



Reporting Obligations

Enabling Legislation

Requirement under Treasurer's Instructions (TI) 902 and 903

The WA Police administers the following legislation:

Australian Crime Commission (Western Australia) Act 2004

Community Protection (Offender Reporting) Act 2004

Criminal Investigation (Identifying People) Act 2002

Firearms Act 1973

Misuse of Drugs Act 1981

*Pawnbrokers and Second-hand Dealers Act 1994**

Police Act 1892

Police Assistance Compensation Act 1964

Prostitution Act 2000 (other than Section 62 and Part 5)

Protective Custody Act 2000

Public Order in Streets Act 1984

Security and Related Activities (Control) Act 1996

Spear-guns Control Act 1955

Surveillance Devices Act 1998

Telecommunications (Interception) Western Australia Act 1996

Terrorism (Extraordinary Powers) Act 2005

Weapons Act 1999

Witness Protection (Western Australia) Act 1996

Legislation Enacted

Throughout 2005-06, the agency facilitated the progression of legislation through Parliament to enactment, including:

Cyber Predators legislation – amendments to The Criminal Code aimed at combating the increasing use of electronic means, particularly the internet, to facilitate and commit sexual offences involving children. The Bill was introduced into Parliament in November 2005, passed through both houses of Parliament and was assented to on 30 March 2006.

Terrorism (Extraordinary Powers) Act – Developed the *Terrorism (Extraordinary Powers) Act 2005*. The majority of the Act came into effect in January 2006.

The purpose of this Act is two-fold:

- to confer special powers on police to deal with imminent threats of terrorist acts and to respond to terrorists acts; and
- to enable the covert entry and search of premises, under the authority of a special covert search warrant, by police officers for the purposes of responding to or preventing terrorist acts.

Legislative Amendments Being Progressed

Throughout 2005-06, the agency facilitated the progression of the following amendments or new legislation:

Criminal and Found Property Disposal Bill 2005 – sets out procedures on how held property is to be dealt with. The Bill was introduced into Parliament in November 2005. It is envisaged that the Bill will be passed during 2006 and enacted in July 2007.

Cross-Border Investigative Powers for Law Enforcement – development of proposals for cross-border powers in relation to controlled operations, assumed identities, witness anonymity and surveillance devices.

Misuse of Drugs Amendment Bill 2006 – section 32A of the *Misuse of Drugs Act 1981* prescribes the circumstance under which a person can be declared a Drug Trafficker. One of these circumstances relates to a serious external offence, and includes an offence against section 233B of the *Customs Act 1901* (Cth). Section 233B of the *Customs Act* has now been repealed and replaced with offences in the *Crimes Act 1914* (Cwlth). The Bill seeks to amend the *Misuse of Drugs Act 1981* to reflect these changes, but rather than list the replacement offences, reference to the *Customs Act* will be replaced with an "offence against a prescribed provision of a law of the Commonwealth". This change will allow the relevant Commonwealth offences to be prescribed in the regulations, thereby enabling future changes to relevant Commonwealth offences to be more expediently recognised by the *Misuse of Drugs Act 1981*. The Bill was introduced into Parliament in June 2006 and it is envisaged that it will be passed during August 2006 and commence in September 2006.

Road Traffic Act (Drug-Impaired Driving) Bill 2005 – creates the offences and procedures for drug-driving offences.

Security and Related Activities (Control) Act 1996 – amendment legislation to provide for increased probity of applicants, improved administrative arrangements and a Code of Conduct.

Police Administration legislation – is proposed to repeal the now largely outdated administrative provisions of the *Police Act 1892* and introduce the necessary administrative and managerial changes needed to underpin a modern policing agency. During the current year, the Corporate Executive Team made key policy determinations for inclusion in the Bill that is to be ultimately drafted.

Criminal Investigation Bill 2005 – is an amalgamation of statutory police powers currently available to police by virtue of the *Police Act* and the Criminal Code and introduces new powers that reflect the needs of a contemporary police force. The Bill was introduced into Parliament in November 2005.

