Victoria Police Annual Report 2018-19

Additional Information Available Upon Request

1. **A STATEMENT THAT DECLARATIONS OF PECUNIARY INTERESTS HAVE BEEN DULY COMPLETED BY ALL RELEVANT OFFICERS.**

Declarations of pecuniary interests have been duly completed by all Executive Officers.

1. **DETAILS OF SHARES HELD BY A SENIOR OFFICER AS NOMINEE OR HELD BENEFICIALLY IN A STATUTORY AUTHORITY OR SUBSIDIARY.**

No shares are held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary.

1. **DETAILS OF PUBLICATIONS PRODUCED BY THE ENTITY ABOUT THE ENTITY AND HOW THESE CAN BE OBTAINED.**

The following publications were produced by the organisation during 2018-19:

|  |  |  |
| --- | --- | --- |
| **PUBLICATION** | **PRODUCED** | **HOW OBTAINED** |
| Police Life | Winter 2017Spring 2017Summer 2018Autumn 2018 | 10,000 copies produced each edition. Available from police stations and the Victoria Police Centre.[www.police.vic.gov.au/policelife](http://www.police.vic.gov.au/policelife) and [www.vicpolicenews.com.au](http://www.vicpolicenews.com.au) |
| Victoria Police Annual Report | October 2018 | <https://www.police.vic.gov.au/annual-report> |
| Taskforce Deliver Report | November 2018 | [www.police.vic.gov.au.](http://www.police.vic.gov.au/) |

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| 1. **DETAILS OF CHANGES IN PRICES, FEES, CHARGES, RATES AND LEVIES CHARGED BY THE ENTITY.**
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In 2018-19, in line with government policy, Victoria Police has applied automatic indexation to the relevant fees and charges. A full listing of current fees and charges is available from [www.police.vic.gov.au.](http://www.police.vic.gov.au/)

**E. DETAILS OF ANY MAJOR EXTERNAL REVIEWS CARRIED OUT ON THE ENTITY.**

In 2018-19 the following major external reviews were completed:

**Independent Broad-based Anti-corruption Commission (IBAC)**

|  |  |  |  |
| --- | --- | --- | --- |
| **NO.** | **REVIEW** | **PURPOSE** | **RELEASE DATE** |
| 2018-IBAC-08 | Report to the Minister for Police: Pursuant to section 70N of the Sex Offenders Registration Act 2004 (Vic) | IBAC monitors Victoria Police Sex Offender Registry compliance with parts three and four of the Sex Offenders Registration Act 2004. IBAC inspection reports are provided to the Minister for Police for tabling in each House of Parliament. | September 2018 |
| 2019-IBAC-08 | IBAC Report on the Chief Commissioner of Police's compliance with the record keeping requirements under the Witness Protection Act 1991 (Vic) | The Commissioner of the Independent Broad-based Anti-corruption Commission (IBAC) is required under section 20C of the Witness Protection Act 1991 (Vic) (the Act) to monitor compliance by the Chief Commissioner of Police with the record keeping requirements under the Act. | June 2019 |

**Victorian Auditor-General’s Office (VAGO)**

|  |  |  |  |
| --- | --- | --- | --- |
| **NO.** | **REVIEW** | **PURPOSE** | **RELEASE DATE** |
| 2018-VAGO-03 | Police Management of Property and Exhibits | In this audit, VAGO examined whether Victoria Police stores and secures property and exhibits effectively and efficiently. More specifically, how Victoria Police stores and secures property in a way that supports frontline staff, reduces associated risks (OHS risks), maintains evidentiary value, and how improvement projects for property management are prioritised and sustained. | September 2018 |
| 2018-VAGO-02 | Crime Data | In this audit, VAGO assessed whether crime data is reliable and effectively used for Decision-making. VAGO focused on the completeness, accuracy and timeliness of Victoria Police data and the methodology used by CSA to analyse and publish crime statistics. | September 2018 |
| 2018-VAGO-04 | Closing report and final management letterYear ended 30 June 2018 | The purpose of this management letter, referred to as Final management letter is to bring to attention matters arising from the final phase of the financial report audit of Victoria Police for the year ended 30 June 2018. | October 2018 |

**Office of the Victorian Information Commissioner**

|  |  |  |  |
| --- | --- | --- | --- |
| **NO.** | **REVIEW** | **PURPOSE** | **RELEASE DATE** |
|  | Nil |  |  |

**Coroners Court of Victoria (CCOV)**

|  |  |  |  |
| --- | --- | --- | --- |
| **NO.** | **REVIEW** | **PURPOSE** | **RELEASE DATE** |
|  | Nil |  |  |

**Other agencies**

|  |  |  |  |
| --- | --- | --- | --- |
| **NO.** | **REVIEW** | **PURPOSE** | **RELEASE DATE** |
|  | Nil |  |  |

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| **F. DETAILS OF MAJOR RESEARCH AND DEVELOPMENT ACTIVITIES UNDERTAKEN BY THE ENTITY.** |

| **MAJOR RESEARCH AND DEVELOPMENT** | **CONDUCTED BY** | **PURPOSE** |
| --- | --- | --- |
| The impact on human decomposition on forensic processes | At the Australian Facility for Taphonomic Experimental Research, in conjunction with University of Technology Sydney & others. | Ongoing research programs will assist police and forensic services to improve their procedures for searching, locating, recovering and identifying missing persons, victims of homicide, and victims of disaster on both a national and international scale. |
| Improving the communication of forensic science evidence to courts | In conjunction with University of New South Wales & others. | To improve the efficacy of the communication of forensic science evidence and develop an evidence-base from which informed decisions can be made regarding the best methods for effective and appropriate communication, for both pre-trial and trial decision making. |
| Differentiation of fentanyl manufacturing routes | With RMIT University and Defence Science & Technology Group. | To understand how different routes to fentanyl compounds can influence the detectable products |
| Rapid CYBERNOSE® detection of illicit drugs and precursor chemicals  | With University of Technology Sydney & others. | To develop a novel biosensor prototype that can rapidly identify volatile traces of illicit drugs and precursor chemicals in concealed environments. The biosensor will be based on CYBERNOSE® technology. This technology employs sensors, using the highly sophisticated and sensitive olfactory receptors of microscopic nematode worms, linked to an optoelectronic detector. |
| Understanding issues relating to DNA transfer to assist addressing activity-level question | In collaboration with:Deakin UniversityLa Trobe UniversityUniversity of Technology SydneyFlinders UniversityUniversity College LondonNetherlands Forensic InstituteForensic Science IrelandNational Forensic Centum (Sweden) | To gain a greater understanding of the factors involved in the transfer, persistence, prevalence and recovery of DNA on objects and persons, allowing potential improvements in sample targeting and collection, and an informed discussion and evaluation of crime scene related DNA profiles |
| Development of an Asia Pacific ancestry informative panel for forensic intelligence purposes | With-University of CanberraUniversity of Santiago de Compostela (Spain)Innsbruck Medical University (Austria)Thermo Fisher Scientific | To develop an DNA sequencing forensic intelligence tool applicable to Australia and Asia Pacific region |
| Validation of forensic expert pattern analysis opinions | In conjunction withCanberra Institute of Technology, University of New South Wales | To validate and calibrate expert opinion to enhance the accuracy and reliability of forensic science evidence across the disciplines of footwear impressions and blood pattern analysis. |
| Characterisation and analysis of illicit drug manufacture | Variously with-RMIT University, Deakin University and La Trobe University. | To gain a better understanding of synthetic processes and by-products in the manufacture of illicit drugs; options for chemical drug profiling. |
| Use of 3D laser scanning for recording crime scenes | With Victoria Police stakeholders. | To understand the use and implications of scanning technology at major crime. |
| Development and implementation of improved reporting methods | In collaboration with the Documents Specialist Advisory Group (Qld Police, NSW Police, AFP, Forensic Science Service SA & Home Affairs). | The manner of examination and reporting for handwriting and signature examinations is being improved and standardised throughout Australia Government laboratories, to utilise the logical reporting framework. In conjunction with this project, validation testing and skill trials will provide expert calibration data for error rate knowledge. |

