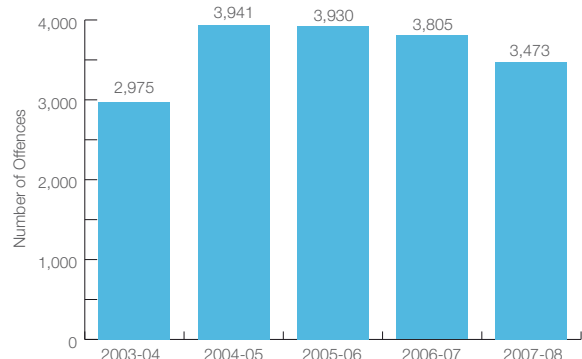
Detailed below is the distribution in 2007-08 for Offences Against the Person for the top five most prevalent offences:

Assault	67%
Resist/Obstruct Police	11%
Threaten/Abuse/Intimidate Police	7%
Assault Police	6%
Sexual Assault	4%

Assault (excludes Assault Police offences)

A total of 3,473 offences was recorded for assault in 2007-08 compared with 3,805 the previous year, a decrease of 9% (332 offences). Assaults continued to fall from a peak in 2004-05.

Assault (Excluding Assault Police Offences):
Tasmania
Offences Recorded



During 2007-08, the majority of assaults (51%) were committed at a residential location (including outbuildings/residential land and non-private dwellings), followed by in the street/footpath (25%) and at retail locations (9%).

Assaults committed at residential locations decreased in 2007-08 by 10% (188 offences), at educational institutions by 16% (21 offences) and in the street/footpath by 8% (77 offences). On the other hand, increases occurred at recreational locations (24 offences).

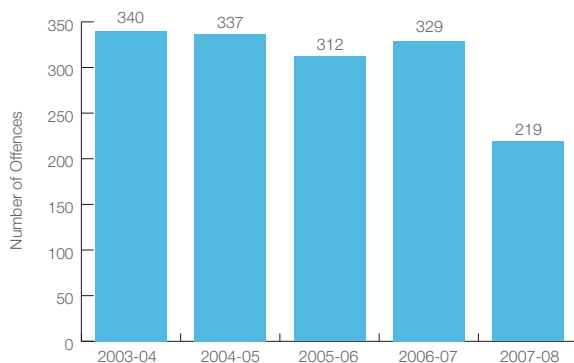
Eighty-three per cent of assaults were committed without a weapon, 4% involved a knife and less than 1% involved a firearm. Other types of weapons were used in 12% of assaults.

Three out of four assault victims knew their assailant. Approximately the same numbers of females were victims of assault as males (50%).

Sexual Assault

The number of sexual assaults recorded in 2007-08 decreased by 33% (110 offences) from 329 in 2006-07 to 219 in 2007-08. The number of sexual assaults reported to police varies from year to year due to the reporting of sexual assaults which were committed many years, and sometimes decades, ago. Twenty-one per cent of sexual assaults reported in 2007-08 were committed prior to 1 July 2007, some as far back as 1968.

Sexual Assault: Tasmania
Offences Recorded

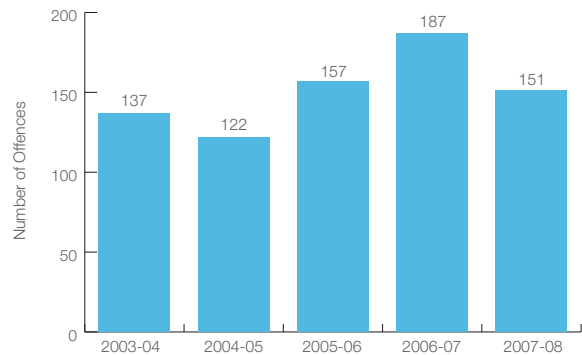


During 2007-08, sexual assault occurred most commonly at a residential location (71%). The majority (98%) of sexual assaults were committed without a weapon. Over 85% of victims of sexual assault were females.

Robbery (Armed and Unarmed)

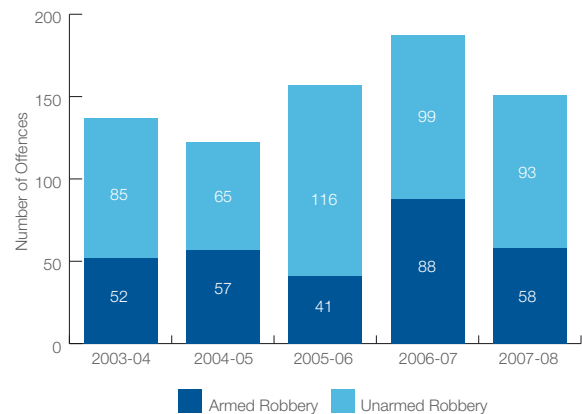
Robbery offences, including both armed and unarmed robbery, decreased by 19% (36 offences) from 187 recorded in 2006-07 to 151 recorded in 2007-08. This follows an increase of 19% (30 offences) the previous year.

Robbery (Armed and Unarmed): Tasmania
Offences Recorded



Armed and aggravated armed robbery offences accounted for 38% of total robberies in 2007-08 and reduced markedly, from 88 recorded in 2006-07 to 58 in 2007-08. Unarmed robbery offences also decreased in 2007-08, reducing by 6% (6 offences).

Armed and Unarmed Robbery: Tasmania
Offences Recorded



Armed robbery offences recorded in 2007-08 were committed at the following locations:

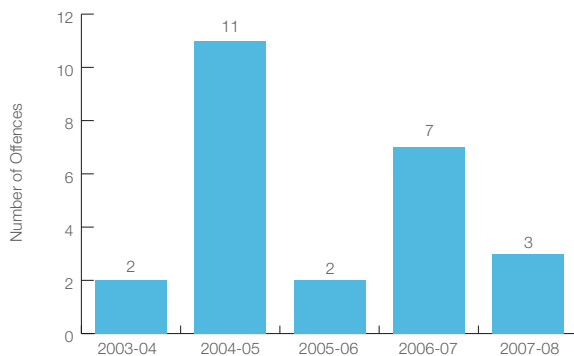
- Retail location 34 offences (8 of these at a service station; 4 at a pharmacy)
- Street/Footpath 14 offences
- Residential 5 offences
- Recreational 3 offences
- Banking 1 offence
- Car park 1 offence

Knives were the predominant type of weapon used in an armed robbery (55%), followed by firearms (26%) and other types of weapon (19%).

Murder

Three murders were recorded in 2007-08 compared with seven the previous year. The offender was known to the victim in two murders and was not known in one. All three murders have been cleared.

Murder: Tasmania
Offences Recorded

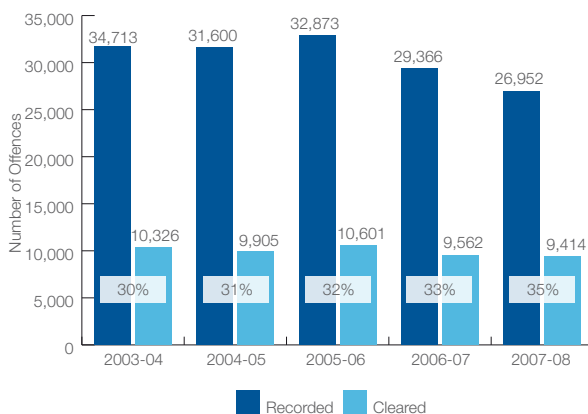


B. Offences Against Property

Offences Against Property decreased by 8% (2,414 offences) from 29,366 recorded in 2006-07 to 26,952 recorded in 2007-08. This follows a decrease of 11% the previous year.

Contributing to the 8% decrease in 2007-08 were decreases in burglary, stealing, motor vehicle stealing, trespass, receiving/possession of stolen property and injure/destroy property.

Offences Against Property: Tasmania
Offences Recorded and Cleared/
Percentage Cleared



The clearance rate for Offences Against Property has steadily increased, reaching 35% in 2007-08.

Burglary and stealing offences accounted for the majority of Offences Against Property (66%).

Detailed below is the distribution in 2007-08 for Offences Against Property:

Stealing	45%
Injure/Destroy Property	23%
Aggravated Burglary/Burglary	21%
Motor Vehicle Stealing	6%
Trespass	2%
Arson/Unlawfully Setting Fire to Property/Vegetation	2%
Other	1%

Burglary-Buildings (includes Aggravated Burglary)

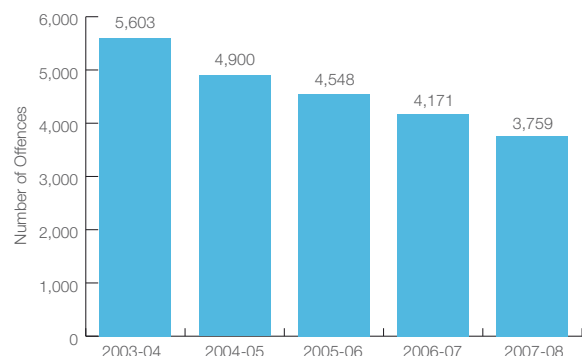
A downward trend continued for burglary-buildings, with a decrease of 10% (412 offences) in 2007-08.

This follows an 8% decrease the previous year.

Aggravated burglary comprised 47% of the total.

This offence category was most likely to be committed at a residential location (64%); the next most common locations were at a retail location (13%), an educational institution (6%) and a recreational location (6%).

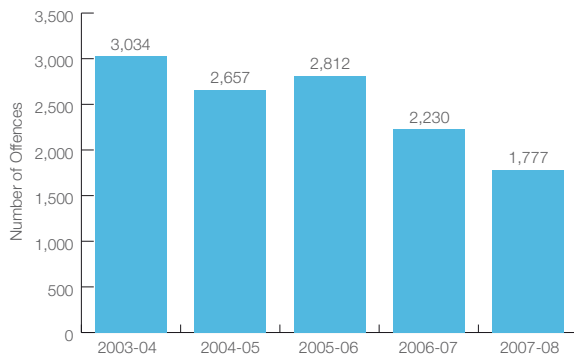
Burglary-Buildings: Tasmania
(includes Aggravated Burglary)
Offences Recorded



Burglary-Motor Vehicles/Other Conveyances

Offences recorded for burglary-motor vehicles/other conveyances decreased by 20% (453 offences) in 2007-08. This follows a 21% decrease the previous year.

Burglary of Motor Vehicles/Other Conveyances: Tasmania
Offences Recorded



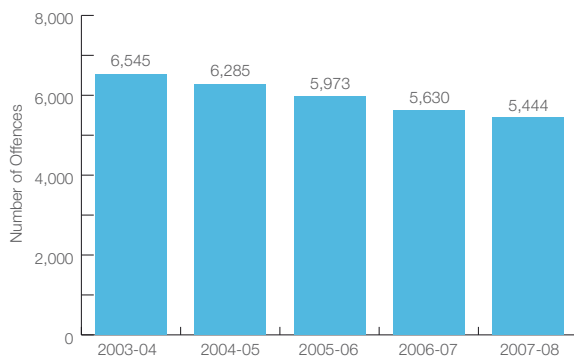
The majority of offences occurred at a residential location (37%) and in the street (28%). The next most prevalent locations were at a retail location (9%), recreational location (9%) and a commercial car park (6%).

Stealing-General

This offence category includes stealing offences not connected with any burglary and excludes shoplifting and motor vehicle stealing.

A downward trend continued for stealing with a decrease of 3% (186 offences) in 2007-08, after a 6% decrease the previous year.

Stealing-General: Tasmania
Offences Recorded

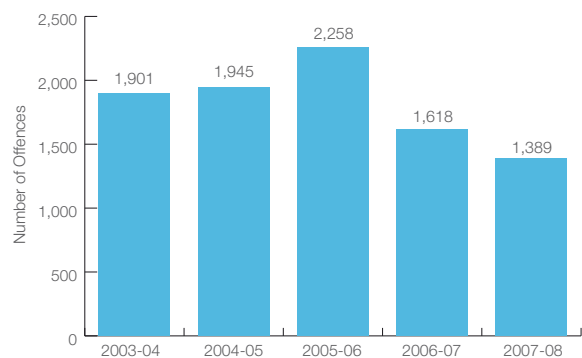


The most frequent location for stealing was at a residential location (35%), followed by a retail location (29%), in the street or footpath (9%), at a recreational location (7%) and at an educational institution (4%).

Motor Vehicle Stealing (excludes attempts)

The number of motor vehicles stolen in 2007-08 decreased by 14% (229 offences) from 1,618 offences recorded in 2006-07 to 1,389 recorded in 2007-08. The recovery rate was 92% in 2007-08.

Motor Vehicle Stealing: Tasmania
Offences Recorded



Motor vehicles were most frequently stolen from in the street (42%) or at a residential location (42%).

Arson and Related Offences

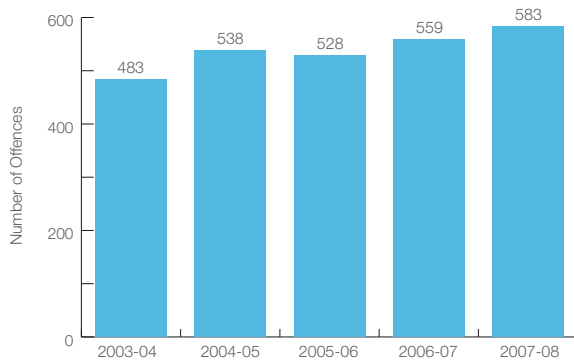
The offence category, Arson and Related Offences, comprises: arson, unlawfully setting fire to property, and unlawfully setting fire to vegetation. A total of 583 offences were recorded in 2007-08 compared with 559 offences the previous year, an increase of 4% (24 offences).

A slight increase of 1% (1 offence) occurred in 2007-08 for arson, while unlawfully setting fire to property offences increased by 9% (37 offences) and unlawfully setting fire to vegetation offences decreased by 23% (14 offences).

The distribution in 2007-08 is as follows:

Arson	17%
Unlawfully Setting Fire to Property	75%
Unlawfully Setting Fire to Vegetation	8%

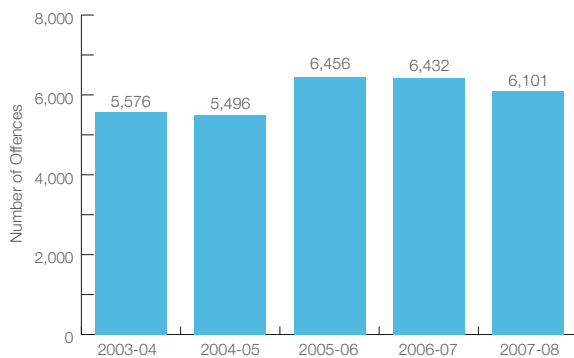
Arson and Related Offences: Tasmania Offences Recorded



Injure/Destroy Property

Offences recorded for injure/destroy property decreased by 5% (331 offences) in 2007-08.

Injure/Destroy Property: Tasmania Offences Recorded



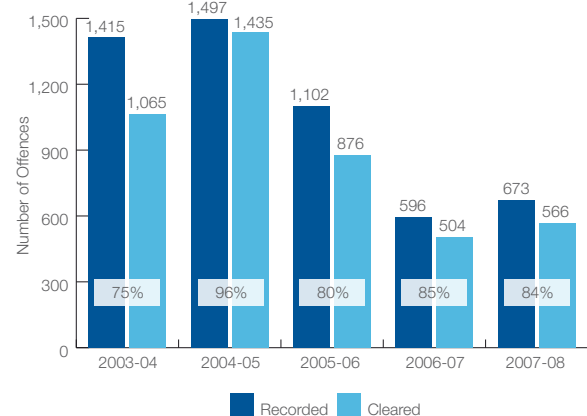
Offences recorded in 2007-08 occurred most frequently at a residential location (43%), followed by in the street/footpath (17%), at a retail location (15%) and at an educational institution (8%).

C. Fraud and Similar Offences

A total of 673 offences for Fraud and Similar Offences was recorded in 2007-08 compared with 596 offences the previous year, an increase of 13% (77 offences). The recording of fraud-related offences differs from those within other offence categories as they are counted by the number of transactions and therefore do not equate to the number of incidents or victims.

Contributing to this increase were increases in deception/dishonestly obtain a financial advantage (64 offences) and computer-related fraud (31 offences).

Fraud and Similar Offences: Tasmania Offences Recorded and Cleared/ Percentage Cleared



The clearance rate for Fraud and Similar Offences in 2007-08 was 84%, which is similar to the rate of 85% recorded the previous year.