* A Sergeant based at Commercial Agents Unit is specifically designated to deal with matters relating to the *Pawnbrokers and Second-hand Dealers Act 1994* and conducts general inquiries of pawnbrokers and second-hand dealers. District-based police officers conduct specific compliance related activities for licenced persons within their district, and will on occasion, if necessary, work in conjunction with the officers from Commercial Agents. During the year, there were no known outstanding matters relating to the Act, and no matters were brought before the State Administrative Tribunal. A proposal is being considered to appoint pawnbroking and second-hand dealing industry compliance officers. The initiative will allow police officers to be removed from this compliance role and instead concentrate on core police operational duties.

It is envisaged that it will be passed during 2006 and could potentially commence in July 2007. While this Bill is the responsibility of the Attorney General, WA Police Legal Services Branch worked closely with the nominated Instructing Officer to ensure workability from a policing perspective.

Terrorism (Preventative Detention) Bill 2005 – creates provisions for Preventative Detention orders as part of the Council of Australian Governments (COAG) 2005 agreement on legislative reforms to address terrorism.

WA Police Legal Services personnel have worked in conjunction with representatives from the Department of the Premier and Cabinet who were the primary Instructing Officers.

Pawnbrokers and Second-hand Dealers Amendment Bill 2006 – changes to the Act contained within the Bill are consistent with the outcome of the National Competition Policy review of the *Pawnbrokers and Second-hand Dealer Act 1994*. The Bill also addresses a potential anomaly that has arisen as the result of a recent High Court decision in May 2005 of *Palgo Pty Ltd v Gowans*, in which it was held that lending money with goods as security was not necessarily pawnbroking.

Publications – Requirement under Treasurer’s Instruction 903

Various publications are produced to support the work of the WA Police.

Road Safety

- Bicycle Education Instructors Training Manual
- Defensive Driving Instructors Manual
- Defensive Driving Participants Manual
- Cops for Kids
- Assorted brochures dealing with road safety issues

Community Safety Branch

- Safety for Seniors
- Safety Advice for Seniors
- Home Security
- Car Security
- Holiday Security
- Safer Living
- Security Lighting
- Intruder Alarms
- Armed Hold-Up Prevention Training Kits
- Armed Hold-Up Prevention
- Welcome to Neighbourhood Watch (Metro, Rural, Marine and School Watch Programs)
- Neighbourhood Watch Manual 2003
- PartySafe
- Elder Abuse
- WA Police SMS Assist Registration Form
- WA Police SMS Assist User Guide
- Burglar Beware pamphlet
- Protect Your Handbag pamphlet
- Policing in a Multicultural Society
- Serving Western Australia’s Culturally Diverse Communities
- Domestic Violence – What You Can Do

Organisational Performance

- Western Australia Police Annual Business Plan
- Western Australia Police Annual Report
- Western Australia Police Strategic Plan

Corruption Prevention and Investigation

- Corruption Prevention Plan
- Making a Complaint Against Police
- The Supported Internal Witness Program
- Ethical Guidelines
- Code of Conduct
- The Blueline

Alcohol and Drug Coordination Unit

- Drug Awareness Package
- Drug Identification Slider
- Alcohol & Drug Poster Series
- Common Drug I.D. and Effects Posters
- Drug Guide
- GURD - Education Package
- GURD - Activity Resource Package
- GURD - ADCU CD ROM resource
- Alcohol Awareness Package
- Drink Spiking Resource Kit
- Night Safe Information Card
- Precursor Chemical Code of Conduct Resource Kit
- Harm Reduction and Policing

Recruiting

- Step Forward and Make a Difference

For a complete list of publications available to the public, please refer to the Manager, Information Release Centre (08) 9268 7661.





Waste Paper Recycling

Requirement under Cabinet Minute 2.7 of October 1991 on Government Waste Paper Recycling Proposal to Improve Recovery Rates

During the past year, the WA Police recycled a total of 30,405 tonnes of waste paper.

A waste audit was undertaken in 2005 and the data from this audit is being used to develop future sustainable waste management policies and procedures.