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| **G. DETAILS OF OVERSEAS VISITS UNDERTAKEN INCLUDING A SUMMARY OF THE OBJECTIVES AND OUTCOMES OF EACH VISIT.** |

*For security purposes, the details below do not include police operational travel.*

**The following trips were funded internally by Victoria Police:**

| **TITLE OF OFFICER** | **DESTINATION/S** | **OBJECTIVE/S** | **OUTCOME/S** |
| --- | --- | --- | --- |
| 1 x Senior Constable | San Antonio Texas, USA | To attend the IAI International Forensic Educational Conference. | Ongoing professional development to strengthen the evidence base for feature comparison techniques used in crime scene investigation. |
| 1 x Inspector1 x Senior Sergeant | NEW YORK, USA | Explore Virtual Reality as an immersive reality based training platform. Visited V-Armed in New York and Motion Reality Incorporated in Atlanta. Attend the Federal Bureau of Investigation (FBI) Active Shooter Conference in Ohio to learn from International experience. | Stakeholder engagement with Virtual Reality providers MRI & V-Armed (Presentation and reports provided to SLG)Stakeholder engagement with FBI and other US Law Enforcement Agencies (LEAs) regarding lessons learned in Active Armed Offender response.  |
| 1 x Executive Advisor | London, Glasgow, UKTexas, Florida & North Carolina, USA  | Engagement with other jurisdictions using SAS solutions to better understand working solutions, possible enhancements, training and change related lessons and techniques to de-risk future implementations in relation to the upcoming implementation of SAS Visual Investigator. Annually scheduled to ensure Victoria Police executive engagement is maintained and to take the opportunity of understanding innovation in a global forum and leverage our network to provide new benefits back to the organisation. | Explored the functionality being developed by SAS and already being utilised by other government and policing agencies to better meet Victoria Police’s Neo Intelligence Management requirements. Enhance partnership with SAS and progress concepts such as data analytics capability and AI for Victoria Police. |
| 1 x Assistant Commissioner | Indonesia and Philippines | Attendance at joint meeting between Australia Federal Police, Victoria Police and South East Asia security partners. | Understand increasing Islamist terrorism threat in Southeast Asia and the associated risk to Australia and the Victorian security environment. Connect and share most effective practice with regional counterparts who hold significant experience. |
| 3 x LINPILOT1 x SENPILOT | Singapore | Attend and pass the Level D Flight Simulator Training provided by AirBus (this is the only Level D simulator available in the Southern Hemisphere. All pilots must hold this qualification.  | Gained professional development and increased skill levels to facilitate the maintenance of mandatory qualifications in Level D Simulator.  |
| 1 x Executive Director | Lyon, France London, UK | To attend the European Academy of Forensic Sciences (EAFS) and meet with the UK Metropolitan Police Forensic Services Department. | To promote forensic best practices world-wide through a multidisciplinary approach to support research in forensic science. Connect with UK counterpart to learn from their recent forensic modernisation program. |
| 1 x FO 7 | Lyon, France Brussels, Belgium | To attend the EAFS and the INTERPOL International Forensic Science Managers Symposium (IFSMS). | To promote forensic best practices world-wide through a multidisciplinary approach to support research in forensic science and to better connect international experts. |
| 1 x Inspector |  London, UK | To assess Armed Response Vehicle (ARV) concept of operations for terrorist incidents. |  Increased knowledge to improve Critical Incident Response Team’s capabilities and responses.  |
| 1 x Assistant Commissioner | Washington DC, USA | To attend and participate in the Leadership in Counter Terrorism (LinCT) Alumni Program Review and LinCT Executive Board meeting. | Meeting with LinCT-AA Executive Board in the role of LinCT-AA Secretary representing Victoria Police within the 5 EYES and strengthening global partnerships. |
| 1 x FO4 | York, UK | To attend Forensic Speech & Audio Analysis Workshop. | Identified opportunities to strengthen Victoria Police’s capabilities and broaden service delivery, including new ways to look at audio evidence. |
| 1 x A/Chief Commissioner | New York, USA | To participate in the LinCT partnership program and participate in briefings with the Federal Bureau of Investigation, the Scottish Police College, the Police Service of Northern Ireland, the Royal Canadian Mounted Police, the Australian Federal Police and the Australian Institute of Police Management. | Attendance at this workshop has ensured Victoria Police remains networked internationally and are in receipt of the best possible contemporary knowledge and thinking available to prevent, prepare and respond to the ever evolving and increasing terrorism threat to the Victorian community. |
| 1 x Superintendent | London, UK | To attend 5 Eyes Research and Development Countering Violent Extremism (CVE) Workshop. | As part of the Australian Delegation with the 5 EYES CVE research working group to determine the research priorities for the upcoming year. The research priorities were set and are to be progressed across New Zealand, Australia, Canada, the USA and UK. |
| 1 x Senior Sergeant | Lyon, France | Invitation from INTERPOL for attendance and presentation by Victoria Police at the INTERPOL Match-Fixing Task Force meeting. Australia is a member country of the Task Force and Victoria Police is a member of the Task Force.  | Attended the two day meeting and successfully presented to the Task Force on the activities of the Sporting Integrity Intelligence Unit and provided an update of the Wood Report into the Review of Australia’s Sports Integrity Arrangements. |
| 1 x Inspector2 x PSO Senior2 x PSO Supervisor | Montbrehain, France | Attend and Represent Victoria Police at World War 1 Memorial Service. | Enhance Australia/France Relations. |
| 1 x Senior Sergeant | Hanoi, Vietnam | Non-Conventional Threat (NCT) Asia CBRNe Conference and Workshop | Obtained an awareness of the latest field testing opportunities and emerging risks, as well as expanding network of international contacts. |
| 1 x 6SO21 x Sergeant  | Vergiatte, Italy | Attendance at production, planning and scheduling workshop at Leonardo Helicopters. | Gained information and insight to facilitate Victoria Police's delivery of helicopters under auspices of Aviation Capability Program AA. |
| 1 x Commander1 x VPS 6 | Toronto, Canada | Priority Communities Division (PCD) presented at the 4th International Conference on Law Enforcement and Public Health on “Intervening early to ensure first contact is the last”. To meet with colleagues from Toronto Police Force to share learnings and experiences of causal factors contributing to over-representation from a First Nations perspective and policing responses. | The presentation highlighted the innovative approaches to reducing Aboriginal over-representation in the criminal justice system, particularly in Aboriginal youth cautioning.Arising from the conference, PCD will be hosting delegates from Amsterdam in November 2019 to share experiences of police responses to mental health. |
| 1 Sergeant1 x Senior Constable | Chandler, USA | Participation in National Tactical Officers Less Lethal, Flash Sound & Diversionary Device and Chemical Agents Instructor Course. | Strengthen Victoria Police’s response capabilities to public order incidents. |
| 1 x Detective Sergeant | Bangkok, Thailand | Attend the 4th Regional Counter-Terrorism Financing Summit. | Providing investigative benefits to current and future counter terrorism investigations. |
| 1 x FO7 | Philadelphia, USA | Novel Psychoactive Substances Symposium | Awareness of emerging issues and increased connection to the work being performed internationally in relation to harm minimisations e.g. Portugal and also now receive regular updates on emerging trends in the United States. |