Offences in this category in 2007-08 were distributed as follows:

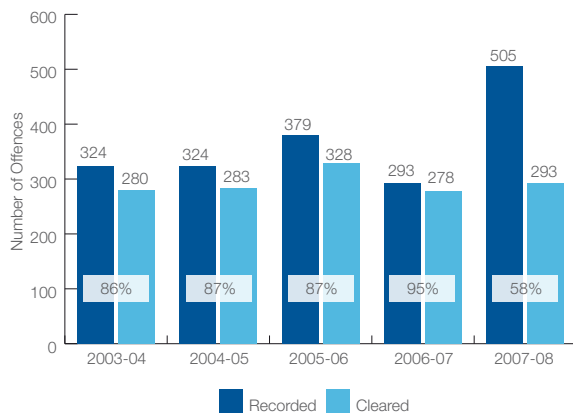
Deception/Dishonestly Obtain a Financial Advantage	54%
Make Off Without Payment	16%
Computer-Related Fraud	9%
False Pretences	6%
Evade Taxi Fare	6%
Uttering	5%
Forgery	4%
Other	1%

Note: Percentages have been rounded and discrepancies may occur between sums of component items and totals.

D. Other (Miscellaneous) Offences

A total of 505 Other (Miscellaneous) Offences was recorded in 2007-08 compared with 293 the previous year, an increase of 72% (212 offences). This was attributed to a large increase in the offence, throw or discharge a missile, in the Northern District. This was the most prevalent offence in this category with 245 offences recorded (49%). Disorderly conduct (7%) and escape from lawful custody (7%) were the next most prevalent offences in this category.

Other Offences: Tasmania
Offences Recorded and Cleared/
Percentage Cleared



The clearance rate for Other (Miscellaneous) Offences was 58% in 2007-08, a decrease of 37 percentage points from 95% cleared in 2006-07. This was substantially due to the high number of offences recorded for the offence, throw or discharge a missile, which remain unsolved at this stage (190 offences).

Explanatory Notes

The statistics referred to in this section have been derived from offences reported to or becoming known to police during the financial year ending 30 June 2008.

Offences are broadly classified into the following four major offence categories:

- Offences Against the Person
- Offences Against Property
- Fraud and Similar Offences
- Other (Miscellaneous) Offences.

Offences Recorded

Offences 'recorded' refers to both offences which have been reported by the public and offences which have been detected by police in the course of their duties and/or criminal investigations.

Offences Cleared

The term 'cleared' used by police, refers to the solution of a crime, and not to the trial by court and final disposition.

Offences 'cleared' refers to all offences which have resulted in one of the following outcomes:

- Court proceedings: a police action against a person to facilitate a court appearance to answer charges
- Community conference: a person is proceeded against by a direction to attend a meeting with the victim and other persons affected, where their behaviour and its consequences are to be discussed. A conference may impose one or more undertakings
- Formal caution: a person is proceeded against by the administration of a formal caution or formal warning that engaging in certain conduct is against the law and that there are various sanctions that can be applied by the justice system to prevent and punish such conduct
- Unable to proceed: one or more offenders have been identified but no action is able to be taken due to one of the following circumstances: diplomatic immunity; incompetence of the alleged offender(s); death of the alleged offender(s); imprisonment; or age of the offender(s)
- Withdrawn: refers to instances where a crime report/complaint is withdrawn by a complainant/victim because the victim does not wish to proceed, even though an incident constituting an offence has occurred. The withdrawal is made before court proceedings or other means of processing offenders commence
- Lapsed: this applies where time limitations (such as a statute of limitations) have meant that an identified offender could not be proceeded against or a statute bar applies

- Unfounded: upon attendance or investigation, police are unable to establish whether or not the reported offence occurred (revised definition as from 1 June 2008)
- Informal caution: a person is given an informal caution or informal warning that engaging in certain conduct is against the law and that there are various sanctions that can be applied by the justice system to prevent and punish such conduct (implemented in the Offence Reporting System as from 1 June 2008)
- Instruction of the prosecuting authority: not proceeded against on the instruction of the prosecuting authority. This includes circumstances where, due to the death or other absence of the victim, the prosecuting authority decides that there is no likelihood of conviction (implemented in the Offence Reporting System as from 1 June 2008).

A number of modifications were implemented in the Offence Reporting and Crime Analysis Systems on 1 June 2008 in order to fully comply with the Australian Bureau of Statistics, new National Crime Recording Standard. These modifications relate to clearing an offence, also known as the victim outcome or offence status. Six new clearance/victim outcome categories were introduced, two of which are detailed above:

- Informal caution
- Instruction of the prosecuting authority
- No crime: this refers to instances where it is clear that an incident did not constitute an offence, that is, a crime report is considered to have no foundation after police investigation or where the victim/complainant admits to, or is suspected of, having made a false report
- Transferred to another State or Territory: this refers to instances where an offence has been deemed to have occurred but is not the responsibility of the police jurisdiction to which the report has been made
- Additional offence: this refers to offences which have been added to an offence report in error or an offence was found to be part of another offence
- Duplicate offence: this refers to instances where an offence is found to be a duplicate of another offence.

Data Sources

Statistics have been extracted from the Crime Analysis and Offence Reporting Systems of the Department of Police and Emergency Management on 5 August 2008. Previous years are subject to revision.

Reference Period

Statistics are compiled according to the date an offence becomes known to police, not necessarily the date an offence was committed, or the date a crime report was processed.

The total number of offences cleared during a reference period is included regardless of whether the offence was recorded in the current or a previous reference period, therefore giving rise to the possibility that the number of offences cleared for a particular offence may be greater than the number recorded for that period.

The number of motor vehicles recovered during the reference period includes motor vehicles reported stolen in the current and previous reference periods.

Counting Methodology

The basic counting unit for police statistics is the victim. One unique offence is counted for each victim per incident (Offence Report); the number of offenders is irrelevant. The victim-based rule is applied regardless of the number of criminal acts in cases where a series of related criminal acts are committed against the same victim. An exception to this rule applies to fraud-related offences where one offence is counted for each transaction.

A victim can be a person, an organisation, a motor vehicle or premises, depending on the type of offence.

- Offences Against the Person: one unique statistical offence is counted for each victim per incident (Offence Report) where a victim can be an individual person or an organisation
- Offences Against Property: one unique statistical offence is counted for each place/premises per incident (Offence Report) and varies according to occupancy arrangements. For motor vehicle theft the victim is the motor vehicle

- Fraud and Similar Offences: one offence is counted for each fraud-related transaction
- Other (Miscellaneous) Offences: one unique statistical offence is counted for each victim per incident (Offence Report) where a victim can be an individual person or an organisation.

Each offence, except for murder, represents an actual offence or an attempted offence. Attempted murder is recorded as a separate offence.

Procedures utilised in compiling police statistics predominantly adhere to national standards prepared by the National Crime Statistics Unit of the Australian Bureau of Statistics. Counting rules for police statistics differ slightly from those for national crime statistics in that police count one unique offence per victim per incident (Offence Report) while the national rule is that for each victim within an incident, the most serious offence per national offence subdivision is counted. In relation to clearing an offence police count all offences cleared within a reference period regardless of when the offence was recorded. Nationally, the number cleared refers to offences recorded in a reference period which are cleared at a set time after the recording of the offence.

APPENDIX B – Tasmania Together

Goal 2: Confident, friendly and safe communities

Supporting Benchmark	Initiative	Activity directed towards achieving Benchmarks during the reporting year
2.1.2 Percentage of people who feel safe at home	<i>Safe and Secure Living for Older Persons</i>	<p>As reported in the <i>Tasmanian Plan for Positive Ageing 2006-2011</i> the Department is undertaking a range of strategies to support the Tasmania Together Goal 2: <i>Confident, friendly and safe communities</i>, and, in particular, for older persons. Tasmania Police continues to work with the Council On The Ageing (COTA) to distribute and provide presentations on the booklet <i>Safe and Secure Living</i> to older persons' groups. The handbook provides security and safety information specifically targeted at an older audience and includes contemporary crime and safety issues such as scams and fraud that have arisen from advances in technology.</p> <p>Tasmania Police gives extra support to victims of burglary, robbery and assault, aged 65 years and older, in their homes through the <i>Older Victims of Crime Program</i>.</p>
	<i>Project Samaritan</i>	<p>Another strategy to assist the community in preventing repeat burglaries is the distribution of the <i>Project Samaritan</i> kit which provides security advice to victims of burglary. <i>Project Samaritan</i> is a partnership between Tasmania Police, the Crime Prevention and Community Safety Council, and Neighbourhood Watch, which aims to prevent residential burglaries and repeat victimisation by offering support and crime prevention advice to victims of burglary and their neighbours.</p>
	<i>Operation Deadlatch</i>	<p><i>Operation Deadlatch</i> is carried out in conjunction with <i>Neighbourhood Watch</i> and Assa-Abloy (Lockwood) Security Products. If an older person has been burgled and cannot afford new locks on their doors, or feels threatened or intimidated, a police officer will make an assessment and refer this to State Community Policing Services who will liaise with Assa-Abloy (Lockwood) to supply and fit new locks to the older person's home, free of charge.</p>

<p>2.1.3 Percentage of people who feel safe in public places</p>	<p><i>High Visibility – 'Stop, Walk and Talk'</i></p>	<p>Intelligence-led policing models inform the development and implementation of strategies to deploy policing resources to locations where they will achieve the greatest deterrent effect. This has aided in keeping Tasmanians feeling safe and achieving this important goal envisioned in Tasmania <i>Together</i>.</p> <p>Beat patrols continue to form a major component of the Department's high-visibility policing strategy. Beat officers undertake targeted patrols in city areas to address issues associated with antisocial behaviour, licensing (responsible service and consumption of alcohol), identified crime 'hot spots', areas of social congregation and public events.</p> <p>Beat patrols continue to be performed on a regular basis over 24 hours per day, 7 days per week by uniform police attached to the major city police stations. Additional targeted patrols also focus on 'hot spots' and use shift overlaps, particularly on Fridays and Saturdays. Uniform personnel participate in the <i>Stop, Walk and Talk</i> program which requires members to undertake at least 20 minutes walking each day within the local Central Business District (CBD) to speak with business operators and members of the public. The <i>Stop, Walk and Talk</i> program includes patrols of car parks in support of <i>Operation Bounce Back</i>, an operation to prevent motor vehicle theft and property thefts from motor vehicles.</p>
	<p><i>Business Reassurance Program</i></p>	<p>A Business Reassurance Program has continued in the major CBDs state-wide. Businesses are visited on a regular basis, and while officers concentrate on business issues, the program fits closely with the CBD <i>Stop, Walk and Talk</i> program.</p>
	<p><i>Police and Metro Program</i></p>	<p>Tasmania Police continues its partnership with Metro Tasmania through the <i>Police and Metro</i> Program, which is committed to the safe transport of passengers on public transport. Four police officers are committed to improving the level of safety on Metro's buses and at bus interchanges.</p> <p>The Program continues to be based in the southern region of the State, however, members of the Program occasionally join with police in both the Northern and Western Districts to monitor activities on public transport in those regions. In addition, members of the Public Order Response Teams across the State focus on public transport, and areas such as bus malls, as part of their regular duties.</p>
	<p><i>Public Order Response Teams (PORTs)</i></p>	<p>Public Order Response Teams (PORTs) address crime and public order issues in each District. PORT members utilise an intelligence-led policing model and target areas traditionally prone to antisocial behaviour and public order incidents, providing close monitoring of hotels, clubs and public events.</p>

<p>2.1.4 Crime victimisation rate</p>	<p><i>Inter-Agency Support Teams (IASTs)</i></p>	<p>The Inter-Agency Support Team program is an early intervention program which focuses on children, young people and their families who are at risk, or have multiple and complex needs.</p> <p>IASTs provide a forum in which participating State and local government representatives can devise the most appropriate support strategies in a coordinated, timely and effective manner.</p> <p>There are 24 Teams around Tasmania providing support to 262 children and young people (178 males and 84 females) at the end of the reporting year.</p>
<p>2.1.5 Reported level of family violence</p>	<p><i>Safe at Home</i></p>	<p><i>Safe at Home</i> is a whole-of-government strategy for responding to family violence in Tasmania. The <i>Safe at Home</i> strategy provides effective baseline data to more accurately assess the level of family violence.</p> <p>The program is medium to long term, and it is expected that the strategy will break the cycle of family violence through different generations and result in a reduction of incidents in the longer term.</p> <p>After five years of annual increases of up to 30%, there was a modest increase of 1.7% in total family incidents attended in 2006-07, to 5,023, of which 3,728 were classified as family violence. The number of family incidents attended by police has reduced to 4,767 in 2007-08, of which 3,407 were classified as family violence under the <i>Family Violence Act 2004</i>.</p> <p>Police utilise a pro-intervention, pro-arrest and pro-prosecution approach to the handling and resolution of family violence matters with paramount consideration given to the risk and safety issues of victims and affected children. Support services are available to assist adult and child victims in the recovery from family violence and also through the court process if necessary. Programs are also provided to assist offenders to change their behaviour.</p>

<p>2.1.6 Proportion of adult offenders convicted again within two years</p>	<p><i>Project U-Turn</i></p> <p><i>U-Turn</i> is a highly successful diversionary program for young people aged between 15 and 20 who have been involved in, or who are at risk of becoming involved in, motor vehicle theft. The program is delivered by Mission Australia under contract to the Department of Police and Emergency Management.</p> <p>Mission Australia continues as the Service Provider of <i>U-Turn</i> courses until June 2010. In 2007-08 there were 30 graduates: a total of 150 young people have graduated from the program since its inception in February 2003.</p> <p>The State Government has committed to ongoing funding for the program until 2010 which includes an enhancement to the post-course support component of the program. Two additional youth workers are employed to improve the participants' educational and employment opportunities.</p> <p>In addition to accredited mechanical training, the program continues to provide a range of other benefits such as positive health outcomes, reduced involvement in crime and antisocial behaviour, improved life and personal skills, improved self-esteem and confidence, and improved family relationships.</p> <p><i>U-Turn Tasmania</i> is currently the only 'stand-alone' program of its kind in the country, using a dedicated workshop site to service a focused, youth-based reform program.</p>
	<p><i>Intergenerational Crime Research Project</i></p> <p>Research has begun on the concentration of offending in particular Tasmanian families to identify ways to break the cycle of intergenerational crime and better respond to the needs of families with multiple problems.</p>

APPENDIX C – Reporting on Disability Framework for *Action* 2005-2010: a whole-of-government framework for Tasmanians with disabilities

The Premier has asked during the reporting period that each agency report on its goals and achievements in relation to the whole-of-government Disability Framework for *Action* in its Annual Report.

The sections in the Framework were structured around achieving four priority outcomes:

1. Fostering Human Rights
2. Providing Access to High Quality Services
3. Increasing Safeguards and Advocacy
4. Working Collaboratively.

The Department of Police and Emergency Management (DPEM) is in the process of finalising an Action Plan based upon these four priority areas.

The Plan states the following:

In our corporate documents, the Department is committed to personal Values which are fundamental to the way in which all members perform their duties to achieve our Vision and Mission. As an organisation, we value our people and their commitment to deliver service equitably across the whole of our community.

The Department acknowledges the rights of people with disabilities to access services provided to the general community, and equally important are the rights of our staff to work in an environment that complies with disability discrimination legislation and is free from harassment.

DPEM is committed to removing any barriers in this area so that we can achieve our Vision, which is 'to be widely recognised as Australia's finest policing and emergency management service', and further ensure our service to the community is completed in accordance with State and Federal disability and anti-discrimination legislation.

A register of disability service providers is located at the Department's Radio Dispatch Services. This register is available to assist operational police members when interacting with a victim, witness or suspect/offender who has an intellectual or cognitive disability.

Training is provided for police trainees in relation to managing people with disabilities and is delivered through a training module called 'Contemporary Social Issues and Policing'. *Tasmanians with Disabilities Inc* assists in the delivery of this training.

DPEM is also promoting employment opportunities. During 2007-08 an employee initially recruited to the Department under the fixed-term employment program for persons with a disability was converted to permanent employment status.

The Tasmania Police systems inspection report evaluates access issues at all DPEM buildings. This audit equips DPEM with an effective method of ensuring that the needs of people with disabilities are addressed.

The Department of Police and Emergency Management ensures that the needs of people with disabilities are reflected in business and strategic planning, including the formulation of contemporary policy and guidelines. During the reporting period, DPEM continued to foster greater awareness and action, addressing the needs of people with disabilities through liaison and ongoing dialogue with groups representing people with disabilities including *Oak Enterprises*, *Headway Support Services* and *Tasmanians with Disabilities Inc*.

Similarly, the DPEM continues to:

- provide all employees with Access and Equity training to engender a better understanding of the needs of people with a disability. Further, during the induction process of new employees, the rights of people with disabilities are highlighted
- consult with disability community groups to ensure that the rights of people with disabilities are promoted within the agency
- recognise the needs of people with disabilities through the Guidelines for Interacting with People with Disabilities and policy in the Tasmania Police Manual.