Energy Smart Government Policy

Requirement under Premier's Circular No: 2004/10

In accordance with the Energy Smart Government Policy, the WA Police has committed to achieving a 12 per cent reduction in non-transport-related energy use by 2006-07, with a 10 per cent reduction target for 2005-06.

Energy Smart Government Program	Baseline	2005-06	Variation %
Energy Consumption (GJ)	108,336	118,405	+9.3
Energy Cost (\$)	3,922,190	3,722,267	
Greenhouse Gas Emissions (tonnes CO ₂)	26,137	28,288	
Performance Indicators: Police, Fire and Emergency Services Facilities			
MJ/m ²	681	610	
MJ/FTE	16,533	16,533	
Performance Indicators: Tertiary Educational Facilities – Joondalup Academy			
MJ/m ²	446	439	
MJ/EFT Students	32,331	17,045	

Notes: GJ = gigajoules, MJ = megajoules, CO₂ = carbon dioxide, FTE = Full-time Equivalent, EFT = Effective Full-time Student
Sources: Sustainable Energy Development Office, Western Power, and the WA Police (Resource Management Information System)

With increases in operational policing requirements, more police premises are being built and buildings are being occupied for longer periods. During the past year, the agency's gross floor area increased by 27 per cent. These changes have caused an overall increase in energy consumption. However, it should be noted that the agency's electricity consumption per square metre has decreased by 10.4 per cent. This reduction in consumption per square metre shows that the agency is utilising energy more efficiently.

Projects undertaken by WA Police during 2005-06 to reduce energy consumption have included:

- engaging consultants through a Sustainable Energy Development Office (SEDO) funding grant, to undertake energy audits of 11 police stations across the State and metropolitan area;
- incorporating energy-efficient lighting and air-conditioning systems in new police stations;
- releasing broadcast emails to all staff requesting them to switch off computers when not in use;
- integrating requirements to purchase energy-efficient appliances in supply contracts; and
- enhancing proposed capital works to improve energy efficiency through lighting and air-conditioning upgrades at police stations – identified as a result of the energy audits undertaken in 2005-06.

There is a time lag before the results from energy reduction projects can be measured and observed. Despite the increase in energy consumption for the agency in 2005-06, continued initiatives to improve energy efficiency are expected to begin to reflect a slow-down of energy consumption in coming years.

Sustainability

Requirement under Premier's Circular 2004/14: Sustainability Code of Practice for Government Agencies

The main focus in supporting the Government's Sustainability Strategy is to ensure that core police business contributes to building safer communities. This is an outcome that contributes directly to social and economic sustainability and facilitates environmental and regional sustainability. For example, the development of increased policing services to remote communities provides a level of stability and safety to enable further development. The WA Police is committed to providing services in a sustainable way; by ensuring that the actions today consider the needs of future generations and seeking to balance social, economic and environmental outcomes (the triple bottom line).

Several projects in the WA Police Sustainability Strategy 2005-2007 have been undertaken with particular focus this year on sustainability outcomes through fleet management, compliance with procurement policies, energy smart, waste and water management and the management of buildings, assets and land.

The Asset Management Directorate has undertaken several sustainability audits. Consultants conducted energy-efficiency audits of 11 police sites including: Kununurra, the Joondalup Police Academy and Cannington Police Complex. Water audits were conducted at six police sites within the metropolitan area and waste audits have been conducted at six sites including Geraldton and Mirrabooka Police Stations. Information from these audits is being used to further develop policies and practices within the Asset Management Directorate that support agency sustainability.

There has also been a focus on the agency's non-operational vehicle fleet with the Vehicle Management Branch undertaking trials of new-technology, low-emission vehicles such as the Toyota Prius and the dual fuel Commodore.

During 2005-06 the WA Police also participated in the Department of Environment's TravelSmart Workplace Program, to be completed in 2007.

Regional Development Policy Requirement as a result of Cabinet Decision: 20 October 2003

The information contained in the main body of this Report covers achievements relating to the Regional Development Policy.