| 1 x Inspector1 x Superintendent | Singapore | Attendance at Police Specialist Conference. | Provided strategic global trends and intelligence to increase Victoria Police's regional capacity for counter terrorism response. |
| 1 x Senior Sergeant1 x Sergeant | Frankfurt, Germany | Participate in training with Metropolitan Police Specialist Firearms Command (SC&019 CTSFO) in enhanced Method of Entry (MOE) and high rise building access capabilities, and to develop Smoke Filled Environment (SFE) capability. | Enhance Hybrid BA capability and qualified in SFE tactics. |
| 1 x Assistant Commissioner | Los Angeles, USA | Crowded places meeting with representatives from the FBI, LAPD, Disney and AFL. | Leverage from high level examples of information sharing and infrastructure protection to underpin Australia-New Zealand Counter-Terrorism Committee (ANZCTC) submission for SHIELD program. |
| 2 x Sergeant2 x Leading Senior Constable | Hong Kong | To participate in Hong Kong Police Force assault cross training activity. | Professional development to strengthen Victoria Police’s Sierra, Water Ops and Breaching Capabilities. |
| 1 x Senior Sergeant1 x Detective Leading Senior Constable | Fort Worth, USA | Attend the International Association of Forensic and Security Metrology 5th International Educational Conference. | Learnings, information exchange and contemporary information obtained assist Victoria Police in electronic evidence presentations to court. |
| 1 x Detective Leading Senior Constable | Gainesville, USA | To participate in Virtual Crash Training. | Development of Victoria Police’s capability in field of collision reconstruction.  |
| 1 x Assistant commissioner1 x Superintendent | UK, Canada and USA | Review human source management schemes in preparation for Royal Commission. | Optimise preparations for forthcoming Royal Commission. |
| 1 x FO6 | Paris, France | Attendance as Australian Representative at the International Organization of Legal Metrology (OIML) TC17/SC7 meeting - International Standard for Alcohol Evidential Breath Analysers. | Worked through the identified issues in Working Draft 5 of OIML R126. Further documents will be released for comment post meeting, on working toward a final draft. |
| 1 x 4VR1 | Hong Kong | Attendance and presentation at the Asia Pacific Association of Threat Assessment Professionals. | Outcomes included exposure to a range of presentations on threat assessment, including from the FBI, Social Media Subject Matter Experts and academics within the area, which enhanced threat assessment skills. |
| 1 x Deputy Commissioner | London, UK | To attend Security and Counter Terrorism Expo Conference and participate in briefings with Metropolitan Police, AFP, British Transport Police and Officers in Charge of London South and East transport operations. | Learnings and initiatives regarding crowded places, drones, transport security enforcement and a range of other innovations being adopted and progressed through official reporting channels. |
| 1 x Superintendent1 x FO 6 | Nuremberg, Germany | Attendance at the Internationale Wafen Ausstelling (IWA) - International Weapons Exhibition. The IWA is a European based international trade fair focusing on hunting accessories, personal protection and weaponry for civil and regulatory security industries.  | Developing and strengthening stakeholder engagement with firearms suppliers, assessment of European market as a viable alternative for future purchases of operational equipment, determining and better understanding the process for the exportation of regulated items (firearms). |
| 1 x FO 4 | Denver, USA | Attendance at 3 x short course in forensic analysis of digital devices. | Development of Victoria Police’s forensic services digital analysis and interpretation capability. |
| 1 x Detective Sergeant | Houston, USA | To attend 2019 Evidence Data Retrieval (EDR) Summit | Exposure to EDR technologies not yet available in Australia |
| 1 x Assistant Commissioner | Toronto, Canada | Attend 2019 LinCT-AA and Toronto Police Service International Counter Terrorism Forum. | Delivered presentation on Operation Kastelholm to share operational learnings with international partners. Attended conference, as LinCT-AA Executive Board member, to strengthen global partnerships and collect learnings to share with Victoria Police. |
| 1 x Inspector1 x Senior Sergeant | Phoenix, USA | Axon Accelerate Body Worn Camera (BWC) Conference/NYC Police Engagement | Obtained worldwide learnings around BWCs to enhance Victoria Police’s BWC Project/Creation of Support Model. |
| 1 x Acting Chief Commissioner | Toronto, Canada | To participate in the LinCT partnership program and participate in briefings with the Federal Bureau of Investigation, the Scottish Police College, the Police Service of Northern Ireland, the Royal Canadian Mounted Police, the Australian Federal Police and the Australian Institute of Police Management. | Attendance at this workshop has ensured Victoria Police remains networked internationally and are in receipt of the best possible contemporary knowledge and thinking available to prevent, prepare and respond the ever evolving and increasing terrorism threat to the Victorian community.  |
| 1 x Inspector2 x Senior Sergeant6 x Sergeant 22 x Senior Constable | Singapore | To access complex shooting ranges only owned by the Australian Military or Overseas Police Units to enable the Special Operations Group Live Fire Training.  | Maintenance of mandatory qualifications in Close Quarter Tactics (CQT) and Movement Over Urban Terrain (MOUT) to strengthen Victorian community safety. |
| 1 x Leading Senior Constable1 x VPS6 | Wichita, USA | Testing and evaluation of Beechcraft King-Air 350ER fixed-wing plane. | Met compliance with contractual obligations for purchase of aircraft. |
| 1 x Deputy Secretary\* | Singapore | Invited presenter and panel participant at the OpenGov Leadership Forum 2019 on AI & Predictive Analytics and Data Analytics through Sharing – Benefiting Victorian communities. | These presentations focused on how we can use data to benefit individuals and make our communities healthier, happier and safer. Attendance resulted in spurring the organisations’ capability in augmented intelligence and big data. |
| 1 x Commander | Singapore | Residential component of ANZ Special Operations Group Executive Masters of Public Administration. | Attendance was a component of the Executive Masters of Public Administration Program and will contribute to overall leadership capability enhancement. |
| 1 x Commander1 x Superintendent | Ottawa, Canada | To participate in the Leadership in Counter Terrorism (LinCT) Program. | Learnings gained to strengthen collective Law Enforcement Agencies (LEA) capability to prevent, deter and respond to counter terrorism events. |
| 1 x Assistant Commissioner1x Inspector1 x Leading Senior Constable | Toronto, Canada | To attend the 2nd World LGBTQ Conference for Criminal Justice Professionals. | Delivery of presentation highlighting important work undertaken by Victoria Police in response to VEOHRC review into sex discrimination and sexual harassment. |
| 1 x FO 3 | Kobe, Japan | To attend and present as a guest speaker at Human Identification Solutions Conference. | Shared knowledge on the subject of Massive Parallel Sequencing (MPS) and liaised with other members of International Panel for development of DNA. intelligence test for prediction of ancestry from biological evidence. |
| 1 x Inspector1 x Superintendent | Kuala Lumpur, Malaysia | To attend Critical Communications World Conference. | Facilitated identification of new and emerging technologies to build on current and future communications capabilities. |
| 1 x A/Superintendent | London, UK | To participate in the International Cricket Council’s One Day Cricket World Cup Observer Program. | Incorporate learnings into planning activities for 2020 T20 World Cup to be held in Australia. |