APPENDIX D – Human Resources

Organisation Profiles

Southern District

Commander: *Michael Brazendale APM GradCert. Public Sector Mgmt.*

The Southern District provides policing services to the communities of southern Tasmania, including Bruny Island. Southern District has three geographic divisions, Hobart, Glenorchy and Kingston, and the following support services:

- District Support
- Criminal Investigation Branch
- Prosecution (includes Prosecution Services for Eastern District)
- Drug Investigation (includes Drug Investigation Services for Eastern District)
- District Response



District Profile

Size (square kilometres)	6,033
Population as at June 2007	140,826
Ratio of police to population	1:468
Number of police stations	10

Source: Local Government Area Populations, Australian Bureau of Statistics (ABS) Website

Eastern District

Commander: *Tom Tully APM GradCertMgmt.*

The Eastern District provides policing services to the communities of eastern and central Tasmania.

Eastern District has three geographic divisions, Bellerive, Bridgewater and Sorell, and the following support services:

- District Support
- Criminal Investigation Branch
- District Response



District Profile

Size (square kilometres)	18,328
Population as at June 2007	103,032
Ratio of police to population	1:566
Number of police stations	20

Source: Local Government Area Populations, ABS Website

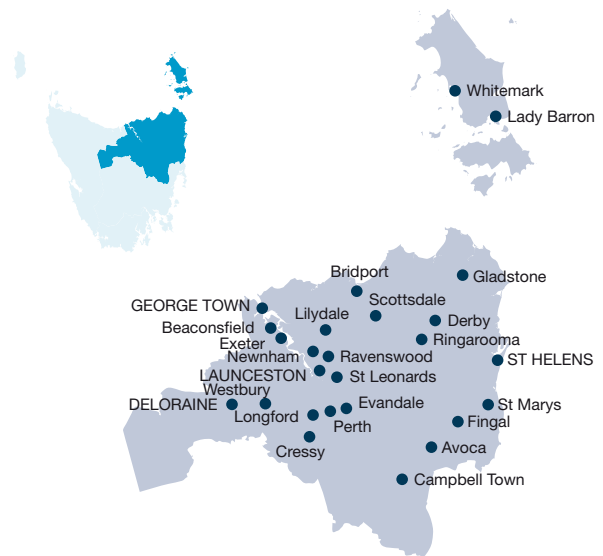
Northern District

Commander: *Phillip Wilkinson APM*
(until his promotion to Assistant Commissioner)

The Northern District provides policing services to the communities of northern and north-eastern Tasmania, including the Furneaux Island group.

Northern District has four geographic divisions, Launceston, George Town, Deloraine and St Helens, and the following support services:

- District Support
- Criminal Investigation Branch
- Prosecution
- Drug Investigation
- District Response



District Profile

Size (square kilometres)	19,877
Population as at June 2007	139,466
Ratio of police to population	1:547
Number of police stations	26

Source: Local Government Area Populations, ABS Website

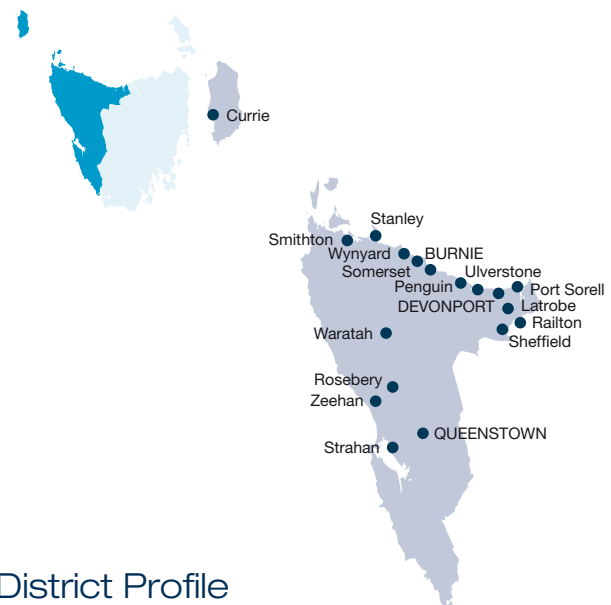
Western District

Commander: *Colin Little APM*
(until formation of the Cold Case Unit on 14 April 2008)

The Western District provides policing services to the communities of the north-west and west coasts of Tasmania, including King Island.

The District has three geographic divisions, Burnie, Devonport and Queenstown, and the following support services:

- District Support
- Criminal Investigation Branch
- Prosecution
- Drug Investigation
- District Response



District Profile

Size (square kilometres)	22,584
Population as at June 2007	110,017
Ratio of police to population	1:457
Number of police stations	18

Source: Local Government Area Populations, ABS Website

Operations Support

Commander: *Peter Edwards BM APM BA (PolSt) MSocSc(PSM) GradCertAppMgmt.*

Operations Support fulfils a number of specialist functions and provides state-wide support to regional policing Commands.

This Support Command manages the following functions:

- Forensic Services
- Forensic Procedures Compliance Unit
- Information Services (incorporating Traffic Liaison Services, Operational Information Services, Firearms Services, Call Centre)
- Investigation Support Services
- Marine and Rescue Services
- Radio Dispatch Services
- State Community Policing Services
- State Intelligence Services
- Specialist Capability Group (incorporating Dignitary Protection, Special Operations Group Coordination Unit, Dog Handler Unit, Bomb Response Group, Hostage Negotiation, Police Technical Unit)

Executive Support

Commander: *Stephen Bonde APM GradDipExecLead. GradCertAppMgmt. GradCertPublic Sector Mgmt. AssDipEM*

Executive Support conducts research and develops policy and legislation to support departmental objectives. It supports other Commands by coordinating policy initiatives, and provides advice and liaison to other government and non-government agencies for whole-of-State programs.

Executive Support assists with promoting web-based information and produces key departmental publications including the Strategic Directions Framework, Business Plan, and Annual Report, and manages the Tasmania Police Manual.

This Support Command manages the following functions:

- Administrative Support to Office of the Commissioner
- Crime and Traffic Policy Services
- Drug Policy Services
- Policing Policy Services (including Freedom of Information Services)
- Secretariat and Research Services
- Web and Administrative Services

Human Resources

Commander: *Geoff Smith APM BA (PolStud.) AssDip(SocSc.)*

The role of Human Resources is to ensure adequate recruitment and deployment of police to meet community demand for services.

Human Resources provides support, training and educational opportunities for sworn and unsworn members of the Department. This Support Command manages the following functions:

- Staffing Services
- Personal Development and Crime Training Services
- Training Services
- Promotion Services
- Recruiting Services
- Welfare Services

Internal Investigations

Commander: *Peter Wild APM*

Tasmania Police Internal Investigations is responsible for the investigation and management of complaints against police.

The investigations are conducted in a manner which ensures that the organisation's high standards of ethical conduct and professional service are maintained. The role of Internal Investigations is to investigate:

- police shootings
- death or life-threatening injuries of persons in police custody
- complaints of criminal and serious misconduct
- code of conduct breaches

Internal Investigations provides ethical and complaint reduction training to front-line members, recruit and in-service courses.

Cold Case Unit

Commander: *Colin Little APM*

The Cold Case Unit was established in April 2008 to investigate unresolved historical crimes, including missing persons cases in which foul play is suspected.

It will take a structured approach to the independent review and assessment of major criminal cases which produce not only significant concern for family and friends of victims, but also generate the greatest amounts of community concern and disquiet.

The review and assessment process will focus on determining the feasibility of conducting further investigations with a view to solving the case. Dependent upon the outcome of the review, further investigations may be undertaken by the Cold Case Unit or by specially formed task forces.

State Emergency Service

Director: *Andrew Lea GradCertMgmt. DipAppSci. psc*

The State Emergency Service (SES) comprises:

- State Headquarters (Hobart) and three Regional Headquarters (South, North and North-West at Hobart, Youngtown and Burnie)
- Regional Volunteer Units (South, North and North-West) and
- 28 Municipal Volunteer Units (including 2 sub-units) with 590 registered volunteers



SES functions include:

- Emergency response, rescue services and support (including flood and storm response, road crash rescue, search and rescue and general rescue)
- Emergency management advice and support to all levels of government
- Administrative and executive support to the State Emergency Management Committee and the three Regional Emergency Management Committees and Chairpersons
- Maintenance and support of an SES volunteer workforce
- Emergency management planning and risk assessment
- Civil defence measures
- Learning and development of volunteers and staff
- Emergency management education and public awareness

State Security Unit

Director: *(Commander) Tony Mulder APM BA*

In 2003 the Government created the State Security Unit (SSU) to:

- facilitate the development of whole-of-government policies and strategies relating to counter-terrorism
- develop operational capabilities for prevention, response and recovery in relation to terrorist threats.

The Unit provides a focal point for whole-of-government activities and projects involving counter-terrorism. It also liaises with the private sector, the Commonwealth and other jurisdictions in relation to counter-terrorism arrangements and contributes to the development of national counter-terrorism policies.

During the 2007-08 reporting period the SSU comprised:

- Policy and Planning Section
- Critical Infrastructure Protection Section
- Exercise Management Section

Corporate Services

Director: *Scott Wilson-Haffenden CPA BCom.*

Corporate Services provides support to the Department in the areas of:

- Administration and Resource Management
- Asset Management Services
- Business Projects Services
- Communications and Information Technology Services
- Employee Relations Services
 - Workers Compensation Management Services
 - Human Resources Information Services
 - Staff Support Services
 - Access and Equity
- Financial Management Services
- Greenhouse Gas Emission Reduction
- Media and Marketing Services
- Records Information Services

Corporate Services has administrative responsibility for:

- Corporate Reporting Services
- Management Review

These sections report to the Deputy Commissioner.

Forensic Science Service Tasmania (FSST)

Director: *Laszlo Szabo BSc (Hons)*

FSST provides a comprehensive range of forensic biology and forensic chemistry services in Tasmania, including:

- the examination of crime scenes for biological evidence
- bloodstain pattern analysis
- DNA profiling and a DNA database
- blood alcohol testing
- detection of illicit and pharmaceutical drugs
- the analysis of paint, glass, explosives, accelerants and chemical warfare agents

Clients include police officers investigating crime, medical practitioners treating victims of sexual assault, forensic pathologists conducting post-mortems, coroners investigating the cause of death and identifying deceased persons, prosecutors in the Office of the Director of Public Prosecutions, fire and insurance investigators, and lawyers and barristers defending clients.

Forensic scientists give expert opinion evidence in the Supreme Court of Tasmania (during criminal trials before a jury), the Tasmanian Magistrates Court and occasionally interstate.

Human Resource Statistics

Total Employees

<i>As at 30 June 2008</i>	Police		State Service	
	2006-07	2007-08	2006-07	2007-08
Full-time equivalent employees	1,216.03	1,225.42	442.37	446.33
Head count excluding casuals	1,247	1,252	482	484
Head count casuals	0	19	10	11

Classification Of Employees: Police

Rank Description	2006-07	2007-08
Deputy Commissioner	1	1
Assistant Commissioner	2	2
Commander	9	8
Inspector	54	56
Sergeant	212	211
Constable	945	928
Trainee	24	46
Total	1,247	1,252

Classification of Employees: State Servants

	Tasmania Police		SES		FSST	
	2006-07	2007-08	2006-07	2007-08	2006-07	2007-08
Head of Agency	1	1				
Senior Executive Service	3	4	1	1	1	1
Administrative & Clerical	351	347	24	27	4	4
Operational Employees	45	48			2	2
Technical Employees	10	10			7	7
Professional Employees	5	4			21	19
Legal Practitioners	7	10				
Miscellaneous Workers (Public Sector)	10	10				
Total***	432	434	25	28	35	33

Age Profile

As at 30 June	Police		State Service	
	2006-07	2007-08	2006-07	2007-08
15-19	9	13	0	4
20-24	103	105	34	25
25-29	153	150	40	45
30-34	209	203	53	48
35-39	289	277	63	59
40-44	197	201	59	63
45-49	126	139	71	71
50-54	108	112	79	80
55-59	42	41	67	61
60-64	11	11	24	34
65-69	0	0	2	5
Total***	1,247	1,252	492	495

Employment Authority

	Police		State Service	
	2006-07	2007-08	2006-07	2007-08
Permanent	1,233	1,239	413	433
Fixed Term			73	55
Contract	14	13	6	7
Total***	1,247	1,252	492	495

Gender Profile

	Police		State Service	
	2006-07	2007-08	2006-07	2007-08
Male	937	926	183	183
Female	310	326	309	312
Total***	1,247	1,252	492	495

SES Volunteers

	2006-07	2007-08
Active	525	536
Total	580	590

Employee Turnover

	Police		State Service			
	2006-07	2007-08	2006-07		2007-08	
			Perm.	Fixed-term	Perm.	Fixed-term
Commencements***	54	75	22	49	30	78
Separations***	52	70	40	55	46	60

Note: Perm. means Permanent

Employment Separations

Termination Reason	Police		State Service	
	2006-07	2007-08	2006-07	2007-08
Resignation	39	51	18	25
Retirement - Age	0	0	0	0
Retirement - Ill Health	2	2	0	1
Retirement - Voluntary	9	15	9	7
End of Contract (S29 TSS Act)	0	0	0	0
End of Temporary Appointment/Contract***	0	0	55	60
Dismissal	0	0	0	0
Deceased	2	0	0	0
Redundancy	0	0	0	0
Transfer/Promotion	0	2	7	8
Completion of Secondment to DPEM	0	0	2	1
Commence Secondment TSS	0	0	4	3
Redeployment (S49 TSS Act)	0	0	0	0
Abandonment of Position	0	0	0	1
Termination - Probation	0	0	0	0
Total ***	52	70	95	106

Secondments

As at 30 June 2008	Police		State Service	
	2006-07	2007-08	2006-07	2007-08
To other Agencies	20	20	4	4
From other Agencies	0	0	4	0

Leave Without Pay

As at 30 June 2008	Police		State Service	
	2006-07	2007-08	2006-07	2007-08
Head count	4	3	9	12

Sick Leave Taken

During the financial year	Police		State Service	
	2006-07	2007-08	2006-07	2007-08
Full Pay – No. of Hours	44,760.34	45,186.76	23,090.41	20,814.21
Average Sick Hours per Employee	35.89	36.09	47.91	43.00

***Includes Casual Employees

Excess Annual and Long Service Leave

(Excess Annual Leave more than 2 years accrual / Excess LSL 100 days) As at 30 June 2008	Police		State Service	
	2006-07	2007-08	2006-07	2007-08
Annual Leave (Pro Rata) 30 June 2008 - No. of Employees	40	33	16	11
Long Service Leave - No. of Employees	0	0	0	0

No employee has a long service leave credit in excess of statutory limits as set by the *Long Service Leave (State Service Employees) Act 1994*.

Number of Employees

District Description	State Service							
	2006-07				2007-08			
	Full-time	Part-time	Casual	Total	Full-time	Part-time	Casual	Total
Commissioners	2	0	0	2	2	0		2
Cold Case Unit	0	0	0	0	0	0		0
Corporate Services	106	18	1	125	106	19	1	126
Eastern District	16	6	0	22	16	5		21
Executive Support	14	6	1	21	17	6		23
Forensic Science Service Tasmania	32	2	1	35	28	4	1	33
Human Resources	18	3	0	21	19	4		23
Internal Investigations	2	0	0	2	2	0	1	3
Northern District	24	13	1	38	30	8	1	39
Operations Support	93	18	6	117	85	20	6	111
Southern District	32	12	0	44	34	9		43
State Emergency Service	24	1	0	25	28	0		28
State Security Unit	4	0	0	4	4	1		5
Western District	29	7	0	36	28	9	1	38
Total ***	396	86	10	492	399	85	11	495

District Description	Police					
	2006-07			2007-08		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Commissioners	3		3	3	0	3
Cold Case Unit	0	0	0	6	0	6
Corporate Services	9	1	10	8	1	9
Eastern District	168	14	182	162	15	177
Executive Support	12	3	15	12	2	14
Human Resources	70	5	75	94	2	96
Internal Investigations	6		6	7	0	7
Northern District	244	11	255	245	13	258
Operations Support	145	11	156	147	7	154
Southern District	278	23	301	270	20	290
State Security Unit	3		3	3	0	3
Western District	231	10	241	226	9	235
Total ***	1,169	78	1,247	1,183	69	1,252

Notes: 2007-08 statistics includes Tasmanian State Servants (TSS) employed on a casual basis.