Evaluations

Requirement under *Public Sector Management Act 1994* s.79e; Premier's Circular 2003/16: Agency Strategic Management

Business Area Management Review Program

The agency's Management Audit Unit (MAU) provides the Commissioner and other police management with assurance that systems of internal control are efficient, effective and in place to assist the agency to achieve its planned priorities and outcomes.

A major component of this assurance is the application of the Business Area Management Review (BAMR) program – an internal control self-assessment mechanism operating at all business areas across the agency. The MAU provides a managerial and quality assurance oversight role.

During the reporting period, a total of 70 BAMR audits were undertaken by the MAU which identified a marked improvement over previous years in the application of the BAMR program.

Commissioner's Assurance Team

During the year, the Commissioner reinforced his commitment to corporate governance by initiating a number of Commissioner's Assurance Team (CAT) reviews. The CAT reviews examine business areas to provide assurance to the Commissioner that Frontline First initiatives have been translated into tangible actions and that other key requirements have been complied with.

CAT reviews are undertaken at the discretion of the Commissioner by teams comprising high level officers, supported by staff from the MAU. The reviews are predicated on immediacy and timeliness and as such do not necessarily focus on detailed process and system examination. CAT reviews are designed to complement the work of the MAU and other review and evaluation mechanisms across the agency.

During the 2005-06 reporting period, six CAT reviews were completed, including management practices at Incident Management Units, the decommissioning of police vehicles and service delivery in response to burglary offences.

Other significant reviews undertaken by the Management Audit Unit include:

- Western Australia Police Property Management Practices – joint inquiry with the Corruption and Crime Commission;
- A Thematic Examination of Intelligence Management within Western Australia Police; and
- Review of Forensic Science Services.

More information on evaluations is contained in the main body of the Report.





Information Statement – Access to Information Requirement under *Freedom of Information Act 1992*, s.96-97

In 2005-06, 1,543 valid applications were submitted to the WA Police under the *Freedom of Information Act 1992* (FOI). This represents an eight per cent increase over the last financial year. As with previous years, over 90 per cent of applicants were successful in obtaining access to documents in accordance with the Act.

In addition to the increase in the number of applications, there has been a significant increase in the complexity of FOI applications. High profile police projects and strategies and resource practices are now more frequently subject to FOI applications.

The agency also provides more detailed FOI activity statistics to the Office of the Information Commissioner and facilitates an on-line Information Statement via the WA Police Internet site, pursuant to section 96 of the Act.

A total of \$42,631 was collected in fees and charges related to FOI applications.

Recordkeeping Plans Requirement under *State Records Act 2000*, s.61, and State Records Commission Standards, Standard 2, Principle 6

The agency remains committed to achieving compliance in Records Management and has registered a comprehensive Recordkeeping Plan No. RKP 2003060 as required under the *State Records Act 2000*. This plan was recently reviewed by WA Police Records Management Centre and further qualifications were provided to the State Records Office.

A comprehensive review of the agency's Retention and Disposal Schedule was conducted to reflect changes to legislative obligations, Royal Commission reforms, WA Police Commissioner's frontline policing philosophies, and policing policies and processes. The new schedule will reduce on-site storage problems and improve efficiency in overall policing information lifecycle management.

In addition, WA Police has initiated a major project to replace mainframe corporate information and records management systems with a single, contemporary, Electronic Document Records Management System (EDRMS). A contract was signed for the standardised physical file tracking solution for the agency with the preferred vendor. The contract covers implementation of the EDRMS foundation stage in late 2006 which will mirror current functional police records management systems and practices.

The vendor product is expected to have a greater permeation than current mainframe systems for record keeping. As a result, the project vendor, local police administrators and Records Management Centre will manage a whole-of-agency training program. The vendor product training needs will be achieved by local police 'Super-User' trainers, and supported by contemporary 'User Help Systems' within EDRMS Records Management Centre.