*\*Trip was partially funded by external parties*

**The following trips were funded by external parties:**

| **TITLE OF OFFICER** | **DESTINATION/S** | **OBJECTIVE/S** | **OUTCOME/S** |
| --- | --- | --- | --- |
| 1 x Sergeant2 x Senior Constable | SINGAPORE | Fully funded by the Singapore Police Force. Special Operations Groups (Special Operations Group) Combat Shooting Course | Enhance local capabilities to be more confident and more competent in the safe carriage, control, handling and operation of firearms. |
| 1 x FO 6\* | LONDON, UK | Invited speaker at the 12th International Crime Scene Conference. | Presented on trace DNA and the use of technology to solve crime; attended collaborative project meetings at University College London.Guest speaker opportunity, increased international profile, also provided opportunity to collaborate with the international forensic community and develop and strengthen networks. |
| 1 x Assistant commissioner\* | London, Glasgow, UKTexas, Florida & North Carolina, USA | Engagement with other jurisdictions using SAS solutions to better understand working solutions, possible enhancements, training and change related lessons learned as well as implementation techniques to de-risk future implementations in relation to the upcoming implementation of SAS Visual Investigator. Annually scheduled to ensure Victoria Police executive engagement is maintained and to take the opportunity of understanding innovation in a global forum and leverage our network to provide new benefits back to the organisation. | Opportunity to explore the functionality being developed by SAS as well as already being utilised by other government and policing agencies in order to and influence implementation of this in the Neo Intelligence Management solution to better meet Victoria Police’s requirements. Enhance partnership with SAS and progress concepts such as data analytics capability and AI for Victoria Police. |
| 1 x Detective Sergeant | DALLAS, USA | Attend the 2018 Crimes against Children Conference to strengthen networks and enhance contemporary knowledge and understanding on the increased sophistication of on-line child abuse. | Increased networks with professionals involved in the investigation, prosecution, and treatment of crimes against children and contemporary understanding of the trends and increased sophistication of on-line child abuse, including reviewing victim identification software tools. |
| 1 x Superintendent\* | London, UK | Continued participation in the Police executive program. | Masters in Evidence Based Policing to inform Victoria Police on contemporary policing methods. |
| 1 x Detective Superintendent\* | Iceland, UK, Austria and Norway | As a recipient of the Churchill Fellowship (Winston Churchill Memorial Trust of Australia) undertake research on the current global thinking on the skills and gender balance needed for today's police. | Provide recommendations to Victoria Police on the current global thinking on the skills and gender balance needed for today's police. |
| 1 x EO 2 | SINGAPORE | Meeting with Singapore Government representatives | This was a formal ANZPAA Board delegation trip. Outcomes from the various meetings informed the development of the ANZPAA Business Plan 2019-20 and the development of the ANZAPA Police Conference 2019 Program. |
| 1 x EO 3 | Mexico City, Mexico | To attend the International organisation for Standardisation (ISO) Committee TC272 meeting. | Progression of ISO forensic standards, mitigating risk to Australia to ensure that standards are not developed that Australia cannot comply with. Additional learning achieved with visit to Federal Police laboratory. |
| 1 x Acting Senior Sergeant | Singapore | Fully funded by the Singapore Police Force.  Delivery of presentation to CT Conference on Brighton siege | Enhance regional capacity for counter terrorism response. |
| 1 x EO 3 | Hong Kong | Cambridge Police Masters of Study in Applied Criminology and Police Development | Executive professional development. Note self-funded. |
| 1 x VPS 5 | Singapore | Attending Interpol Conference' Smart Cities and Internet of Things' to strengthen relationship with Interpol. Meeting with Facebook about the Police conference 2019 and speaking engagements. | The information gathered at the Interpol Conference was reported to the ANZPAA Board to inform strategic discussions. Secured Facebook Director for speaking engagement at Police Conference 2019 |
| 1 x Acting Inspector | Canada, USA and UK | Churchill Fellowship recipientTravel to Canada, UK, USA and Northern Ireland to investigate other jurisdictions Offender Management processes and to bring that learning back to help inform VP’s Offender Management project. Travelled as part of a Churchill Fellowship. | Shared learnings in international best practice in offender management. Learnings disseminated upon return with Offender Management Project and Command. |
| 1 x FO 4 | Hawaii, USA | Hawaii Police 2019 Clandestine Laboratory Recertification Training | Enhance interagency collaboration in the global clandestine laboratory investigation community. |
| 1 x Senior Sergeant\*1 x Detective Leading Senior Constable\* | Abu Dhabi, UAE | Participation in the Law Enforcement Torch Run (LETR) - Special Olympics World Summer Games. | Provided a positive opportunity for people living with intellectual disability to connect with police. |
| 1 x EO 3 | New York, USA | Meetings with Police Executive Research Forum (PERF) and New York Police Department (NYPD). | Informed work related to mental health currently being undertaken by ANZPAA under the 2018-19 Business Plan. |
| 1 x FO 6\* | Bordeaux, France: The Hague, Netherlands: London, UK | Invited speaker at symposium on DNA Analysis. | Maintained and enhanced Victoria Police's global reputation in forensic research; enhanced collaborative projects. |
| 1 x FO 7 | Vienna, Austria | Fully United Nations Office of Drug Control (UNODC) funded. (UNDOC) | Facilitate improvements in forensic drug services, particularly in relation to drug intelligence activities and legislation. |
| 1 x VPS5\* | Toronto, Canada | Attend 2019 LinCT-AA and Toronto Police Service International Counter Terrorism Forum. | Assisted Toronto Police Service and LinCT-AA with conference delivery. Attended conference to strengthen global partnerships and collect learnings to share with Victoria Police. |
| 1 x Detective Inspector | Netherlands, UK, USA and Canada | As a recipient of the Churchill Fellowship (Winston Churchill Memorial Trust of Australia) undertake research into international homicide investigation models. | Provision of recommendations to Victoria Police Executive Command regarding the Operating Model (capacity, process/structure) and Service Delivery Framework of the Homicide Squad and Crime Command in general. |
| 1 x EO 3 | St Louis, USA | Funded by National Institute of Forensic Services (NIFS) and the National Institute of Standards Technology (NIST). To attend the International Organisation for Standardisation (ISO) meeting on Forensic Standards. | Delivered expertise and experiences to ensure Victoria Police contributed to the progression of mandatory standards in forensic science. Progression of ISO forensic standards, mitigating risk to Australia to ensure that standards are not developed that Australia cannot comply with.Promoted VPFSD's work within forensic community. |
| 1 x FO 7 | San Diego, USA | To participate in Scientific Working Group (SWG) DRUG International Working Group meeting. | Participated in the revision of Scientific Working Group's documents and policies in support of development of new practice tools and innovative resources for the international forensic drug community. |
| 1 x VPS 5 | Gaithersburg, USA | Funded by NIST.Invited as plenary speaker at National Institute of Standards Technology (NIST) symposium. | Presented on the development of the ANZPAA NIFS Research and Innovation Strategy and Roadmap. Returned learnings from international counterparts in relation to implementing forensic science research outcomes to the Australia New Zealand forensic science |
| 1 x EO 3 | The Hague, Netherlands | Funded by the ICC and NIFS Attendance at International Criminal Court (ICC) Office of the Prosecutor Scientific Advisory Board. | Knowledge gained of the work of ICC to share with Australia and NZ. Held meeting with University to progress the establishment of a project to provide valuable information needed by the forensic laboratories. |

*\*Trip was partially funded by Victoria Police or external parties*

**H. DETAILS OF MAJOR PROMOTIONAL, PUBLIC RELATIONS AND MARKETING ACTIVITIES UNDERTAKEN BY THE ENTITY TO DEVELOP COMMUNITY AWARENESS OF THE ENTITY AND ITS SERVICES**

Refer to Appendix I (Page 62) of the 2018-19 Victoria Police Annual Report.

**I. DETAILS OF ASSESSMENTS AND MEASURES UNDERTAKEN TO IMPROVE THE OCCUPATIONAL HEALTH AND SAFETY OF EMPLOYEES.**

Refer to Appendix D (Pages 53-54) of the 2018-19 Victoria Police Annual Report.

**J. GENERAL STATEMENT ON INDUSTRIAL RELATIONS WITHIN THE ENTITY AND DETAILS OF ANY TIME LOST THROUGH INDUSTRIAL ACCIDENTS AND DISPUTES.**

Refer to Appendix D (Page 52) of the 2018-19 Victoria Police Annual Report.

**K. A LIST OF MAJOR COMMITTEES SPONSORED BY THE ENTITY, THE PURPOSES OF EACH COMMITTEE AND THE EXTENT TO WHICH THE PURPOSES HAVE BEEN ACHIEVED.**

| **COMMITTEE** | **PURPOSE** | **EXTENT TO WHICH PURPOSES HAVE BEEN ACHIEVED** |
| --- | --- | --- |
| Victoria Police Research Coordinating Committee (RCC) | The RCC is an internal committee tasked with the assessment of research proposals from external researchers seeking to conduct research involving police personnel, data or other resources. | In 2018–19, the RCC:* received and assessed 48 applications
* approved 23 applications.