*** Includes TSS casuals but excludes fixed-term transfers and secondments out.

APPENDIX E – Superannuation

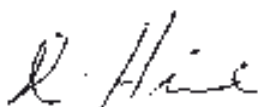
Superannuation Certificate

I, Darren Hine, Acting Secretary, Department of Police and Emergency Management, hereby certify that the Department of Police and Emergency Management has met its obligations under the Commonwealth's *Superannuation Guarantee (Administration) Act 1992* in respect of those employees of the Department who are members of the following complying superannuation schemes to which this Department contributes:

Compliant Superannuation Funds

Australian Government Employees Superannuation Trust
AMP Personal Employer Sponsored Superannuation Fund
ASGARD Independence Plan Division Two
AustralianSuper
BT Lifetime Super
Construction & Building Unions Superannuation
Colonial First State FirstChoice Superannuation Trust
Ellington Superannuation Fund - ATO Regulated SMSF
Fiducian Superannuation
Health Employees Superannuation Trust
HOSTPLUS Superannuation Fund
MasterKey Custom Superannuation
Mercer Super Trust
Netwealth Superannuation Master Fund
Quadrant Superannuation Scheme
Queensland Police Credit Union Limited Retirement Savings Account
Retirement Wrap
Samborski Superannuation Fund - ATO Regulated SMSF
Spectrum Super
Summit Master Trust Personal Superannuation & Pension Fund
Tasplan Superannuation Fund
Telstra Superannuation Scheme
The Universal Super Scheme
Unisuper Limited

These are the only complying superannuation schemes (other than those established under the provisions of the *Retirement Benefits Act 1993* and the *Public Sector Superannuation Reform Act 1999*) to which this Agency has made employer superannuation contributions during the 2007-08 financial year.



D L Hine APM
Acting Secretary, Department of Police and Emergency Management

APPENDIX F – Firearms

Statement for the year ended 30 June 2007 of firearms received for disposal, disposed of, and held for disposal under the *Firearms Act 1996* and other legislation.

	2006-07	2007-08
<i>Firearms Act - Seized</i>	290	130
<i>Firearms Act - Surrendered</i>	923	378
Other Acts - Miscellaneous Property	1,150	911
Other Acts - Found Property	10	5
Transferred from Reference Library	0	0
Total firearms to be accounted for	2,373	1,424
Destroyed	2,163	1,362
Returned to Owner	1	0
Transferred to Reference Library	6	6
Donated to Museums etc. for display	0	0
Firearms held as at 30 June 2007	203	56
Total firearms to be accounted for	2,373	1,424

NOTE: This Statement does not include firearms held in the Reference Library, or for issue to police officers in the course of exercising their duties, and those held at police stations pending legal proceedings or transfer to Firearms Services.

Some of the units included as firearms are comprised of parts of firearms only.

There were 203 firearms for disposal on hand at the beginning of the year. As at 30 June 2008 there were 56 firearms held for disposal.

APPENDIX G – Consultancies and Contracts

Summary of Participation by Local Businesses

(for contracts, tenders and/or quotation processes of \$50,000 or over, ex-GST)

The Department of Police and Emergency Management ensures that Tasmanian businesses are given every opportunity to compete for Agency business. It is the Department's policy to support Tasmanian businesses whenever they offer best value for money for the Government. See the table below for a summary of the level of participation by local businesses for contracts, tenders and/or quotations with a value of \$50,000 or over (excluding GST).

In 2007-08 the Department awarded 12 contracts of value greater than \$50,000 each, 7 of which were awarded to Tasmanian businesses.

Total number of contracts awarded	13
Total number of contracts awarded to Tasmanian businesses	7
Total value of contracts awarded	\$4,843,007
Total value of contracts awarded to Tasmanian businesses	\$2,425,575
Total number of tenders called and/or quotation processes run	13
Total number of bids and/or written quotations received	62
Total number of bids and/or written quotations received from Tasmanian businesses	33

Further details of the Department's procurement activity are provided below:

A. Contracts with a value of \$50,000 or over (excluding consultancy contracts)

Name of Contractor	Location of Contractor	Description of Contract	Period of Contract	Total Value of Contract \$
Jackman Builders Pty Ltd	Hobart, Tasmania	Redevelopment, Restoration and Refurbishment of the Cruickshank Building and part Ellis 2 Building	July 2008	1,579,699
IPS Speciality Cleaning	NSW	Provision of Cleaning Services	1 July 2008 to 30 June 2011	247,278
Tyre Marketers T/A Beaurepaires	VIC	Tyres and Associated Services	1 February 2008 to 31 January 2009	125,000 (estimated)
OfficeMax Australia Ltd	Hobart, Tasmania	Supply of Printer and Toner Cartridges	1 February 2008 to 31 January 2011	210,000 (estimated)
Alphawest Services Pty Ltd	Hobart, Tasmania	Supply of TRIM Enterprise Licences	November 2007	260,000
Forward Brianese + Partners	Hobart, Tasmania	Architectural Services	February 2008	56,900
Forward Brianese + Partners	Hobart, Tasmania	Professional Fees – Cruickshank Building	December 2007	100,000
GHD Pty Ltd	VIC	Development of National Emergency Risk Assessment Guidelines	February 2008	199,950
Sandran Pty Ltd ¹	NSW	Expression of Interest – Leased Office Accommodation	January 2010	1,492,128

Note: ¹This is the nominated tenderer subject to the negotiation of the lease.

B. Consultancy contracts with a value of \$50,000 or over (ex-GST)

Name of Contractor	Location of Contractor	Description of Contract	Period of Contract	Total Value of Contract \$
HWL Ebsworth Lawyers	VIC	Legal Services – Radio Network	March 2007 to June 2008	271,074
Gibson Quai-AAS Pty Ltd	VIC	Technical Consultancy – Radio Network	April 2007 to June 2008	82,002
C R Macfarlane	TAS	IT Consultancy	July 2007 to June 2008	88,714
Alphawest Services Pty Ltd	TAS	Software Development	July 2007 to June 2008	130,262

APPENDIX H – Location of Departmental Offices and Contact Numbers

Tasmania Police

Head Office	47 Liverpool Street, Hobart Tasmania 7000
Postal Address	GPO Box 308, Hobart Tasmania 7001
Telephone	(03) 6230 2111
Fax	(03) 6230 2414
Website	www.police.tas.gov.au
Email	tasmania.police@police.tas.gov.au

Corporate Management Group

Commissioner of Police	Ph (03) 6230 2247
Deputy Commissioner of Police	Ph (03) 6230 2207
Assistant Commissioner of Police Planning and Development	Ph (03) 6230 2427
Assistant Commissioner of Police Crime and Operations	Ph (03) 6230 2429
Director, Corporate Services	Ph (03) 6230 2549

District/Support Commands

Southern District 43 Liverpool Street Hobart	Ph (03) 6230 2298 Fax (03) 6230 2579
Eastern District 40 Bligh Street Rosny Park	Ph (03) 6230 2680 Fax (03) 6230 2686
Northern District 137-149 Cimitiere Street Launceston	Ph (03) 6336 3897 Fax (03) 6336 3887
Western District 88 Wilson Street Burnie	Ph (03) 6434 5240 Fax (03) 6434 5316
Operations Support 30-32 Bathurst Street Hobart	Ph (03) 6230 2238 Fax (03) 6230 2141
Executive Support 47 Liverpool Street Hobart	Ph (03) 6230 2600 Fax (03) 6230 2601

Internal Investigations Ph (03) 6230 2158
47 Liverpool Street Fax (03) 6230 2444
Hobart

State Security Unit Ph (03) 6230 2521
47 Liverpool Street Fax (03) 6230 2259
Hobart

Human Resources Ph (03) 6230 2000
Tasmania Police Academy Fax (03) 6230 2044
South Arm Road
Rokeby

Cold Case Unit Ph (03) 6230 2103
43 Liverpool Street
Hobart

State Emergency Service

Director Ph (03) 6230 2703
1st Floor 47 Liverpool Street Fax (03) 6234 9767
Hobart

Assistant Director Ph (03) 6230 2772
Policy and Programmes
1st Floor 47 Liverpool Street
Hobart

Assistant Director Ph (03) 6230 2705
Operations and Resources
1st Floor 47 Liverpool Street
Hobart

State Emergency Service Regional Offices

Southern Region Office Ph (03) 6230 2707
1st Floor 47 Liverpool Street Fax (03) 6234 9767
Hobart

Northern Region Office Ph (03) 6336 3790
339 Hobart Road Fax (03) 6343 5879
Youngtown

North-Western Region Office Ph (03) 6434 5333
88 Wilson Street Fax (03) 6431 6538
Burnie

Forensic Science Service Tasmania

St Johns Ave Ph (03) 6278 5656
New Town Fax (03) 6278 5693

APPENDIX I – Documents and Publications Produced, Appeal Review Process - Administrative Decisions, Legislative Program, Statutory Boards

DPEM Documents and Publications

Strategic Directions Framework 2006-09

Annual Business Plans and Annual Reports

the *Gazette*

Siren

10 years on, celebrating our successes

Forging Links

Storm Safe

Recruitment and Training Brochures

Legislative Reform Program

The Department of Police and Emergency Management is committed to providing proactive legislative reform, to ensure that a wide range of legislation is developed to provide appropriate police powers in consultation with other government agencies and the community. Cross-agency consultation and partnerships exist to address and resolve problems and provide for innovative solutions to such matters as counter-terrorism, public order, emergency management and family violence.

The Minister for Police and Emergency Management in 2007-08 had responsibility for the following legislation:

- *Australian Crime Commission (Tasmania) Act 2004*
- *Community Protection (Offender Reporting) Act 2005*
- *Emergency Management Act 2006*
- *Fire Service Act 1979*
- *Firearms Act 1996*
- *Marine Safety (Misuse of Alcohol) Act 2006*
- *Marine Search and Rescue Act 1971*
- *Police Offences Act 1935*
- *Police Powers (Vehicle Interception) Act 2000*
- *Police Service Act 2003*
- *Road Safety (Alcohol And Drugs) Act 1970*
- *Telecommunications (Interception) Tasmania Act 1999*
- *Witness Protection Act 2000.*

Involvement by the Department in new legislation

The Minister for Police and Emergency Management introduced a number of Bills into Parliament during the year. They include:

- *Firearms Amendment Act 2007*
- *Police Offences Amendment Act 2007*

- *Police Service Amendment Act 2007*
- *Road Safety (Alcohol and Drugs) Act 2007*
- *Witness Protection Amendment Act 2007*
- *Road Safety (Alcohol and Drugs) Act 2008.*

The Department has also played an influential role in the development of the following legislation administered by other agencies:

- *Forensic Procedures Amendment Act 2007*
- *Litter Act 2007*
- *Environmental Management and Pollution Control Amendment Act 2007*
- *Youth Justice Amendment Act 2007*
- *Public Health Amendment Act 2007.*

Statutory Boards

State Emergency Management Committee

Commissioner John Johnston	Chair (State Emergency Management Controller)
Mr Andrew Lea	Executive Officer (Director, SES)
Deputy Commissioner Darren Hine	Member
Mr Rhys Edwards	Member
Dr Roscoe Taylor	Member
Mr David Roberts	Member
Mr Laszlo Szabo	Member
Mr John Gledhill	Member
Commander Tony Mulder	Member
Ms Rebekah Burton	Member
Ms Michele Moseley	Member
Mr Tony Ferrall	Member
Mr Greg Glass	Member
Mr David Hudson	Member
Mr Michael Stevens	Member
Mr David Peters	Member
Mr Grant Lennox	Member
Mr Matt Healey	Member
Mr Mike Brown	Member
Mr Rod Scott	Member
Ms Catherine Katz	Member
Mr Steve Smith	Member
Mr Aaron Cashion	Member

For each Region there is also a Regional Emergency Management Committee chaired by District Police Commanders (Regional Emergency Management Controllers). The Executive Officers of these Committees are SES Regional Managers.

Police Review Board

The Hon. Christopher Wright	Chair
Ms Jean Henley	Secretariat
Mr Ted Vickers	Member
Mr Leon Kemp	Member
Ms Patricia Leary	Member
Ms Elizabeth Thomas	Member

Non-Statutory Board

Crime Prevention and Community Safety Council

Commissioner	Chair	Department of Police and Emergency Management
Ms Lisa Hutton	Member	Department of Justice
Mr Tim Bullard	Member	Department of Premier and Cabinet
Mr Greg Glass	Member	Department of Education
Mr Michael Plaister	Member	Department of Health and Human Services, Youth Justice
Ms Sandra French	Member	Local Government
Cr Darlene Haigh	Member	Local Government
Mr Brian Aherne	Member	Crime Stoppers
Ms Anne Ashford	Member	Older Persons/Neighbourhood Watch
Professor Jenny Fleming	Member	Tasmanian Institute of Law Enforcement Studies, University of Tasmania
Mr Tim Robertson	Member	Business/Media
(vacant)	Member	Youth Sector
Inspector Craig Waterhouse	Observer	Tasmania Police
Ms Liz Gillam	Observer	Local Government Association of Tasmania
Ms Georgia Burbury	Secretariat	Department of Police and Emergency Management

APPENDIX J – Freedom of Information

Applications for information pursuant to the *Freedom of Information Act 1991* should be addressed to:

The Officer in Charge
Freedom of Information
Department of Police and Emergency Management
GPO Box 308
Hobart TAS 7001

Telephone: (03) 6230 2600
or email: foi@police.tas.gov.au

	2006-07	2007-08
Number of requests for information	598	628
Number of reviews sought	8	8
Total amount of charges collected	\$2,507.20	\$3,073.80

During the reporting period, three applicants did not receive the requested information within the statutory time limit or by the date negotiated under Section 17(6) of the Act.

APPENDIX K – Information available outside Freedom of Information

Police Record Check

Application forms are available from police stations, Service Tasmania outlets and the Tasmania Police website. Applications are to be forwarded to Criminal History Services, Tasmania Police, GPO Box 308, Hobart 7001.

Tasmania Police Record: No cost for the supply of one per year.

\$20 for each additional check requested in a 12-month period.

National Police Record: \$45

National Police Record and Fingerprint Check: \$120

Description: Police record of an individual's court convictions and/or matters.

Police Record for accredited volunteers: \$5

Description: Police record of an individual's court convictions and/or matters.

Accident Records

Applications are available from the Officer in Charge, Accident Records - Hobart, Launceston and Burnie.

Fee: \$38.50

Description: Accident Report

Crime Reports

Applications are available from the Officer in Charge, Crime Collating Unit, Operational Information Services, GPO Box 308, Hobart 7001. Fee: \$27.50

Description: Verification that an offence or crime has been reported to police and a description of any property reported stolen or damage to property.

Pre-Trial Disclosure

Applications are available from the Officer in Charge, Prosecution Services - Hobart, Launceston and Ulverstone.

Fee: \$38.50

Description: Certain documents from Prosecution file.

Photographs/Videotapes

Applications are available from the Officer in Charge, Forensic Services, GPO Box 308, Hobart 7001.

Cost for photographs: 20 x 25cm \$16.50, 15 x 10cm \$5.50. Cost for video: \$38.50

Permits and Forms

Many public gatherings, events and protests require approval by, or consultation with, Tasmania Police before they are conducted. Further information is available by telephoning 6230 2111 or on the Department's website <http://www.police.tas.gov.au/permits>

Community Relations Brochures

Brochures are available from the Officer in Charge, Community Relations, Police Headquarters - Hobart, Launceston, Burnie and Bellerive. No cost.

Description:

Neighbourhood Watch

BushWatch

Crime Stoppers

Safety Houses

Bomb Threats

Business Safety

Letterbox Security

'How Safe Are You?'

'Safe and Secure Living - Your Personal Handbook'

Project Samaritan Kit - Residential Burglary Prevention

Burglary Prevention for Non-Residential Premises

Stop Crime in Rural and Remote Areas

Coronial Matters

Southern and Eastern Districts Phone: (03) 6233 3257 PO Box 354D, Hobart 7000

Northern and Western Districts Phone: (03) 6336 2808 PO Box 551, Launceston 7250

Cost determined individually on each request.

Description: Coronial files and all matters relating to coronial matters/inquests.

APPENDIX L – Deaths in Custody

All Deaths in Police Custody and during Custody-Related Police Operations (Tasmania)

	2003-04	2004-05	2005-06	2006-07	2007-08
Category 1	0	0	0	0	0
Category 2	0	0	0	0	0*
Total	0	0	0	0	0

No Deaths in Custody were recorded during 2007-08.

* A death was recorded on 26 June 2008. An inquest to determine whether or not it falls into the category of a Death in Custody, Category 2, had not been held at the time of going to press.

Category 1: Institutional or Close Contact Custody:

- Deaths in institutional settings such as police stations, lockups and police vehicles, or during transfer to and from such institutions
- Other deaths in police operations where officers were in close contact with the deceased.

Category 2: Other Custody-related Police Operations:

- Other deaths during custody-related police operations. This covers situations where officers did not have such close contact with the person as to be able to significantly influence or control the person's behaviour. It includes most sieges.

Deaths in Custody are monitored in response to a recommendation by the Royal Commission into Aboriginal Deaths in Custody.

APPENDIX M – Acronyms

ABC	Australian Broadcasting Corporation
ABS	Australian Bureau of Statistics
ACS	Australian Customs Service
AIDS	Acquired Immune Deficiency Syndrome
AMSA	Australian Maritime Safety Authority
ANZAC	Australian and New Zealand Army Corps
ANZPAA	Australia and New Zealand Policing Advisory Agency
APM	Australian Police Medal
AQTF	Australian Quality Training Framework
AusSAR	Australian Search and Rescue
AVL	Automatic Vehicle Location
CBD	Central Business District
CCTV	Closed-Circuit Television
CIB	Criminal Investigation Branch
CMG	Corporate Management Group
COAG	Council of Australian Governments
COTA	Council On The Ageing
CP&CSC	Crime Prevention and Community Safety Council
DHHS	Department of Health and Human Services
DIS	Drug Investigation Services
DNA	Deoxyribonucleic acid
DPAC	Department of Premier and Cabinet
DPEM	Department of Police and Emergency Management
DRD	District Response Divisions
EDDN	Excessive Drink Driving Notice
EIYAU	Early Intervention and Youth Action Unit
ESM	Emergency Services Medal
FOI	Freedom of Information
FIND	Fines and Infringement Notice Database
FLIR	Forward Looking Infra-Red
FSST	Forensic Science Service Tasmania
GPS	Global Positioning System
GST	Goods and Services Tax
HIV	Human Immunodeficiency Virus
HR	Human Resources
IAST	Inter-Agency Support Team
IGCD	Intergovernmental Committee on Drugs
IPR	Individual Performance Review
JCPCP	Junior Constable Police in College Program
MAC	Mobile Activity Centre
MAIB	Motor Accidents Insurance Board
MCDS	Ministerial Council on Drug Strategy
MOU	Memorandum of Understanding

MP	Member of Parliament
NCPS	National Common Police Services
NCTC	National Counter-Terrorism Committee
NDLERF	National Drug Law Enforcement Research Fund
NHW	Neighbourhood Watch
OHS&W	Occupational Health, Safety and Welfare
PCC	Conference of Commissioners of Police – Australasia and the South-West Pacific Region
PCYC	Police and Community Youth Club
PORT	Public Order Response Team
PTZ	Pan-Tilt-Zoom (Camera)
PV	Police Vessel
RACT	Royal Automobile Club of Tasmania
RBT	Random Breath Test
SAR	Search and Rescue
SEO	Senior Executive Officer
SES	State Emergency Service
SOG	Senior Officers' Group
SSU	State Security Unit
TACREX	Tactical Response Exercise
TAFE	Technical and Further Education
TasGRN	Tasmanian Government Radio Network
TEAS	Tertiary Education Assistance Scheme
TFS	Tasmania Fire Service
TILES	Tasmanian Institute of Law Enforcement Studies
TIN	Traffic Infringement Notice
TMRN	Trunk Mobile Radio Network
UTAS	University of Tasmania
WCMS	Workers Compensation Management Services

APPENDIX N – Public Interest Disclosures

Public Interest Disclosures Act 2002

Section 86 of the *Public Interest Disclosures Act 2002* requires the Department to report on its activities in relation to the Act.

The Department has prepared guidelines identifying the roles and responsibilities for key stakeholders, as well as the investigation process and reporting system. These guidelines are in the Tasmania Police Manual. A hard copy of the guidelines can be obtained by writing, in the first instance, to:

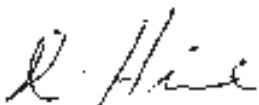
Commissioner of Police
Department of Police and Emergency Management
GPO Box 308
Hobart 7001

During 2007-08 no disclosures were made to the Department under the Act.

Emergency Management Act 2006

Section 63 of the *Emergency Management Act 2006* (the Act) requires the State Emergency Management Controller (Head of Agency for the Department) to report on the operation of that Act. The report is to include details about each authorisation or declaration of a state of emergency made, amended or extended under Divisions 2, 3 and 4 of Part 3 of the Act, or any other matters required by the Minister. Appropriate details are provided under the Community Safety section of this report.

The authorisations relate to the use of risk identification/assessment powers of entry, emergency powers and special emergency powers. No authorisations or declarations of a state of emergency under Divisions 2, 3 and 4 of Part 3 of the Act were made during the financial year.



D L Hine APM
State Emergency Management Controller
Acting Secretary, Department of Police and Emergency Management

Department of Police and Emergency Management

FINANCIAL STATEMENTS July 2007 – June 2008

Certification

The accompanying Financial Statements of the Department of Police and Emergency Management are in agreement with the relevant accounts and records and have been prepared in compliance with Treasurer's Instructions issued under the provisions of the *Financial Management and Audit Act 1990* to present fairly the financial transactions for the year ended 30 June 2008 and the financial position as at the end of the year.

At the date of signing I am not aware of any circumstances which would render the particulars included in the financial statements misleading or inaccurate.



D L Hine
Acting Secretary, Department of Police and Emergency Management
6 October 2008

Department of Police and Emergency Management

FINANCIAL STATEMENTS July 2007 – June 2008

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Income Statement for the year ended 30 June 2008

	Notes	2008 Budget \$'000	2008 Actual \$'000	2007 Actual \$'000
Revenue and other income				
Appropriation revenue - recurrent	2.8(a), 6.1	169,075	169,275	161,713
Appropriation revenue - capital	2.8(a), 6.1	1,000	1,000	1,100
Revenue from Special Capital Investment Funds	6.2	750	1,102	750
Grants	2.8(b), 6.3	5,388	18,638	5,790
Sales of goods and services	2.8(d)	1,814	-	-
Gain (Loss) on sale of non-financial assets	2.8(f), 6.4	-	115	(130)
Other revenue	2.8(i), 6.5	1,334	16,696	8,271
Total income and other revenues		179,361	206,826	177,494
Expenses				
Employee benefits	2.9(a), 7.1	133,934	133,508	124,760
Depreciation and amortisation	2.9(b), 7.2	1,548	4,513	2,705
Supplies and consumables	7.3	30,665	25,026	24,106
Grants and subsidies	2.9(c), 7.4	3,231	14,310	3,525
Resources provided free of charge	2.9(f), 7.5	-	158	-
Other expenses	2.9(h), 7.6	10,418	23,292	22,756
Total expenses		179,796	200,807	177,850
Net surplus (deficit) attributable to the State		(435)	6,019	(355)

This Income Statement should be read in conjunction with the accompanying notes.

Budget Information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 4 of the accompanying notes.

Balance Sheet as at 30 June 2008

	Notes	2008 Budget \$'000	2008 Actual \$'000	2007 Actual \$'000
Assets				
<i>Financial Assets</i>				
Cash and deposits	2.10(a), 12.1	1,290	9,209	1,897
Receivables	2.10(b), 8.1	1,588	1,339	1,437
Other financial assets	2.10(f), 8.3	1,449	2,087	1,981
<i>Non-financial assets</i>				
Inventories	2.10(c), 8.2	632	600	688
Property, plant and equipment	2.10(e), 8.4	105,421	170,331	150,875
Total assets		110,380	183,566	156,878
Liabilities				
<i>Financial Liabilities</i>				
Payables	2.11(a), 9.1	1,887	3,321	3,041
Employee benefits	2.11(b), 9.2	38,068	37,944	37,540
Other liabilities	2.11(d), 9.3	606	2,313	1,517
Total liabilities		40,561	43,578	42,098
Net assets (liabilities)		69,819	139,988	114,780
Equity				
Reserves	11.2	30,896	91,414	72,225
Accumulated funds		38,923	48,574	42,555
Total equity	11.1	69,819	139,988	114,780

This Balance Sheet should be read in conjunction with the accompanying notes.

Budget Information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 4 of the accompanying notes.

Cash Flow Statement for the year ended 30 June 2008

	Notes	2008 Budget \$'000	2008 Actual \$'000	2007 Actual \$'000
		Inflows	Inflows	Inflows
Cash flows from operating activities		(Outflows)	(Outflows)	(Outflows)
Cash inflows				
Appropriation receipts - recurrent		169,075	169,275	160,598
Appropriation receipts - capital		1,000	1,000	1,100
Revenue from Special Capital Investment Funds		750	1,102	750
Grants		5,388	18,062	6,441
Sales of goods and services		1,814	-	-
GST receipts		3,000	5,831	5,063
Other cash receipts		1,334	16,445	7,053
Total cash inflows		182,361	211,715	181,006
Cash outflows				
Employee benefits		122,419	119,424	112,069
Superannuation		11,628	12,756	11,985
GST payments		3,000	5,997	5,307
Transfers to the Consolidated Fund		-	-	1,000
Supplies and consumables		30,665	24,766	32,972
Other cash payments		13,649	36,637	16,875
Total cash outflows		181,361	199,580	180,207
Net cash from operating activities	12.2	1,000	12,135	798
Cash flows from investing activities				
Cash inflows				
Proceeds from the disposal of non-financial assets		-	122	-
Total cash inflows		-	122	-
Cash outflows				
Payments for acquisition of non-financial assets		1,000	4,945	2,307
Total cash outflows		1,000	4,945	2,307
Net cash used by investing activities		(1,000)	(4,823)	(2,307)
Net increase (decrease) in cash held		-	7,312	(1,509)
Cash and cash equivalents at the beginning of the reporting period		816	1,897	3,405
Cash and cash equivalents at the end of the reporting period	12.1	816	9,209	1,897

This Cash Flow Statement should be read in conjunction with the accompanying notes.

Budget Information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 4 of the accompanying notes.

Statement of Recognised Income and Expense for the year ended 30 June 2008

	Notes	2008 \$'000	2007 \$'000
Income and expenses recognised directly in equity			
Increase (decrease) in asset revaluation reserve	11.2	19,189	41,329
Increase due to transfer of assets on administrative restructuring	11.3	-	8,472
Net income recognised directly in equity		19,189	49,801
Net surplus (deficit) for the period		6,019	(355)
Total recognised income and expense for the financial year		25,208	49,446

This Statement of Recognised Income and Expense should be read in conjunction with the accompanying notes.

Notes to and forming part of the Financial Statements for the year ended 30 June 2008

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Note 1 – Administered Financial Statements

1.1 Schedule of Administered Income and Expenses

	Notes	2008 Budget \$'000	2008 Actual \$'000	2007 Actual \$'000
Revenue and other income				
Grants	2.8(b), 14.2	234	160	160
Sales of goods and services	2.8(d), 14.3	1,419	269	285
Fees and fines	2.8(e), 14.4	-	894	1,546
Total income		1,653	1,323	1,991
Expenses				
Transfers to the Consolidated Fund		1,653	1,323	1,991
Total expenses		1,653	1,323	1,991
Net surplus (deficit) attributable to the State		-	-	-

This Schedule of Administered Income and Expenses should be read in conjunction with the accompanying notes.

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 14.1 of the accompanying notes.

1.2 Schedule of Administered Assets and Liabilities

The Department does not have any administered assets or liabilities.

1.3 Schedule of Administered Cash Flows

	Notes	2008 Budget \$'000	2008 Actual \$'000	2007 Actual \$'000
Cash flows from operating activities				
Cash inflows				
Grants		234	160	160
Sales of goods and services		1,419	269	285
Fees and fines		-	894	1,546
Total cash inflows		1,653	1,323	1,991
Cash outflows				
Transfers to the Consolidated Fund		1,653	1,323	1,991
Total cash outflows		1,653	1,323	1,991
Net cash from (used by) operating activities		-	-	-
Net increase (decrease) in cash held		-	-	-
Cash at the beginning of the reporting period		-	-	-
Cash at the end of the reporting period		-	-	-

This Schedule of Administered Cash Flows should be read in conjunction with the accompanying notes.

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 14.1 of the accompanying notes.

1.4 Schedule of Recognised Administered Income and Expenses

The Department did not have any income or expenses recognised directly in equity.

Note 2 – Significant Accounting Policies

2.1 Objectives and Funding

The Department's objectives are to:

- improve personal safety in the community
- detect and investigate crimes against the person and property
- provide policing services aimed at safe and responsible road usage
- protect and secure the State's poppy crop, Commonwealth and State fishery resources
- minimise the risk of emergencies and initiate community safety
- prosecute offenders, assist the Coroner, maintain a bail and warrants processing service and provide diversionary conferencing programs, and
- provide policy advice and ministerial services for the Minister for Police and Emergency Management, executive and administrative support to senior management and a range of information services to government, business and the community.

The Department is structured to meet the following outcomes:

- an effective community service
- a safe and secure environment
- prevention of crime in the community, and
- law enforcement services aimed at detecting, investigating and resolving offences.

Department activities are classified as either controlled or administered.

Controlled activities involve the use of assets, liabilities, revenues and expenses controlled or incurred by the Department in its own right. Administered activities involve the management or oversight by the Department, on behalf of the Government, of items controlled or incurred by the Government.

The Department is predominantly funded through Parliamentary appropriations. It also provides services on a fee for service basis, as outlined in Note 6. The financial report encompasses all funds through which the Department controls resources to carry on its functions.

2.2 Basis of Accounting

The Financial Statements are a general purpose financial report and have been prepared in accordance with:

- Australian Accounting Standards issued by the Australian Accounting Standards Board. In particular, *AAS 29 Financial Reporting by Government Departments* has been applied; and
- the Treasurer's Instructions issued under the provisions of the *Financial Management and Audit Act 1990*.

The financial statements were signed by the Acting Secretary on 6 October 2008.

Compliance with the Australian Accounting Standards (AASBs and AASs) may not result in compliance with International Financial Reporting Standards (IFRS), as the AASBs and AASs include requirements and options available to not-for-profit organisations that are inconsistent with IFRS. The Department is considered to be not-for-profit and has adopted some accounting policies under AASBs and AASs that do not comply with IFRS.

The Financial Statements have been prepared on an accrual basis and, except where stated, are in accordance with the historical cost convention. The accounting policies are generally consistent with the previous year except for those changes outlined in Note 2.5 below.

2.3 Reporting Entity

The financial statements include all the controlled activities of the Department. The financial statements consolidate material transactions and balances of the Department and entities included in its output groups. Material transactions and balances between the Department and such entities have been eliminated.

2.4 Functional and Presentation Currency

These financial statements are presented in Australian dollars, which is the Department's functional currency.

2.5 Changes in Accounting Policies

(a) Impact of new and revised Accounting Standards

In the current year, the Department has adopted all of the new and revised Standards and interpretations issued by the Australian Accounting Standards Board (AASB) that are relevant to its operations and effective for the current annual reporting period. These include:

- AASB 7 *Financial Instruments: Disclosures* replaces the presentation requirements of financial instruments in AASB 132 and introduces new financial instrument disclosure requirements. There has been no financial impact on the financial statements.
- AASB 102 *Inventories* requires inventories held for distribution by not-for-profit entities to be measured at cost, adjusted when applicable for any loss of service potential. This change had no financial impact on the Department.
- AASB 107 *Cash Flow Statements* allows either the direct or indirect methods of disclosure. The Department has applied the direct method in the preparation of the Cash Flow Statement.

(b) Impact of new and revised Accounting Standards yet to be applied

The following new Standards have been issued by the AASB and are yet to be applied:

- AASB 2007-6 *Amendments to Australian Accounting Standards Arising from AASB 123* - revised Standard to be applied in reporting periods on or after

1 January 2009. Eliminates the option of expensing borrowing costs directly attributable to the construction or production of qualifying assets, instead requiring capitalisation. The transitional provisions apply for prospective application and as a result there will be no retrospective financial impact on the 2009 financial statements.

- AASB2007-8 *Amendments to Australian Accounting Standards Arising from AASB 101* - revised Standard to be applied in reporting periods on or after 1 January 2009. The Standard will not have a financial impact on the financial statements but will require a number of changes in disclosures.
- AASB 2007-9 *Amendments to Australian Accounting Standards arising from the Review of AASs 27, 29 and 31* - amending Standard to be applied on or after 1 July 2008. The primary focus of this Standard has been on relocating, where necessary, the requirements in AASs 27, 29 and 31, substantively unamended (with some exceptions), into topic-based Standards. The Standard will not have a material financial impact on the financial statements.

2.6 Administered Transactions and Balances

The Department administers, but does not control, certain resources on behalf of the Government as a whole. It is accountable for the transactions involving such administered resources, but does not have the discretion to deploy resources for the achievement of the Department's objectives.