The remainder were either not approved, withdrawn or were still under consideration by the RCC as at 30 June 2019.* All applications were assessed in accordance with the Victoria Police Manual and Victoria Police research guidelines.
 |
| Victoria Police Human Research Ethics Committee (VPHREC) | The VPHREC is responsible for the ethical review of internal and external research conducted for Victoria Police. The committee has been nationally accredited with the National Health and Medical Research Council (NHMRC) since 9 March 2010 and includes internal and external representation in accordance with NHMRC standards.The VPHREC Secretariat is responsible for coordination and reporting in accordance with Victoria Police research guidelines and the National Statement on Ethical Conduct in Human Research (2007). | • The VPHREC received and assessed six (6) applications in 2018-19.• Four of these were approved in accordance with the Victoria Police Manual and Victoria Police research guidelines. Two applications were still under consideration at 30 June 2019.• In May 2019, Victoria Police satisfied the mandatory requirement of accredited Human Research Ethics Committee (HREC) institutions by submitting an annual report outlining the workings of the VPHREC to the National Health and Medical Research Council (NHMRC). |

Refer to Appendix E (Pages 55-56) of the 2018-19 Victoria Police Annual Report for details of Victoria Police Executive Command and Corporate Governance Committees.

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| **L. DETAILS OF ALL CONSULTANCIES AND CONTRACTORS INCLUDING:****i. CONSULTANTS/CONTRACTORS ENGAGED;****ii. SERVICES PROVIDED; AND****ii. EXPENDITURE COMMITTED TO FOR EACH ENGAGEMENT** |

**Details of Consultancies valued at $10,000 or greater**

| **CONSULTANT** | **PURPOSE OF CONSULTANCY** |  **SUM Of APPROVED PROJECT FEE (EX GST) $**  | **SUM Of EXPENDITURE 2018-19 (EX GST) $** | **SUM Of FUTURE EXPENDITURE (EX GST) $** |
| --- | --- | --- | --- | --- |
| Academic and Training Services Pty Ltd | Corporate Advisory Group Member |  77,668  |  10,722  |  66,946  |
| Adel Consultants Pty Ltd trading as Fatigue Safety | Health and Wellbeing Review |  11,510  |  11,510  |  -  |
| Adelhelm & Associates Pty Ltd | Consultancy for Industrial Relations |  41,080  |  41,080  |  -  |
| Alchimie Pty Ltd | Commercial Advisory  |  432,740  |  190,740  |  242,000  |
| Allan G Houston | Corporate Advisory Group Member |  105,165  |  33,365  |  71,800  |
| Altiera Pty Ltd | Independent Advisory Board Member |  21,079  |  13,799  |  7,280  |
| Ashurst Australia | Legal Advisory  |  460,103  |  460,096  |  7  |
| Assurance Pty Ltd | Information Technology Advisory  |  162,900  |  157,500  |  5,400  |
| Avoka Technologies Pty Ltd | Project Advisory  |  223,341  |  124,048  |  99,293  |
| Bridging Policy & Practice | Audit Risk Committee Member / Corporate Advisory Group Member |  121,400  |  42,500  |  78,900  |
| Causeway Consulting Pty Ltd | Audit Risk Committee Member |  56,000  |  20,000  |  36,000  |
| Central Queensland University | Project Advisory  |  27,000  |  27,000  |  -  |
| Cherub Consulting Group Pty Ltd | Business Advisory  |  98,250  |  98,250  |  -  |
| Clayton UTZ Lawyers | Legal Advisory  |  561,462  |  561,462  |  -  |
| Cube Group Management Consulting Pty Ltd | Business Advisory  |  84,679  |  50,887  |  33,792  |
| David Caple & Associates PTY LTD | OHS Risk Assessments |  48,750  |  48,750  |  -  |
| Deakin University | Strategy Evaluation |  39,683  |  39,683  |  -  |
| Deloitte Access Economics Pty Ltd | Business Advisory  |  147,287  |  131,088  |  16,199  |
| Deloitte Consulting Pty Limited | Business Advisory  |  291,315  |  145,000  |  146,315  |
| Deloitte Touche Tohmatsu Ltd | Business Advisory  |  439,273  |  376,974  |  62,299  |
| Dianne Foggo AM | Independent Advisory Board Member |  10,800  |  10,800  |  -  |
| DLA Piper | Legal Advisory  |  17,057  |  12,693  |  4,364  |
| Ernst & Young | Business Advisory  |  200,423  |  155,100  |  45,323  |
| EXB Consulting Pty Ltd | Corporate Advisory Group Member |  92,578  |  13,528  |  79,050  |
| Frontier Assessments Pty Ltd | Business Advisory  |  82,500  |  59,000  |  23,500  |
| HBA Consulting Pty Ltd | Business Advisory  |  37,419  |  37,419  |  -  |
| ISG Information Services Group Americas, Inc | Business Advisory  |  70,500  |  35,000  |  35,500  |
| Jacobs Group (Australia) Pty Ltd | Business Advisory  |  286,468  |  104,273  |  182,195  |
| Jeremy Brasington/Academie | Business Advisory  |  46,548  |  46,548  |  -  |
| K & L Gates | Legal Advisory  |  290,343  |  185,612  |  104,731  |
| Kelsall Consulting Pty Ltd | Audit Risk Committee Member |  48,000  |  17,000  |  31,000  |
| KPMG | Business Advisory  |  692,553  |  690,444  |  2,109  |
| Kristine Olaris | Independent Advisory Board Member |  12,000  |  10,000  |  2,000  |
| Kul Technologies Pty Ltd T/A XKG | Business Advisory  |  327,100  |  210,470  |  116,630  |
| Landell Corporation Pty Ltd | Business Advisory  |  152,400  |  123,115  |  29,285  |
| Lander & Rogers | Legal Advisory  |  10,021  |  10,021  |  -  |
| Liz Grainger | Audit Risk Committee Member |  48,000  |  14,002  |  33,998  |
| Maddocks | Legal Advisory  |  437,994  |  422,187  |  15,807  |
| MAPN Consulting Pty Ltd | Corporate Advisory Group Member |  17,170  |  15,082  |  2,088  |
| Maryclare Machen | Independent Advisory Board Member |  26,400  |  19,800  |  6,600  |
| Metro Quest Pty Ltd | Business Advisory  |  142,000  |  38,000  |  104,000  |
| Monash University | Project Advisory  |  211,844  |  76,825  |  135,019  |
| Murray Neil Comrie | Workplace Complaints and Investigations / Workplace Advisory  |  82,500  |  82,500  |  -  |
| Natalie Skye Rose | Independent Advisory Board Member |  16,000  |  11,078  |  4,922  |
| Nous Group Pty Ltd | Business Advisory  |  635,886  |  453,945  |  181,941  |
| Nova Systems Australia Pty Ltd | Business Advisory  |  873,306  |  659,931  |  213,375  |
| Oracle Corporation Australia Pty Ltd | Information Technology Advisory  |  15,437  |  15,437  |  -  |
| Peter John Stone | Business Advisory  |  59,091  |  21,009  |  38,082  |
| Pinnacle HJWP Pty Ltd | Business Advisory  |  280,800  |  222,800  |  58,000  |
| Price Waterhouse Coopers | Business Advisory  |  64,600  |  64,600  |  -  |
| PricewaterhouseCoopers Consulting Australia Pty Limited | Business Advisory  |  166,558  |  166,558  |  -  |
| Prolink Australia Pty Ltd | Business Advisory  |  114,346  |  90,885  |  23,461  |
| QinetiQ Pty Ltd | Business Advisory  |  906,362  |  642,592  |  263,770  |
| Quantum Market Research | Project Services |  208,907  |  166,323  |  42,584  |
| Red Rock Consulting Pty Ltd | Information Technology Advisory  |  21,495  |  21,495  |  -  |
| RSM Bird Cameron | Business Advisory  |  151,900  |  151,900  |  -  |
| Seattle Software Australia Pty Ltd T/A Orbus Software | Information Technology Advisory  |  35,700  |  35,700  |  -  |
| Senate SHJ | Business Advisory  |  44,436  |  44,436  |  -  |
| Spectre Ballistic Solutions Pty Ltd | Business Advisory  |  174,586  |  174,586  |  -  |
| Swinburne University of Technology | Business Advisory  |  445,101  |  289,038  |  156,063  |
| Synergistiq Pty Ltd | Project Advisory  |  29,367  |  29,367  |  -  |
| The Agenda Group Pty Ltd | Business Advisory  |  11,200  |  11,200  |  -  |
| The Behavioural Architects Australia Pty Ltd | Business Advisory  |  237,140  |  237,140  |  -  |
| Third Horizon Consulting Pty Ltd | Business Advisory  |  336,138  |  327,158  |  8,980  |
| University of Melbourne | Business Advisory  |  188,176  |  188,176  |  -  |
| Victorian Government Solicitor | Legal Advisory  |  211,163  |  211,163  |  -  |
| Walsh Bay Consulting T/A The Trustee for Walsh Bay Trust | Corporate Advisory Group Member |  114,000  |  18,000  |  96,000  |
| Wilmin Consulting | Audit Risk Committee Member |  45,000  |  14,000  |  31,000  |
| **TOTAL** |  |  **12,179,998**  |  **9,242,390**  |  **2,937,608**  |

Disclaimer: Every effort has been made to identify and disclose all consultancy services that have been assessed as meeting the definition of consultancy as per Financial Reporting Direction 22H and the related guidance note.