Administered assets, liabilities, expenses and revenues are disclosed in Note 1 to the Financial Statements.

2.7 Transactions by the Government as Owner - Restructuring of Administrative Arrangements

Transactions and balances relating to a trustee or an agency arrangement are not recognised as departmental revenues, expenses, assets or liabilities in these Financial Statements.

Net assets received under a restructuring of administrative arrangements are designated as contributions by owners and adjusted directly against equity. Net assets relinquished are designated as distributions to owners. Net assets transferred are initially recognised at the amounts at which they were recognised by the transferring agency immediately prior to the transfer. Details of these transactions are provided in Note 11.3.

2.8 Income

Income is recognised in the Income Statement when an increase in future economic benefits related to an increase in an asset or a decrease of a liability has arisen that can be measured reliably.

(a) Appropriation Revenue

Appropriations, whether recurrent or capital, are recognised as revenues in the period in which the Department gains control of the appropriated funds. Except for any amounts identified as carried forward in Note 6.1, control arises in the period of appropriation.

(b) Grants

Grants payable by the Australian Government are recognised as revenue when the Department gains control of the underlying assets. Where grants are reciprocal, revenue is recognised as performance occurs under the grant. Non-reciprocal grants are recognised as revenue when the grant is received or receivable. Conditional grants may be reciprocal or non-reciprocal depending on the terms of the grant.

(c) State Taxation

Revenue from state taxation is recognised upon the first occurrence of either:

- receipt by the State of a taxpayer's self-assessed taxes; or
- the time the obligation to pay arises, pursuant to the issue of an assessment.

(d) Sales of Goods and Services

Amounts earned in exchange for the provision of goods are recognised when the significant risks and rewards of ownership have been transferred to the buyer. Revenue from the provision of services is recognised in proportion to the stage of completion of the transaction at the reporting date. The stage of completion is assessed by reference to surveys of work performed.

(e) Fees and Fines

Revenue from fees and fines is recognised upon the first occurrence of either:

- (i) receipt by the State of self-assessed fees; or
- (ii) the time the obligation to pay arises, pursuant to the issue of an assessment.

(f) Gain (Loss) from Sale of Non-financial Assets

Gains or losses from the sale of non-financial assets are recognised when control of the asset has passed to the buyer.

(g) Interest

Interest on funds invested is recognised as it accrues using the effective interest rate method.

(h) Resources Received Free of Charge

Services received free of charge by the Department are recognised as income when a fair value can be reliably determined and at a time the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense.

Contributions of assets at no cost of acquisition or for nominal consideration are recognised at their fair value when the Department obtains control of the asset, it is probable that future economic benefits comprising the contribution will flow to the Department and the amount can be measured reliably. However, where the contribution received is from another government agency as a consequence of restructuring of administrative arrangements, they are recognised as contributions by owners directly within equity. In these circumstances, book values from the transferring agency have been used.

(i) Other Revenue

Revenue from other sources is recognised when the goods or services which generate this revenue are provided.

2.9 Expenses

Expenses are recognised in the Income Statement when a decrease in future economic benefits related to a decrease in asset or an increase of a liability has arisen that can be measured reliably.

(a) Employee Benefits

Employee benefits include, where applicable, entitlements to wages and salaries, annual leave, sick leave, long service leave, superannuation and any other post-employment benefits.

(b) Depreciation and Amortisation

All non-current assets having a limited useful life are systematically depreciated over their useful lives in a manner which reflects the consumption of their service potential. Land, being an asset with an unlimited useful life, is not depreciated.

Depreciation is provided for on a straight-line basis, using rates which are reviewed annually. Major depreciation periods are:

Vehicles	3-5 years
Plant and equipment	2-20 years
Buildings	2-120 years

All intangible assets having a limited useful life are systematically amortised over their useful lives reflecting the pattern in which the asset's future economic benefits are expected to be consumed by the Department.

(c) Grants and Subsidies

Grants and subsidies expenditure is recognised to the extent that:

- the services required to be performed by the grantee have been performed; or
- the grant eligibility criteria have been satisfied.

A liability is recorded when the Department has a binding agreement to make the grants but services have not been performed or criteria satisfied. Where grant monies are paid in advance of performance or eligibility, a prepayment is recognised.

(d) Impairment – Financial Assets

Financial assets are assessed at each reporting date to determine whether there is any objective evidence that there are any financial assets that are impaired. A financial asset is considered to be impaired if objective evidence indicates that one or more events have had a negative effect on the estimated future cash flows of that asset.

An impairment loss, in respect of a financial asset measured at amortised cost, is calculated as the difference between its carrying amount and the present value of the estimated future cash flows discounted at the original effective interest rate.

All impairment losses are recognised in profit or loss.

An impairment loss is reversed if the reversal can be related objectively to an event occurring after the impairment loss was recognised. For financial assets measured at amortised cost and available-for-sale financial assets that are debt securities, the reversal is recognised in profit or loss. For available-for-sale financial assets that are equity securities, the reversal is recognised directly in equity.

(e) Impairment – Non-financial Assets

All non-financial assets are assessed to determine whether any impairment exists. Impairment exists when the recoverable amount of an asset is less than its carrying amount. Recoverable amount is the higher of fair value less costs to sell and value in use.

The Department's assets are not used for the purpose of generating cash flows: therefore value in use is based on depreciated replacement cost where the asset would be replaced if deprived of it.

All impairment losses are recognised in profit or loss.

An impairment loss in respect of goodwill is not reversed. In respect of other assets, impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount.

An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

(f) Resources Provided Free of Charge

Resources provided free of charge by the Department, to another entity, are recognised as an expense when fair value can be reliably determined.

(g) Write-down of Assets

A revaluation decrement is recognised as an expense in the Income Statement except to the extent that the decrement reverses a revaluation increment previously credited to, and still included in the balance of, an Asset Revaluation Reserve in respect of the same class of asset. In this case, it is debited to the Revaluation Reserve.

Where an increment reverses a revaluation decrement previously recognised as an expense in the Income Statement, in respect of that same class of non-current assets, the revaluation increment is recognised as revenue.

(h) Other Expenses

Expenses from other ordinary operating activities are recognised when the transaction giving rise to a debt owing occurs.

2.10 Assets

Assets are recognised in the Balance Sheet when it is probable that the future economic benefits will flow to the Department and the asset has a cost or value that can be measured reliably.

(a) Cash and Deposits

Cash means notes, coins, any deposits held at call with a bank or financial institution, as well as funds held in the Special Deposits and Trust Fund. Deposits are recognised at amortised cost, being their face value.

(b) Receivables

Receivables are recognised at amortised cost, less any impairment losses; however, due to the short settlement period, receivables are not discounted back to their present value.

(c) Inventories

Inventories held for distribution are valued at cost adjusted, when applicable, for any loss of service potential. Inventories acquired for no cost or nominal consideration are valued at current replacement cost.

Inventories are measured using the weighted average cost formula.

(d) Assets Held for Sale

Assets held for sale (or disposal groups comprising assets and liabilities) that are expected to be recovered primarily through sale rather than continuing use are classified as held for sale. Immediately before classification as held for sale, the assets (or components or a disposal group) are remeasured in accordance with the Department's accounting policies. Thereafter the assets (or disposal group) are measured at the lower of carrying amount and fair value less costs to sell.

(e) Property, Plant and Equipment*(i) Valuation basis*

Land and buildings are recorded at fair value less accumulated depreciation. All other non-current physical assets, including work in progress, are recorded at historic cost less accumulated depreciation and accumulated impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The costs of self-constructed assets includes the cost of materials and direct labour, any other costs directly attributable to bringing the asset to a working condition for its intended use, and the costs of dismantling and removing the items and restoring the site on which they are located. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

(ii) Subsequent costs

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Department and its costs can be measured reliably. The carrying amount of the replaced part is derecognised. The costs of day-to-day servicing of property, plant and equipment are recognised in profit or loss as incurred.

(iii) Asset recognition threshold

The asset capitalisation threshold adopted by the Department is \$5,000 exclusive of GST. Assets valued at less than \$5,000 are charged to the Income Statement in the year of purchase (other than where they form part of a group of similar items which are material in total). Building works are only capitalised where the works are in excess of \$50,000.

(iv) Revaluations

The Department has adopted a revaluation threshold of \$50,000, above which assets are revalued on a fair-value basis.

Assets are grouped on the basis of having a similar nature or function in the operations of the Department.

Assets are valued with sufficient regularity to ensure they reflect fair value at balance date.

(f) Other Financial Assets

The Department records prepaid expenses and accrued revenue at the expected recovery amount. Tax assets are the input tax credits receivable from the Australian Government and are recognised at the amount receivable.

2.11 Liabilities

Liabilities are recognised in the Balance Sheet when it is probable that an outflow of resources embodying economic benefits will result from the settlement of a present obligation and the amount at which the settlement will take place can be measured reliably.

(a) Payables

Payables, including goods received and services incurred but not yet invoiced, are recognised at the amortised cost, which due to the short settlement period, equates to face value, when the Department becomes obliged to make future payments as a result of a purchase of assets or services.

(b) Employee Benefits

Liabilities for wages and salaries and annual leave are recognised when an employee becomes entitled to receive a benefit. Those liabilities expected to be realised within 12 months are measured as the amount expected to be paid. Other employee entitlements are measured as the present value of

the benefit at 30 June 2008, where the impact of discounting is material, and at the amount expected to be paid if discounting is not material.

A liability for long service leave is recognised, and is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

(c) Superannuation

(i) Defined contribution plans

A defined contribution plan is a post-employment benefit plan under which an entity pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution plans are recognised as an expense when they fall due.

(ii) Defined benefit plans

A defined benefit plan is a post-employment benefit plan other than a defined contribution plan.

The Department does not recognise a liability for the accruing superannuation benefits of Departmental employees. This liability is held centrally and is recognised within the Finance-General Division of the Department of Treasury and Finance.

(d) Other Liabilities

Revenue received in advance is recognised as a current liability with the revenue being allocated to the period to which it relates.

2.12 Leases

The Department has entered into a number of operating lease agreements for property and equipment, where the lessors effectively retain all of the risks and benefits incidental to ownership of the items leased. Equal instalments of lease payments are charged to the Income Statement over the lease term as this is representative of the pattern of benefits to be derived from the leased property.

The Department is prohibited by Treasurer's Instruction 502 *Leases* from holding finance leases.

2.13 Judgements and Assumptions

In the application of Australian Accounting Standards, the Department is required to make judgements, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Judgements made by the Department that have significant effects on the financial statements are disclosed in the relevant notes to the financial statements.

The Department has made no assumptions concerning the future that may cause a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

2.14 Comparative Figures

Comparative figures have been adjusted to reflect any changes in accounting policy or the adoption of new standards. Details of the impact of changes in accounting policy on comparative figures are at Note 2.5.

2.15 Budget Information

Budget information refers to original estimates as disclosed in the 2007-08 Budget Papers and is not subject to audit.

2.16 Rounding

All amounts in the Financial Statements have been rounded to the nearest thousand dollars, unless otherwise stated. Where the result of expressing amounts to the nearest thousand dollars would result in an amount of zero, the financial statement will contain a note expressing the amount to the nearest whole dollar.

2.17 Departmental Taxation

The Department is exempt from all forms of taxation except Fringe Benefits Tax, Payroll Tax and the Goods and Services Tax (GST).

In the Cash Flow Statement, the GST component of cash flows arising from operating, investing or financing activities which is recoverable from, or payable to, the Australian Taxation Office is, in accordance with the Australian Accounting Standards, classified as operating cash flows.

Note 3 – Departmental Output Schedules

3.1 Output Group Information

Comparative information has not been restated for external administrative restructures.

Budget information refers to original estimates and has not been subject to audit.

OUTPUT GROUP 1	2008	2008	2007
POLICING SUPPORT TO THE COMMUNITY	Budget	Actual	Actual
	\$'000	\$'000	\$'000
Revenue			
Revenue from Appropriation	95,486	96,415	88,796
Grants	2,580	896	789
Sales of Goods and Services	909	-	-
Gain (loss) on sale of non-financial assets	-	(4)	-
Other Revenue	1,334	11,500	5,305
Total	100,309	108,807	94,890
Expenses			
Employee Benefits			
Salaries and Wages	70,355	66,608	60,378
Other Employee Related Expenses	512	1,499	615
Superannuation	6,547	7,422	7,023
Depreciation and Amortisation	972	2,493	1,494
Resources Provided Free of Charge	-	88	-
Grants and Transfer Payments	712	553	663
Supplies and Consumables	16,305	13,974	18,430
Other Expenses	5,732	13,815	5,921
Total	101,135	106,452	94,523
Net Result	(826)	2,355	367
Expense by Output			
Output 1.1 - Support to the Community	101,135	106,452	94,523
Total	101,135	106,452	94,523

OUTPUT GROUP 2	2008	2008	2007
CRIME DETECTION AND INVESTIGATION	Budget	Actual	Actual
	\$'000	\$'000	\$'000
Revenue			
Revenue from Appropriation	36,470	35,447	35,688
Grants	-	2,146	2,670
Sales of Goods and Services	560	-	-
Gain (loss) on sale of non-financial assets	-	(1)	-
Other Revenue	-	1,528	878
Total	37,030	39,120	39,236
Expenses			
Employee Benefits			
Salaries and Wages	25,098	23,890	23,663
Other Employee Related Expenses	133	896	277
Superannuation	2,422	3,151	2,976
Depreciation and Amortisation	285	1,000	599
Resources Provided Free of Charge	-	35	-
Grants and Transfer Payments	447	1,040	774
Supplies and Consumables	6,932	5,609	6,736
Other Expenses	2,049	4,680	2,867
Total	37,366	40,301	37,892
Net Result	(336)	(1,181)	1,344
Expense by Output			
Output 2.1 - Investigation of Crime	37,366	40,301	37,892
Total	37,366	40,301	37,892

OUTPUT GROUP 3	2008	2008	2007
TRAFFIC LAW ENFORCEMENT AND ROAD SAFETY	Budget	Actual	Actual
	\$'000	\$'000	\$'000
Revenue			
Revenue from Appropriation	15,031	14,392	14,481
Grants	1,340	140	892
Sales of Goods and Services	162	-	-
Other Revenue	-	2,385	1,178
Total	16,533	16,917	16,551
Expenses			
Employee Benefits			
Salaries and Wages	11,613	11,458	11,793
Other Employee Related Expenses	58	186	102
Superannuation	1,230	1,011	962
Depreciation and Amortisation	132	477	286
Resources Provided Free of Charge	-	17	-
Grants and Transfer Payments	180	54	93
Supplies and Consumables	2,420	1,971	2,724
Other Expenses	1,013	2,239	746
Total	16,646	17,413	16,707
Net Result	(113)	(496)	(156)
Expense by Output			
Output 3.1 - Accident Reduction and Road Safety	16,646	17,413	16,707
Total	16,646	17,413	16,707

OUTPUT GROUP 4	2008	2008	2007
PROTECTION OF PRIMARY INDUSTRY AND FISHERIES RESOURCES	Budget	Actual	Actual
	\$'000	\$'000	\$'000
Revenue			
Revenue from Appropriation	5,970	6,129	7,392
Grants	219	64	46
Sales of Goods and Services	61	-	-
Gain (loss) on sale of non-financial assets	-	122	-
Other Revenue	-	472	329
Total	6,250	6,787	7,767
Expenses			
Employee Benefits			
Salaries and Wages	4,250	3,581	4,117
Other Employee Related Expenses	22	65	39
Superannuation	440	404	377
Depreciation and Amortisation	52	182	109
Resources Provided Free of Charge	-	6	-
Grants and Transfer Payments	174	71	80
Supplies and Consumables	1,003	1,188	1,607
Other Expenses	362	868	1,428
Total	6,303	6,365	7,757
Net Result	(53)	422	10
Expense by Output			
Output 4.1 - Poppy Security	1,087	1,107	1,046
Output 4.2 - Fisheries Security - State and Commonwealth	5,216	5,258	6,711
Total	6,303	6,365	7,757

OUTPUT GROUP 5	2008	2008	2007
EMERGENCY MANAGEMENT	Budget	Actual	Actual
	\$'000	\$'000	\$'000
Revenue			
Revenue from Appropriation	2,993	3,595	2,775
Grants	1,249	15,285	1,331
Other Revenue	-	262	156
Total	4,242	19,142	4,262
Expenses			
Employee Benefits			
Salaries and Wages	1,317	1,590	1,301
Other Employee Related Expenses	15	66	59
Superannuation	130	171	138
Depreciation and Amortisation	16	-	-
Grants and Transfer Payments	1,577	11,801	1,106
Supplies and Consumables	662	1,002	979
Other Expenses	541	613	442
Total	4,258	15,243	4,025
Net Result	(16)	3,899	238
Expense by Output			
Output 5.1 - State Emergency Management Services	4,258	15,243	4,025
Total	4,258	15,243	4,025