**Details of Consultancies under $10,000**

| **CONSULTANT** | **PURPOSE OF CONSULTANCY** | **TOTAL APPROVEDPROJECT FEE (EX GST)$** | **EXPENDITURE2018-19 (EX GST) $** | **FUTURE EXPENDITURE (EX GST) $** |
| --- | --- | --- | --- | --- |
| Australian Institute of Company Directors | Business Advisory  |  10,000  |  9,700  |  300  |
| Chambers Consulting | Business Advisory  |  8,800  |  8,800  |  -  |
| Corporate Scorecard Group | Business Advisory  |  9,754  |  9,754  |  -  |
| David Moore | OHS Risk Assessments / Independent Advisory Board Member |  21,200  |  9,000  |  12,200  |
| Diaxion Pty Ltd | Information Technology Advisory  |  8,000  |  8,000  |  -  |
| Emergent Solutions Pty Ltd | Corporate Advisory Group Member |  90,000  |  7,000  |  83,000  |
| Equitation Science International Pty Ltd | Business Advisory  |  8,000  |  7,788  |  212  |
| Institute for Breathing and Sleep | Business Advisory  |  9,091  |  8,000  |  1,091  |
| Minter Ellison | Legal Advisory  |  5,266  |  5,266  |  -  |
| Norton Rose Fulbright Australia | Legal Advisory  |  7,128  |  7,128  |  -  |
| Nyuka Wara Consulting | Business Advisory  |  17,030  |  9,880  |  7,150  |
| Peacemaker ADR | Workplace Advisory  |  7,750  |  7,750  |  -  |
| Thamani Pty Ltd | Business Advisory  |  9,880  |  9,880  |  -  |
| **TOTAL** |  |  **220,699**  |  **116,746**  |  **103,953**  |

Disclaimer: Every effort has been made to identify and disclose all consultancy services that have been assessed as meeting the definition of consultancy as per Financial Reporting Direction 22H and the related guidance note.