OUTPUT GROUP 6	2008	2008	2007
SUPPORT TO JUDICIAL SERVICES	Budget	Actual	Actual
	\$'000	\$'000	\$'000
Revenue			
Revenue from Appropriation	10,145	10,311	9,739
Grants	-	79	46
Sales of Goods and Services	91	-	-
Other Revenue	-	425	234
Total	10,236	10,815	10,019
Expenses			
Employee Benefits			
Salaries and Wages	6,805	8,106	7,799
Other Employee Related Expenses	33	164	57
Superannuation	649	613	567
Depreciation and Amortisation	68	269	161
Resources Provided Free of Charge	-	9	-
Grants and Transfer Payments	103	30	44
Supplies and Consumables	2,107	986	1,128
Other Expenses	539	880	276
Total	10,304	11,057	10,033
Net Result	(68)	(242)	(15)
Expense by Output			
Output 6.1 - Prosecution, Conferencing, Coronial and Bail/Warrant Processing	10,304	11,057	10,033
Total	10,304	11,057	10,033

OUTPUT GROUP 7	2008	2008	2007
MINISTERIAL SUPPORT AND INFORMATION SERVICES	Budget	Actual	Actual
	\$'000	\$'000	\$'000
Revenue			
Revenue from Appropriation	2,980	2,986	2,842
Grants	-	27	16
Sales of Goods and Services	31	-	-
Other Revenue	-	124	62
Total	3,011	3,137	2,920
Expenses			
Employee Benefits			
Salaries and Wages	2,073	2,534	2,444
Other Employee Related Expenses	11	39	19
Superannuation	221	55	54
Depreciation and Amortisation	23	92	55
Resources Provided Free of Charge	-	3	-
Grants and Transfer Payments	38	10	15
Supplies and Consumables	486	295	360
Other Expenses	182	199	3
Total	3,034	3,227	2,950
Net Result	(23)	(90)	(30)
Expense by Output			
Output 7.1 - Ministerial Services, External Information and Policy Advice	3,034	3,227	2,950
Total	3,034	3,227	2,950

OUTPUT GROUP	2008 Budget \$'000	2008 Actual \$'000	2007 Actual \$'000
INFRASTRUCTURE INVESTMENT			
Revenue			
Appropriation Revenue - Capital	1,000	1,000	1,100
Revenue from Special Capital Investment Funds	750	1,102	-
Total	1,750	2,102	1,100
Expenses			
Grants and Transfer Payments	750	750	-
Supplies and Consumables	-	-	2,215
Other Expenses	-	-	1,000
Total	750	750	3,215
Net Result	1,000	1,352	(2,115)
Expense by Output			
Capital Investment Program	-	-	2,465
Special Capital Investment Funds	750	750	750
Total	750	750	3,215
Total net result of output groups	(435)	6,019	(355)
Reconciliation to net surplus (deficit)			
Net surplus (deficit)	(435)	6,019	(355)

3.2 Administered Output Schedule

Budget information refers to original estimates and has not been subject to audit.

	2008 Budget \$'000	2008 Actual \$'000	2007 Actual \$'000
Revenue			
Revenue from Appropriation	-	-	-
Grants	234	160	160
Sales of Goods and Services	1,419	269	285
Fees and Fines	-	894	1,546
Total	1,653	1,323	1,991
Expenses			
Grants and Transfer Payments	1,653	1,323	1,991
Total	1,653	1,323	1,991
Net Result	-	-	-
Expense by Output			
Administered Items	1,653	1,323	1,991
Total	1,653	1,323	1,991

Note 4 – Explanations of Material Variances between Budget and Actual Outcomes

The following are brief explanations of material variances between Budget estimates and actual outcomes. Variances are considered material where the variance exceeds 10 per cent of Budget estimate.

4.1 Income Statement

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Appropriation revenue - recurrent	(a)	169,075	169,275	200	0.1
Revenue from Special Capital Investment Funds	(b)	750	1,102	352	46.9
Grants	(c)	5,388	18,638	13,250	245.9
Sales of goods and services	(d)	1,814	-	(1,814)	(100.0)
Other revenue	(e)	1,334	16,696	15,362	1,151.6
Depreciation and amortisation	(f)	1,548	4,513	2,965	191.5
Supplies and consumables	(g)	30,665	25,026	(5,639)	(18.4)
Grants and subsidies	(h)	3,231	14,310	11,079	342.9
Other expenses	(i)	10,418	23,292	12,874	123.6

Notes to Income Statement variances

- (a) During 2007-08, Requests for Additional Funds (RAFs) were approved for \$200,000.
- (b) This variance relates to additional funding provided under the SCIF for the Huon PCYC project.
- (c) The Department received additional Australian Government Grant revenue under the National Disaster Mitigation Fund for Launceston Flood Levees (\$13.0 million).
- (d) The allocation of revenue budgets has resulted in this variance. A budget was allocated against Sales of goods and services when it should have been more appropriately classified as Other Revenue.
- (e) Refer to note (d) above. In addition, the Department has received additional unbudgeted revenue for: continued secondment arrangements of police officers to other jurisdictions and the Australian Federal Police; funds provided by Finance-General to execute the Trunk Mobile Radio Network Upgrade contract on behalf of the Crown; and contracted revenue received to offset the cost of Tasmanian Mobile Radio Network service fees.
- (f) Depreciation expenditure has increased due to the revaluation of Land and Buildings and the upgrade of the Tasmanian Mobile Radio Network not budgeted for in 2007-08.
- (g) Variance relates to the inclusion of the budget for operating leases within Supplies and consumables, however expenditure is reported under Other expenses, in addition to other various items not budgeted for in 2007-08.
- (h) Increase in Grant expenditure relates to payments under the National Disaster Mitigation Fund for Launceston Flood Levees (\$10.0 million) not budgeted for in 2007-08.
- (i) Variance relates to inclusion of expenditure for operating leases in addition to other various items not budgeted for in 2007-08.

4.2 Balance Sheet

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Cash and deposits	(a)	1,290	9,209	7,919	613.9
Receivables	(b)	1,588	1,339	(249)	(15.7)
Other financial assets	(c)	1,449	2,087	638	44.0
Property, plant and equipment	(d)	105,421	170,331	64,910	61.6
Payables	(e)	1,887	3,321	1,434	76.0
Other liabilities	(f)	606	2,313	1,707	281.7
Reserves	(g)	30,896	91,414	60,518	195.9

Note to Balance Sheet variances

- (a) The Department is responsible for managing a number of grant programs on behalf of the State and Federal Governments. This variance has arisen due to the timing of receipts and payments, and the varying length of the contracts associated with these programs.
- (b) This variance is due to fewer Departmental invoices remaining outstanding at 30 June 2008 than anticipated.
- (c) The original budget estimate had not anticipated an increase in GST receipts owed to the Department as at 30 June 2008.
- (d) This budget line item does not reflect the effect of the revaluation of Land and Buildings as at 30 June 2007 and 30 June 2008, and the upgrade of the Tasmanian Mobile Radio Network.
- (e) This variance is due to invoices being received in July 2008 for services rendered in June 2008.
- (f) Changes to the classification of payroll tax within the long service and annual leave liability calculation has resulted in this variation.
- (g) This budget line item does not reflect the effect of the revaluation of Land and Buildings as at 30 June 2007 and 30 June 2008.

4.3 Cash Flow Statement

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Appropriation receipts - recurrent	(a)	169,075	169,275	200	0.1
Revenue from Special Capital Investment Funds	(b)	750	1,102	352	46.9
Grants	(c)	5,388	18,062	12,674	235.2
Sales of goods and services	(d)	1,814	-	(1,814)	(100.0)
GST receipts	(e)	3,000	5,831	2,831	94.4
Other cash receipts	(f)	1,334	16,445	15,111	1,132.7
GST payments	(g)	3,000	5,997	2,997	99.9
Supplies and consumables	(h)	30,665	24,766	(5,899)	(19.2)
Other cash payments	(i)	13,649	36,637	22,988	168.4
Payments for acquisition of non-financial assets	(j)	1,000	4,945	3,945	394.5

Notes to Cash Flow Statement variances

- (a) Refer note 4.1(a) above.
- (b) Refer note 4.1(b) above.
- (c) Refer note 4.1(c) above.
- (d) Refer note 4.1(d) above.
- (e) The Department received more GST receipts than was originally budgeted.
- (f) Refer note 4.1(e) above.
- (g) The Department made more GST payments than was originally budgeted.
- (h) Refer note 4.1(g) above.
- (i) Refer note 4.1(i) above.
- (j) This variance relates to capitalisation of expenditure on the Tasmanian Mobile Radio Network (\$2.6 million), construction of a new police vessel (\$400,000), and building works for the Forensic Science Service Tasmania (\$1.0 million).

Note 5 – Events Occurring After Balance Date

There have been no events subsequent to balance date which would have a material effect on the Department's financial statements as at 30 June 2008.

Note 6 – Income

6.1 Appropriation Revenue

Revenue from Appropriations includes revenue from appropriations, appropriations carried forward under section 8A(2) of the *Public Account Act 1986*, and Items Reserved by Law.

	2008 Budget \$'000	2008 Actual \$'000	2007 Actual \$'000
Recurrent Appropriation	169,075	169,275	160,598
Works and Services Appropriation	1,000	1,000	1,100
Appropriation Carried Forward under section 8A of the <i>Public Account Act 1986</i> taken up as revenue in the current year	-	-	1,115
Total revenue from Government	170,075	170,275	162,813

Section 8A(2) of the *Public Account Act 1986* allows for an unexpended balance of an appropriation to be transferred to an account in the Special Deposits and Trust Fund for such purposes and conditions as approved by the Treasurer. In the initial year, the carry forward is recognised as a liability, Revenue Received in Advance. The carry forward from the initial year is recognised as revenue in the reporting year, assuming that the conditions of the carry forward are met and the funds are expended.

6.2 Revenue from Special Capital Investment Funds

Funding for major infrastructure projects is provided through Special Capital Investment Funds managed by the Department of Treasury and Finance. The Department is allocated funding for specific projects from the Special Capital Investment Funds as part of the Budget process.

	2008 \$'000	2007 \$'000
Economic and Social Infrastructure Fund	1,102	750
Total	1,102	750

Details of total Special Capital Investment Funds revenues and expenses are provided as part of Note 3 Departmental Output Schedules. Details of total cash flows for each project are at Note 12.3.

6.3 Grants

	2008 \$'000	2007 \$'000
Grants from the Australian Government		
State Disaster Mitigation Funding	14,610	641
National Drug Law Enforcement Research Fund	1,721	1,947
Auxiliary Power	23	91
Minimum Nationwide Person Profile (MNPP)	-	614
Other	-	250
Grants from the State Government		
State Government	2,080	2,224
Other	-	24
Grants from Local Government		
Other	204	-
Total	18,638	5,790

6.4 Gain (Loss) on Sale of Non-financial Assets

	2008 \$'000	2007 \$'000
Plant, Equipment and Vehicles		
Proceeds from sale	122	-
Written down value of disposed assets	(7)	(130)
Gain (loss) on sale	115	(130)

6.5 Other Revenue

	2008 \$'000	2007 \$'000
Property Rental	392	385
Non-Government Contributions	2,180	1,077
Workers Compensation Recoveries	349	254
Contracted Services	4,464	4,065
Helicopter Evacuations	381	273
National Criminal History Check	902	789
Assets acquired at nominal or below fair value	-	700
Trunk Mobile Radio Network Upgrade	5,000	-
TMRN Service Fees	2,217	-
Other	810	729
Total	16,696	8,271

Note 7 – Expenses

7.1 Employee Benefits

	2008	2007
	\$'000	\$'000
Wages and salaries (including fringe benefits and non-monetary components)	105,920	97,428
Annual Leave	10,341	10,767
Long Service Leave	3,119	3,300
Superannuation - contribution scheme	5,193	4,550
Superannuation - defined benefit scheme	7,633	7,547
Other employee expenses	1,302	1,168
Total	133,508	124,760

Superannuation expenses relating to defined benefit schemes relate to payments into the Superannuation Provision Account (SPA) held centrally and recognised within the Finance-General Division of the Department of Treasury and Finance. The amount of the payment is based on an employer contribution rate determined by the Treasurer, on the advice of the State Actuary. The current employer contribution is 11 per cent of salary.

Superannuation expenses relating to the contribution scheme are paid directly to the superannuation fund at a rate of nine per cent of salary. In addition, departments are also required to pay into the SPA a gap payment equivalent to two per cent of salary in respect of employees who are members of the contribution scheme.

7.2 Depreciation

	2008	2007
	\$'000	\$'000
Plant, equipment and vehicles	2,010	932
Buildings	2,503	1,773
Total	4,513	2,705

7.3 Supplies and Consumables

	2008	2007
	\$'000	\$'000
Consultants	1,915	2,116
Property services	4,920	7,950
Maintenance	485	34
Communications	5,637	3,112
Information technology	2,251	1,570
Travel and transport	5,688	5,560
Advertising and promotion	110	66
Other supplies and consumables	4,020	3,697
Total	25,026	24,106

7.4 Grants and Subsidies

	2008 \$'000	2007 \$'000
State Disaster Mitigation Fund	11,553	918
Huon Police and Community Youth Club (PCYC)	750	750
Other Grants	2,007	1,857
Total	14,310	3,525

7.5 Resources Provided Free of Charge

	2008 \$'000	2007 \$'000
Fair value of assets transferred at no cost or for nominal consideration	158	-
Total	158	-

Land and building was transferred to the Circular Head Council under the Crown Land Assessment and Classification Project.

7.6 Other Expenses

	2008 \$'000	2007 \$'000
Audit fees - financial audit	44	40
Audit fees - internal audit	16	4
Operating lease costs	10,139	10,029
Workers compensation	1,167	1,125
Payroll tax	7,769	7,486
Other	4,157	4,073
Total	23,292	22,756

Note 8 – Assets

8.1 Receivables

	2008	2007
	\$'000	\$'000
Receivables	1,339	1,437
Less: Provision for impairment	-	-
Total	1,339	1,437
Settled within 12 months	1,131	1,314
Settled in more than 12 months	208	123
Total	1,339	1,437

8.2 Inventories

	2008	2007
	\$'000	\$'000
Uniform Store	423	524
Forensic Science Service Tasmania Store	177	164
Total	600	688
Settled within 12 months	600	688
Total	600	688

8.3 Other Financial Assets

	2008	2007
	\$'000	\$'000
Accrued Revenue	901	-
Prepayments	426	1,411
Tax assets	760	570
Total	2,087	1,981
Settled within 12 months	2,087	1,981
Total	2,087	1,981

8.4 Property, Plant and Equipment

(a) Carrying amount

	2008 \$'000	2007 \$'000
Land		
At fair value (30 June 2008)	30,410	26,668
At cost	80	-
Total	30,490	26,668
Buildings		
At fair value (30 June 2008)	124,541	108,891
At cost	1,679	-
Less: Accumulated depreciation	2,865	-
Total	123,355	108,891
Plant, equipment and vehicles		
At cost	23,630	24,249
Less: Accumulated depreciation	11,322	10,133
	12,308	14,117
Work in Progress (at cost)	3,744	766
Total	16,052	14,883
Heritage Assets		
At cost	434	434
Total Property, plant and equipment	170,331	150,875

The latest revaluations as at 30 June 2008 were based on indices supplied by Brothers & Newton Pty Ltd.

The indices indicate an average annual increase in land and building values for the Department from 30 June 2007 to 30 June 2008. A full revaluation of land and buildings was independently conducted by Brothers & Newton Pty Ltd as at 30 June 2007. The revaluation was based on fair value as per AASB 116. This definition stated that an asset's fair value is measured having regard to the highest and best use of the asset for which market participants would be prepared to pay.

(b) Reconciliation of movements

Reconciliations of the carrying amounts of each class of property, plant, and equipment at the beginning and end of the current and previous financial year are set out below. Carrying value means the net amount after deducting accumulated depreciation and accumulated impairment losses.

2008	Plant equipment				Total \$'000
	Land \$'000	Buildings \$'000	& vehicles \$'000	Heritage \$'000	
Carrying value at 1 July	26,668	108,890	14,883	434	150,875
Additions	80	1,679	208	-	1,967
Disposals	-	-	(7)	-	(7)
Revaluation increments	3,802	15,387	-	-	19,189
Net Transfers	(60)	(98)	-	-	(158)
Work in progress	-	-	2,978	-	2,978
Depreciation	-	(2,503)	(2,010)	-	(4,513)
Carrying value at 30 June	30,490	123,355	16,052	434	170,331

2007	Plant equipment				Total \$'000
	Land \$'000	Buildings \$'000	& vehicles \$'000	Heritage \$'000	
Carrying value at 1 July	14,536	80,831	5,359	434	101,160
Additions	60	575	1,606	-	2,241
Disposals	-	-	(388)	-	(388)
Revaluation increments	12,072	29,257	-	-	41,329
Net Transfers	-	-	8,472	-	8,472
Work in Progress	-	-	766	-	766
Depreciation	-	(1,773)	(932)	-	(2,705)
Carrying value at 30 June	26,668	108,890	14,883	434	150,875

Note 9 – Liabilities

9.1 Payables

	2008	2007
	\$'000	\$'000
Creditors	2,724	2,813
Accrued expenses	597	228
Total	3,321	3,041
Due within 12 months	3,321	3,041
Total	3,321	3,041

Settlement is usually made within 30 days.

9.2 Employee Benefits

	2008	2007
	\$'000	\$'000
Accrued salaries	1,537	1,037
Annual leave	15,196	15,904
Long service leave	21,211	20,599
Total	37,944	37,540
Due within 12 months	18,915	18,837
Due in more than 12 months	19,029	18,703
Total	37,944	37,540

9.3 Other Liabilities

	2008	2007
	\$'000	\$'000
Employee benefits – on costs	2,313	1,517
Due within 12 months	2,313	1,517
Total	2,313	1,517

Note 10 – Commitments and Contingencies

10.1 Schedule of Commitments

	2008 \$'000	2007 \$'000
By Type		
<i>Capital commitments</i>		
Plant and equipment	10,260	1,179
Total capital commitments	10,260	1,179
<i>Lease commitments</i>		
Operating leases	36,480	25,962
Total lease commitments	36,480	25,962
By Maturity		
<i>Capital commitments</i>		
One year or less	10,260	1,179
Total capital commitments	10,260	1,179
<i>Operating lease commitments</i>		
One year or less	13,198	10,463
From one to five years	22,844	14,964
More than five years	438	535
Total operating lease commitments	36,480	25,962
Total	46,740	27,141

The Department's principal operating lease commitments relate to the rental of 47 Liverpool Street, IT leases, helicopter lease and vehicle leases.

The lease cost of 47 Liverpool Street is based on the contract at time of inception with indexation (based on CPI) at the discretion of the lessor. The contract term is 10 years commencing 6 January 2008 with an option for a further 5 years at the conclusion of that period.

IT leases are undertaken in accordance with the whole-of-government common use contract GITC/C150. This contract expires on 31 December 2008.

The lease cost of the helicopter is based on the contract at the time of inception with indexation occurring each year on 1 August, based on 30 June CPI. The contract term is 5 years commencing 1 August 2005 with no option for renewal at the end of that period.

The lease of vehicles is undertaken in accordance with the whole-of-government common use contract GITC/F200. Each vehicle has its own separate lease term of 24-36 months with no requirement for renewal at the end of the lease period.

Capital commitments for plant and equipment encompass the upgrade costs for the Government Trunk Mobile Radio Network which is expected to be completed in April 2009.

10.2 Contingent Assets and Liabilities

Contingent assets and liabilities are not recognised in the Balance Sheet due to uncertainty regarding the amount or timing of the underlying claim or obligation.

(a) Quantifiable contingencies

Quantifiable contingent assets and liabilities are those claims or obligations where the amount is certain but it is uncertain as to whether a transaction will occur.

A quantifiable contingent liability is a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity; or a present obligation that arises from past events but is not recognised because it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation.

	2008 \$'000	2007 \$'000
Quantifiable Contingent Liabilities		
<i>Contingent claims</i>		
Agency Litigation	790	1,270
Total quantifiable contingent liabilities	790	1,270

At 30 June 2008, the Department had a number of claims against it for legal disputes.

Note 11 – Equity and Movements in Equity

11.1 Reconciliation of Equity

	Accumulated Funds		Asset Revaluation Reserve		Total Equity	
	2008	2007	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance at 1 July	42,555	34,438	72,225	30,896	114,780	65,334
Net surplus (deficit)	6,019	(355)	-	-	6,019	(355)
Transfers	-	8,472	-	-	-	8,472
<i>Revaluation Increments</i>						
Increments - Buildings	-	-	15,387	29,257	15,387	29,257
Increments - Land	-	-	3,802	12,072	3,802	12,072
Balance at 30 June	48,574	42,555	91,414	72,225	139,988	114,780

Note that accumulated funds include both contributed capital on formation of the Department and accumulated surpluses or deficits in subsequent years.

(a) Nature and purpose of reserves

Asset Revaluation Reserve

The Asset Revaluation Reserve is used to record increments and decrements on the revaluation of non-current assets, as described in Note 2.10(e).

11.2 Asset Revaluation Reserve by Class of Asset

The balance within the Asset Revaluation Reserve for the following class of assets is:

	2008	2007
	\$'000	\$'000
Land and buildings	91,414	72,225
Total Asset Revaluation Reserve	91,414	72,225

11.3 Administrative Restructuring

In 2006-07 as a result of the settlement of the Ericsson dispute, the Department assumed responsibility for the Radio Network.

In respect of activities assumed, the net book values of assets and liabilities transferred to the Department for no consideration and recognised as at the date of transfer were:

	2008	2007
	\$'000	\$'000
Net assets assumed on restructure		
Total assets recognised	-	8,472
Total liabilities recognised	-	-
Net assets assumed on restructure	-	8,472
Net Contribution by Government as owner during the period	-	8,472

Note 12 – Cash Flow Reconciliation

12.1 Cash and Cash Equivalents

Cash and Deposits includes the balance of the Special Deposits and Trust Fund accounts held by the Department, and other cash held, excluding those accounts which are administered or held in a trustee capacity or agency arrangement.

	2008 \$'000	2007 \$'000
Special Deposits and Trust Fund Balance		
T519 Department of Police and Emergency Management Operating Account	9,199	1,886
Total	9,199	1,886
Other Cash Held		
Cash and deposits	10	11
Total	10	11
Total Cash and Cash Equivalents	9,209	1,897

12.2 Reconciliation of Operating Surplus to Net Cash from Operating Activities

	2008 \$'000	2007 \$'000
Net operating surplus (deficit)	6,019	(355)
Depreciation and amortisation	4,513	2,705
Gain (loss) from sale of non-financial assets	(115)	130
Resources provided free of charge	158	-
Decrease (increase) in Receivables	98	150
Decrease (increase) in Accrued revenue	(901)	-
Decrease (increase) in Prepayments	985	(271)
Decrease (increase) in Inventories	88	(56)
Decrease (increase) in tax assets	(190)	(261)
Increase (decrease) in Employee benefits	404	(753)
Increase (decrease) in Creditors	(89)	926
Increase (decrease) in Accrued expenses	369	(378)
Increase (decrease) in Other liabilities	796	(598)
Assets acquired at nil or minimal value	-	(441)
Net cash from (used by) operating activities	12,135	798

12.3 Acquittal of Capital Investment and Special Capital Investment Funds

The Department received Works and Services Appropriation funding and revenues from the Economic and Social Infrastructure Fund to fund specific projects.

Cash outflows relating to these projects are listed below by category.

Budget information refers to original estimates and has not been subject to audit.

(a) Project expenditure

	2008 Budget \$'000	2008 Actual \$'000	2007 Actual \$'000
Capital Investment Funds			
Continuing Projects			
Forensic Science Service Tasmania Refurbishment	1,000	1,000	315
Launceston Police Station Refurbishment	-	-	1,900
Total	1,000	1,000	2,215
Special Capital Investment Funds			
Continuing Projects			
Huon Police and Citizens Youth Club (PCYC)	750	750	750
Total	750	750	750

(b) Classification of cash flows

The project expenditure above is reflected in the Cash Flow Statement as follows:

	2008 Actual \$'000	2007 Actual \$'000
Cash outflows		
Maintenance and property services	-	2,212
Payments for acquisition of assets	1,000	-
Other cash payments	750	753
Total cash outflows	1,750	2,965

12.4 Financing Facilities

The Department provides credit cards to selected personnel.

	2008 Actual \$'000	2007 Actual \$'000
Amount used	69	56
Amount unused	387	435
Total	456	491

Note 13 – Financial Instruments

13.1 Risk exposures

(a) Risk management policies

The Department has exposure to the following risks from its use of financial instruments:

- credit risk
- liquidity risk
- market risk.

The Head of Agency has overall responsibility for the establishment and oversight of the Department’s risk management framework. Risk management policies are established to identify and analyse risks faced by the Department, to set appropriate risk limits and controls, and to monitor risks and adherence to limits.

(b) Credit risk exposures

Credit risk is the risk of financial loss to the Department if a customer or counterparty to a financial instrument fails to meet its contractual obligations.

The carrying amount of financial assets recorded in the financial statements, net of any allowances for losses, represents the Department’s maximum exposure to credit risk.

The following tables analyse financial assets that are past due but not impaired.

Analysis of financial assets that are past due at 30 June 2008 but not impaired	Past due <30 days	Past due		Total
		31-60 days	Past due > 60 days	
Receivables	687	377	275	1,339
Other Financial Assets	2,087	-	-	2,087

Analysis of financial assets that are past due at 30 June 2007 but not impaired	Past due <30 days	Past due		Total
		31-60 days	Past due > 60 days	
Receivables	1,056	172	209	1,437
Other Financial Assets	1,981	-	-	1,981

(c) Liquidity risk

Liquidity risk is the risk that the Department will not be able to meet its financial obligations as they fall due. The Department's approach to managing liquidity is to ensure that it will always have sufficient liquidity to meet its liabilities when they fall due. As part of this approach the Department reviews its cash position and budget regularly to ensure that all payments are made in a timely manner and in accordance with creditor's terms.

The following tables detail the undiscounted cash flows payable by the Department by remaining contractual maturity for its financial liabilities. It should be noted that as these are undiscounted, totals may not reconcile to the carrying amounts presented in the Balance Sheet:

Maturity analysis for financial liabilities								
2008	1 year	2 years	3 years	4 years	5 years	More than 5 years	Undiscounted Total	Carrying Amount
Financial Liabilities								
Payables	3,321	-	-	-	-	-	3,321	3,321
Total	3,321	-	-	-	-	-	3,321	3,321

2007	1 year	2 years	3 years	4 years	5 years	More than 5 years	Undiscounted Total	Carrying Amount
Financial Liabilities								
Payables	3,041	-	-	-	-	-	3,041	3,041
Total	3,041	-	-	-	-	-	3,041	3,041

(d) Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. The primary market risk that the Department is exposed to is interest rate risk.

All the Department's financial assets and liabilities are non-interest bearing.

13.2 Categories of Financial Assets and Liabilities

	2008 Actual \$'000	2007 Actual \$'000
Financial Assets		
Financial assets at fair value through profit and loss - designated on initial recognition	12,635	5,315
Total	12,635	5,315
Financial Liabilities		
Financial liabilities at fair value through profit and loss	3,321	3,041
Total	3,321	3,041

13.3 Net Fair Values of Financial Assets and Liabilities

	2008		2007	
	Total Carrying Amount \$'000	Net Fair Value \$'000	Total Carrying Amount \$'000	Net Fair Value \$'000
Financial Assets				
Cash at bank	10	10	11	11
Cash in Special Deposits and Trust Fund	9,199	9,199	1,886	1,886
Receivables	1,339	1,339	1,437	1,437
Other financial assets	2,087	2,087	1,981	1,981
Total financial assets	12,635	12,635	5,315	5,315
Financial Liabilities (recognised)				
Payables	3,321	3,321	3,041	3,041
Total financial liabilities (recognised)	3,321	3,321	3,041	3,041

Financial Assets

The net fair values of cash and non-interest bearing monetary financial assets approximate their carrying amounts.

Financial Liabilities

The net fair values for payables are approximated by their carrying amounts.

Note 14 – Notes to Administered Statements

14.1 Explanations of Material Variances between Budget and Actual Outcomes

The following are brief explanations of material variances between budget estimates and actual outcomes. Variances are considered material where the variance exceeds 10 per cent of Budget estimate.

(a) Income Statement

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Sales of goods and services	(a)	1,419	269	269	(81.0)
Fees and fines	(a)	-	894	894	0.0

Notes to Income Statement variances

(a) A proportion of the Sales of goods and services budget should have been allocated to Fees and fines. This will be rectified in 2008-09.

(b) Cash Flow Statement

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Sales of goods and services	(a)	1,419	269	(1,150)	(81.0)
Fees and fines	(a)	-	894	894	0.0

Notes to Cash Flow Statement variances

Refer note 14.1(a) above.

14.2 Administered Grants

	2008 \$'000	2007 \$'000
Grants from the Australian Government		
Specific Grants		
SES Volunteer Support	160	160
Total	160	160

14.3 Administered Sales of Goods and Services

	2008	2007
	\$'000	\$'000
Services		
Search Fees	105	107
Academy Trainee Board	78	81
Found and Confiscated Proceeds	69	74
Other Fees	18	23
Total	269	285


14.4 Administered Fees and Fines

	2008	2007
	\$'000	\$'000
Fees		
Firearms licences/registrations	894	1,546
Total	894	1,546

Fees and fines are collected by the Department on behalf of the Government and returned through transfers to the Consolidated Fund.

The Department does not hold any administered assets or have any administered liabilities.

INDEPENDENT Audit Report



Tasmanian Audit Office

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INDEPENDENT AUDIT REPORT

To Members of the Parliament of Tasmania

DEPARTMENT OF POLICE AND EMERGENCY MANAGEMENT

Financial Statements for the Year Ended 30 June 2008

Report on the Financial Statements

I have audited the accompanying financial statements of the Department of Police and Emergency Management (the Department), which comprise the balance sheet as at 30 June 2008, the income statement, statement of recognised income and expense and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the statement by the Secretary of the Department.

The Responsibility of the Secretary for the Financial Statements

The Secretary of the Department is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) and Section 27 (1) of the *Financial Management and Audit Act 1990*. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of 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 Department's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate to the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Department's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates.

To provide independent assurance to the Parliament and Community on the preparation and accountability of the Tasmanian Public Sector.
• Public Accounts • Budget • Capital Works • Capital Expenditure • Government • Corporate Affairs

Making a Difference

INDEPENDENT Audit Report

made by the Secretary, as well as evaluating the overall presentation of the financial statements.

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

My audit is not designed to provide assurance on the accuracy and appropriateness of the budget information in the Department's financial statements.

Independence

In conducting my audit, I have met applicable independence requirements of Australian professional ethical pronouncements.

Auditor's Opinion

In my opinion the financial statements of the Department of Police and Emergency Management

- (a) present fairly, in all material respects, the financial position of the Department of Police and Emergency Management as at 30 June 2008, and of its financial performance, cash flows and changes in equity for the year then ended; and
- (b) are in accordance with the *Financial Management and Audit Act 1990* and Australian Accounting Standards (including Australian Accounting Interpretations).

TASMANIAN AUDIT OFFICE



N. G. I'Anson
MANAGER – FINANCIAL AUDIT
Delegate of the Auditor-General

HOBART
7 October 2008

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ACKNOWLEDGEMENTS

Production	S Lovell & R Dunlop Secretariat & Research Services Executive Support Department of Police and Emergency Management Enquiries: Telephone (03) 6230 2600 www.police.tas.gov.au	
Design	Digitalink www.digitalink.com.au	
Printing	Print Mail Logistics	
Photographs	Photographs courtesy of:	Page
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	Constable Kevin Smith, Tasmania Police Forensic Services, Hobart	
	Tasmania Police Search and Rescue	
	Mr Alastair Bett, f8photography	
	Ms Rasa Dunlop, Secretariat & Research Services	

Hierarchy of Planning Documents

Department of Police and Emergency Management

The Tasmania *Together* document provides a long-term vision for Tasmania, with community safety identified by the people of Tasmania as an important goal. The Department plans its activities to achieve this goal.



The **Strategic Directions Framework** defines the Vision, Mission, Values and Key Strategies for the Department over the three-year cycle July 2006 - June 2009.

The annual **Business Plan** provides guidance on how each of the four key strategies of reassurance, readiness, responsiveness and accountability is translated into action over the twelve-month period.



The **Action Plan** sets out in detail how we will deliver the requirements of the Business Plan at District, Divisional, Station, Business Unit and individual levels to address identified needs and expectations.



The **Annual Report** showcases the year's activities and reports on the Department's performance.

Department of Police and Emergency Management
47 Liverpool Street, Hobart Tasmania
GPO Box 308, Hobart Tasmania 7000
Phone: 03 6230 2111 Fax: 03 6230 2414
www.police.tas.gov.au