**Details of Contractors**

| **VENDOR NAME** | **SERVICES PROVIDED** | **EXPENDITURE (EXCLUDING GST)****$** |
| --- | --- | --- |
| A & D Mazzini Family Trust T/A Amazzin Pty Ltd | Community Engagement |  11,364  |
| ACER Australian Council For Education Research Ltd | Psychological Services |  375,140  |
| Adecco Australia Pty Ltd | Human Resource Services |  694,357  |
| Adel Consultants Pty Ltd trading as Fatigue Safety | Health and Wellbeing Review |  5,100  |
| Adventure Works Pty Ltd | Psychological Services |  21,978  |
| adz@work | Services Rendered for the Blue Connect Program |  14,636  |
| AGA Apprenticeships Plus | Human Resource Services |  26,607  |
| Alfred Sumner | Project Services |  5,750  |
| Allegra Consulting Group Pty Ltd | Services Rendered for the Blue Connect Program |  634,861  |
| Anne Dalton & Associates | Probity Advisory Services |  46,683  |
| Arup Pty Ltd | Professional Development |  23,360  |
| ASG Group Limited | Information Technology Services |  221,862  |
| Ashurst Australia | Services Rendered for the Aviation Capability Program (ACP) |  36,739  |
| Asta Solutions Pty Ltd | Information Technology Services |  17,682  |
| Aurora Psychology | Psychological Services |  33,000  |
| Australian Defence Apparel Pty Ltd | Services Rendered for the Integrated Operational Equipment Vest (IOEV) Program |  45,871  |
| Avtech Aviation Solutions Pty Ltd | Business Advisory |  25,000  |
| AW Psychology | Psychological Services |  27,000  |
| Belgravia Leisure Pty Ltd | Community Engagement |  7,721  |
| Benestar Group Pty Ltd | Psychological Services |  1,137,964  |
| Bite Visual Communications Group Pty Ltd | Office / Document Design |  14,240  |
| Black Dog Institute | Professional Development |  18,650  |
| Blue Light Victoria Incorporated | Community Engagement |  10,000  |
| BMT Design & Technology Pty Ltd | Business Advisory |  12,400  |
| B'nai B'rith Courage To Care (VIC) Inc. | Community Engagement |  23,700  |
| Camden Search and Selection | Psychological Services |  11,000  |
| Cathy McDonald | Business Advisory |  69,234  |
| Cellmark | DNA Extraction / Analysis |  14,302  |
| CHC Helicopter Australia Pty Ltd | Helicopter Support Service |  19,144,674  |
| Cherub Consulting Group Pty Ltd | Services Rendered for the Blue Connect Program |  47,000  |
| Christine Kotur | Professional Development |  9,500  |
| Clayton UTZ Lawyers | Legal Services |  264,596  |
| CLE Consulting Australia Pty Ltd | Professional Development |  5,100  |
| C-Net Pty Ltd | Information Technology Services |  29,600  |
| Colin D Ellis Pty Ltd | Professional Development |  7,500  |
| Converge International Incorporating Resolutions RTK | Health and Wellbeing Review |  71,930  |
| Conversant Asia Pacific Pty Ltd | Services Rendered for the Roadside Drug Testing (RDT) Sustain Project |  18,636  |
| Corporate Wisdom (Australia) Pty Ltd | Professional Development |  9,000  |
| Corrs Chambers Westgarth | Legal Services |  5,827,872  |
| CourtHeath Consulting | Probity Advisory Services |  13,827  |
| Creativa Pty Ltd (Formerly known as Creativa Videos) | Communication Services |  37,469  |
| CT Alliance | Probity Advisory Services |  6,414  |
| CTM Professional Services Pty Ltd | Information Technology Services |  16,000  |
| Cube Group Management Consulting Pty Ltd | Project Support / Professional Development |  71,486  |
| D & D Taxation Consulting Pty Ltd | Accounting / Audit / Financial Services |  17,243  |
| Data#3 Limited | Information Technology Services |  903,475  |
| Datatime Services Pty Ltd | Information Technology Services |  81,383  |
| Davidson Executive and Boards Pty Ltd | Human Resource Services |  113,500  |
| Dean Janover | Psychological Services |  40,431  |
| Deepend Melbourne Pty Ltd T/A Versa Agency Pty Ltd | Information Technology Services |  164,490  |
| Deloitte Consulting Pty Limited | Business Advisory |  89,974  |
| Denisa Goldhammer | Psychological Services |  57,275  |
| Department of Justice and Community Safety | Human Resource Services |  401,793  |
| Department of Premier & Cabinet | Human Resource Services / Information Technology Services / Project Services |  403,062  |
| Department of Treasury & Finance | Human Resource Services / Project Services |  102,373  |
| Design Industries | Information Technology Services |  8,000  |
| Diaxion Pty Ltd | Information Technology Services / Human Resource Services |  29,355  |
| DLA Piper | Legal Services |  245,980  |
| Doing Business Better Pty Ltd | Business Advisory / Professional Development |  44,925  |
| Dr Irene Panagopoulos | Psychological Services |  30,036  |
| Dr Teresa Flower | Psychological Services |  9,000  |
| eBlueprint Pty Limited | Services Rendered for the Blue Connect Program |  256,781  |
| En Masse | Professional Development |  207,447  |
| EQV Associates Pty Ltd | Human Resource Services |  85,000  |
| Ernst & Young | Business Advisory /Accounting / Audit / Financial Services |  59,479  |
| Executive Central Group Pty Ltd | Professional Development |  60,333  |
| A & D Mazzini Family Trust T/A Amazzin Pty Ltd | Community Engagement |  11,364  |
| ACER Australian Council For Education Research Ltd | Psychological Services |  375,140  |
| Adecco Australia Pty Ltd | Human Resource Services |  694,357  |
| Adel Consultants Pty Ltd trading as Fatigue Safety | Health and Wellbeing Review |  5,100  |
| Adventure Works Pty Ltd | Psychological Services |  21,978  |
| adz@work | Project Services |  42,901  |
| AGA Apprenticeships Plus | Human Resource Services |  26,607  |
| Alfred Sumner | Project Services |  5,750  |
| Allegra Consulting Group Pty Ltd | Information Technology Services |  634,861  |
| Anne Dalton & Associates | Probity Services |  46,683  |
| Arup Pty Ltd | Professional Development |  23,360  |
| ASG Group Limited | Information Technology Services |  221,862  |
| Ashurst Australia | Legal Services |  36,739  |
| Asta Solutions Pty Ltd | Information Technology Services |  17,682  |
| Aurora Psychology | Psychological Services |  33,000  |
| Australian Defence Apparel Pty Ltd | Project Services |  45,871  |
| Avtech Aviation Solutions Pty Ltd | Business Services |  25,000  |
| AW Psychology | Psychological Services |  27,000  |
| Belgravia Leisure Pty Ltd | Community Engagement |  7,721  |
| Benestar Group Pty Ltd | Psychological Services |  1,137,964  |
| Bite Visual Communications Group Pty Ltd | Office / Document Design |  14,240  |
| Black Dog Institute | Professional Development |  18,650  |
| Blue Light Victoria Incorporated | Community Engagement |  10,000  |
| BMT Design & Technology Pty Ltd | Business Services |  12,400  |
| B'nai B'rith Courage To Care (VIC) Inc. | Community Engagement |  23,700  |
| Camden Search and Selection | Psychological Services |  11,000  |
| Cathy McDonald | Business Services |  69,234  |
| Cellmark | DNA Extraction / Analysis |  14,302  |
| CHC Helicopter Australia Pty Ltd | Aviation Support Services |  19,144,674  |
| Cherub Consulting Group Pty Ltd | Information Technology Services |  47,000  |
| Christine Kotur | Professional Development |  9,500  |
| Clayton UTZ Lawyers | Legal Services |  264,596  |
| CLE Consulting Australia Pty Ltd | Professional Development |  5,100  |
| C-Net Pty Ltd | Information Technology Services |  29,600  |
| Colin D Ellis Pty Ltd | Professional Development |  7,500  |
| Converge International Incorporating Resolutions RTK | Health and Wellbeing Review |  71,930  |
| Conversant Asia Pacific Pty Ltd | Project Services |  18,636  |
| Corporate Wisdom (Australia) Pty Ltd | Professional Development |  9,000  |
| Corrs Chambers Westgarth | Legal Services |  5,827,872  |
| CourtHeath Consulting | Probity Services |  13,827  |
| Creativa Pty Ltd (Formerly known as Creativa Videos) | Communication Services |  37,469  |
| CT Alliance | Probity Services |  6,414  |
| CTM Professional Services Pty Ltd | Information Technology Services |  16,000  |
| Cube Group Management Consulting Pty Ltd | Project Support / Professional Development |  71,486  |
| D & D Taxation Consulting Pty Ltd | Accounting / Audit / Financial Services |  17,243  |
| Data#3 Limited | Information Technology Services |  903,475  |
| Datatime Services Pty Ltd | Information Technology Services |  81,383  |
| Davidson Executive and Boards Pty Ltd | Human Resource Services |  113,500  |
| Dean Janover | Psychological Services |  40,431  |
| Deepend Melbourne Pty Ltd T/A Versa Agency Pty Ltd | Information Technology Services |  164,490  |
| Deloitte Consulting Pty Limited | Business Services |  89,974  |
| Denisa Goldhammer | Psychological Services |  57,275  |
| Design Industries | Information Technology Services |  8,000  |
| Diaxion Pty Ltd | Information Technology Services / Human Resource Services |  29,355  |
| DLA Piper | Legal Services |  245,980  |
| Doing Business Better Pty Ltd | Business Services / Professional Development |  44,925  |
| Dr Irene Panagopoulos | Psychological Services |  30,036  |
| Dr Teresa Flower | Psychological Services |  9,000  |
| eBlueprint Pty Limited | Information Technology Services |  256,781  |
| En Masse | Professional Development |  207,447  |
| EQV Associates Pty Ltd | Human Resource Services |  85,000  |
| Ernst & Young | Business Services /Accounting / Audit / Financial Services / Non-Financial Audit / Review |  874,065  |
| Essence Communications | Market Research |  136,545  |
| Executive Central Group Pty Ltd | Professional Development |  60,333  |
| Eyres and Associates | Professional Development |  12,960  |
| Fairly Bid and Got Pty Ltd T/A Divadata Graphic Design etc. | Community Engagement |  11,700  |
| Fankhauser & Associates Pty Ltd | Professional Development |  14,625  |
| Fayman Lawyers (WSU IMPREST) | Legal Services |  49,500  |
| Fooks Martin Sandow Anson Pty Ltd | Architectural Services |  5,900  |
| Forensicare | Information Technology Services |  37,500  |
| FPPV Pty Ltd | Architectural Services |  58,812  |
| G4S Custodial Services Pty Ltd | Custodial Services |  9,115,280  |
| Gallery Image | Information Technology Services |  11,500  |
| Garrie Hutchinson | Report Writing Services |  14,400  |
| Garside Consulting | Workplace Complaints and Investigations / Workplace Services |  8,120  |
| Geoplex Pty Ltd | Information Technology Services |  1,272,677  |
| Get Skilled Access Pty Ltd | Professional Development |  9,500  |
| GJ & K Cleaning Services Pty Ltd | Cleaning Services |  1,061,674  |
| Grange Advisory Pty Ltd | Workplace Complaints and Investigations / Workplace Services |  11,163  |
| Great Lakes Training Inc | Professional Development |  5,375  |
| Greencap | Health and Wellbeing Review |  26,870  |
| Hardcat Pty Ltd | Information Technology Services |  8,800  |
| Hays Personnel Services (Aust) Pty Ltd | Human Resource Services |  2,150,484  |
| Hoban Recruitment | Human Resource Services |  8,891  |
| Hudson Global Resources (Aust) Pty Ltd | Human Resource Services |  610,015  |
| ICMTEL Pty Ltd | Information Technology Services |  83,593  |
| Ignite | Human Resource Services |  49,496  |
| Intercept Emergency Vehicle Solutions | Human Resource Services |  68,809  |
| International Performance Management Group Pty Ltd | Project Management |  5,700  |
| J S B Occupational Health Agency | Human Resource Services |  7,700  |
| James R. Fitzgerald Associates, LLC | Report Writing Services |  6,884  |
| John Robinson Consulting Services Pty Ltd | Professional Development |  18,181  |
| Katherine Wirth Consulting | Workplace Complaints and Investigations / Workplace Services |  14,989  |
| Kathleen Townsend Executive Solutions Pty Ltd | Human Resource Services |  39,000  |
| Kiandra IT Pty Ltd | Information Technology Services |  27,623  |
| Kim Stephens & Associates | Psychological Services |  72,000  |
| Kinetic IT Pty Ltd | Information Technology Services |  74,748,629  |
| Kristen Kappel | Psychological Services |  8,800  |
| Kul Technologies Pty Ltd T/A XKG | Human Resource Services |  40,149  |
| Kulturbrille - Research & Consulting Services | Community Engagement |  9,424  |
| Landell Corporation Pty Ltd | Probity Services |  14,091  |
| Lander & Rogers | Legal Services |  163,796  |
| Leading Mindfully Pty Ltd | Professional Development |  6,000  |
| M Mulcare Compliance Engineers | Expert Advice In Court Hearing |  7,725  |
| Maddocks | Legal Services |  282,467  |
| Mark Munro Photography | Photography Services |  15,600  |
| McCann World Group Pty Ltd | Suicide Awareness Campaign |  85,910  |
| Melbourne Victory Ltd | Community Engagement |  9,480  |
| Melissa Lagozzino | Psychological Services |  33,000  |
| Mezo Research Pty Ltd | Project Services |  193,600  |
| Michael Evans Psychological Services | Psychological Services |  13,920  |
| Michelle Kaye Spinks | Psychological Services |  5,700  |
| Minter Ellison | Legal Services |  1,119,577  |
| Monsido Pty Ltd | Information Technology Services |  8,800  |
| Mood and Mind Psychology | Psychological Services |  64,150  |
| Motorola Solutions Australia Pty Ltd | Information Technology Services |  4,010,112  |
| Mu Consulting | Professional Development |  16,025  |
| Naomi Overton | Psychological Services |  6,500  |
| Natalie Stitt | Psychological Services |  36,500  |
| NECA Education and Careers Ltd | Human Resource Services |  29,738  |
| Neighbourhood Watch Vic Inc | Professional Development |  9,672  |
| Norton Rose Fulbright Australia | Legal Services |  317,358  |
| Nous Group Pty Ltd | Professional Development |  12,375  |
| Nyuka Wara Consulting | Professional Development |  40,950  |
| Oakton Services Pty Ltd | Information Technology Services |  87,945  |
| O'Connor Marsden & Associates Pty Ltd | Project Services / Probity Services |  69,876  |
| Octopus Academy | Human Resource Services |  36,275  |
| ORIMA Research Pty Ltd | Professional Development |  22,624  |
| Ork Bear Pty Ltd T/A A Sense of Style Interiors | Project Services |  11,500  |
| Patty Navarro | Psychological Services |  37,041  |
| Peacemaker ADR | Independent Workplace Review |  25,429  |
| PeopleScape Pty Ltd | Professional Development |  29,773  |
| Peter Collins & Associates Pty Ltd | Business Services |  44,960  |
| Peter Hull & Associates | Legal Services |  15,360  |
| Pitcher Partners Consulting Pty Ltd | Business Services |  79,785  |
| Possibility To Reality Pty Ltd | Professional Development |  13,391  |
| Price Waterhouse Coopers | Project Services |  22,895,454  |
| PrimeQ Australia Pty Ltd | Services Rendered for the Financial System Process Improvement (FSPI) Project |  139,638  |
| Project Management Partners Pty Ltd | Project Services |  843,085  |
| PSI Asia Pacific Pty Ltd | Probity Services |  6,840  |
| Psychological Assessments Australia | Psychological Services |  103,191  |
| Public Transport Development Authority | Market Research  |  57,736  |
| QinetiQ Pty Ltd | Engineering Services |  183,819  |
| Red Hat Asia Pacific Pty Ltd | Information Technology Services |  10,096  |
| Redd Consultancy | Human Resource Services |  10,640  |
| Revelation Software Concepts | Information Technology Services |  46,494  |
| RMIT University | Research Services |  29,425  |
| Rob Gullan and Associates | Project Services |  5,000  |
| Robert Bosch GmbH | Engineering Services |  5,408  |
| Sacon Group Pty Ltd | Information Technology Services |  293,961  |
| Sandra Plant | Psychological Services |  55,875  |
| SAS Institute Australia Pty Ltd | Information Technology Services / Services Rendered for the Blue Connect Program / Information Technology Services |  8,003,812  |
| SBA Investment Trust T/A Sandra Beanham & Associates | Information Technology Services |  37,552  |
| Sean Xavier Pannia | Victoria Police Dog Squad Training |  76,440  |
| Sense of Security Pty Ltd | Information Technology Services |  107,640  |
| Sensei Productivity Pty Ltd | Information Technology Services |  230,770  |
| Serco Citizen Services Pty Ltd | Information Technology Services |  7,804,426  |
| Sketch Group | Communication Services |  8,500  |
| Smart Strategic Services | Office Services |  7,000  |
| SMS Consulting Group Pty Ltd | Project Services |  115,497  |
| SoNET Systems Pty Ltd | Information Technology Services |  141,823  |
| Speech Pathology Services Victoria | Professional Development |  5,565  |
| Stephen Michael Fahey | Psychological Services |  79,750  |
| Storyscape | Community Engagement |  12,600  |
| Swinburne University of Technology | Professional Development |  37,289  |
| Synergistiq Pty Ltd | Professional Development |  7,562  |
| Systemix Pty Ltd | Project Management |  11,115  |
| Talent International (VIC) Pty Ltd | Professional Development / Human Resource Services |  181,573  |
| Techstrat Research Pty Ltd | Professional Development |  16,800  |
| The Agenda Group Pty Ltd | Project Management |  56,399  |
| The Demographics Group | Professional Development |  5,000  |
| The Leadership Sphere | Professional Development |  17,500  |
| The Trustee for Peter William Partners Trust T/As Peter William Partners | Human Resource Services |  40,909  |
| The Trustee for RTK People Strategies Trust | Health and Wellbeing Review |  37,275  |
| The Trustee for Serafini Lorenzo Family Trust | Professional Development |  9,150  |
| The Trustee for Teague Family Trust T/A TGFT Holdings Pty Ltd | Project Services |  78,375  |
| The Trustee for Teague Family Trust T/A TGFT Holdings Pty Ltd | Project Services |  69,380  |
| Think Nimble | Information Technology Services |  8,904  |
| Thinkerbell Pty Ltd | Project Services |  370,194  |
| Three's A Crowd Design Pty Ltd | Information Technology Services |  19,360  |
| Tibco Software Australia Pty Ltd | Information Technology Services |  58,635  |
| TMEC Australia | Professional Development |  6,000  |
| Triple P Global Pty Ltd T/A The Purpose Driven Group | Professional Development |  25,564  |
| Vanessa Carty | Psychological Services |  31,000  |
| Vetro Design Pty Ltd | Office / Document Design |  6,490  |
| Vic Roads | Project Services |  219,893  |
| Victoria Legal Aid | Human Resource Services |  51,294  |
| Victorian Government Solicitor | Legal Services |  7,914,972  |
| Vincent Chrisp & Partners Pty Ltd | Architectural Services |  12,440  |
| Watermark Search International P/L | Project Services |  48,125  |
| Wilson Security Pty Ltd | Security Services |  4,634,893  |
| Wise Connections Pty Ltd | Event Management |  23,885  |
| Wisely Trust Trading As Wise Workplace Solutions | Independent Workplace Review |  72,342  |
| Worklogic Pty Ltd | Mediation Services |  14,042  |
| Workplace Conflict Resolution Pty Ltd | Workplace Complaints and Investigations / Workplace Services |  5,487  |
| Workplace Investigation Services Pty Ltd | Workplace Complaints and Investigations / Workplace Services |  10,494  |
| WPC Group | Human Resource Services |  19,394  |
| X2 Design Pty Ltd | Office / Document Design |  7,938  |
| Yellowfin International Pty Ltd | Business Services |  7,200  |
| Yim Yew Kong Francis | Community Engagement |  11,060  |
| YSAS Pty Ltd | Community Engagement |  618,610  |
| Yvonne Yoong | Psychological Services |  39,659  |
| **TOTAL** |  |  **185,458,275**  |

Disclaimer: Every effort has been made to identify and disclose all contractor services that have been assessed as meeting the definition of contractor as per Financial Reporting Direction 22H and the related guidance note.