Advertising – Requirement under *Electoral Act 1907*, s.175ZE

Organisation	Purpose	Amount \$
Asset Research	Market research organisations	5,265
Marketforce Productions	Media advertising organisations:	309,170
	Police Recruitment advertising	87,619
	Police Assistance Centre	209,882
	Police Open Day at the Academy	8,766
	Police Officer-of-the-Year Award	2,903

Equal Employment Opportunity Outcomes

Requirement under *Equal Opportunity Act 1984*, s.146

The WA Police has continued to progress initiatives to improve on past performance with respect to the representation and retention of people from the targeted equity groups, as specified within the State Government's Equity and Diversity framework: women; Indigenous Australians; people with disabilities; and people from culturally diverse backgrounds.

During the last reporting period, the agency has improved on its percentage representation of employees in all targeted equity groups except for Indigenous Australians (2.6 per cent in 2005-06 compared with 2.8 per cent in 2004-05). There was a significant increase in the People from Culturally Diverse Backgrounds group (11 per cent in 2005-06 compared with nine per cent in 2004-05). The Equity Index measure of compression, indicating the extent to which a group is primarily to be found at the lower classification levels

(the lower the index the greater the compression, with 100 being equal representation across all levels), showed improvement in all targeted equity group areas except for People with Disabilities (99 Equity Index in 2005-06 compared with 113 Equity Index in 2004-05).

A new agency Equity and Diversity Management Plan will continue to be developed following the recent release of Government's Equity and Diversity Plan for the Public Sector 2006-2009. In line with Government's direction, the priority for the agency continues to be improving both the overall representation of women and the distribution of women through ranks/levels, especially management. Other priorities include an increase in the representation of Aboriginal and Torres Strait Islander peoples through all ranks/levels.

Over the past twelve months, enhancements have been made to Equal Opportunity (EO) complaint management and EO training to demonstrate the agency's continuing commitment to

eliminate harassment, discrimination and victimisation in the workplace

During the year the agency engaged a consultant to review its EEO systems, including EO complaint management, EO training and related policies. A number of recommendations arising from this review have been endorsed by the CET and this has underpinned activities during the past six months and further activities planned for 2006-07. The key initiatives include support to assist with resolving complaints at the local level, with managers and/or supervisors being required to identify and respond to EO-related risk in their work areas. In addition, during the year a number of agency stakeholders considered several planned strategies to more firmly link unlawful discrimination/harassment and misconduct. Additionally, EO accountabilities have been incorporated as part of the Agency's Performance Management System.

In-house Grievances Lodged 2000-01 to 2005-06

Source of Grievance	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06
Sworn Promotion System	8	24	13	2	5	0
Transfers/Deployment	8	6	7	7	12	13
Administrative Decisions	2	26	13	7	4	8
Relief/Secondment	0	8	11	0	3	2
Other	12	7	11	11	20	14
TOTALS	30	71	55	27	44	37

Source: Western Australia Police Service, In-house Grievance Database

As at 30 June 2006, 93.9 per cent of employees were EO trained (compared with 91 per cent at 30 June 2005). Employees are required to undertake EO training on a three-yearly basis. A revised general EO training package has been prepared for 2006-07, and includes reference to flexible work options.

Several existing programs which target employees from diverse groups were offered again including:

- The Mentoring Program (targeting people from diverse backgrounds as both mentees and mentors);

- The Leadership Development for Women Program (extended in 2006 to include a wider mix of rank/level of participants); and
- The Executive Development Program (encouraging applications from employees from diverse groups for an array of suitable learning environments at the Australian Institute of Police Management in Manly and locally-based courses in partnership with Edith Cowan University).

More information regarding EO initiatives is included in the main body of the Report.





Compliance with Public Sector Standards and Ethical Codes

(Public Sector Management Act 1994, s.31(1))

In the administration of the WA Police, I have complied with the Public Sector Standards in Human Resource Management, the Western Australian Public Sector Code of Ethics and Code of Conduct for the WA Police.

I have put in place procedures designed to ensure such compliance and conducted appropriate internal assessments to satisfy myself that the above statement is correct.

A compliance review was conducted by an External Consultant to assess compliance with the Standards.

The Office of the Public Sector Standards Commissioner did not undertake any investigations in accordance with the *Public Sector Management Act 1994* or any compliance audits.

The number of applications made for breach of standards reviews and the corresponding outcomes for the reporting period are detailed in the following table.

Breach of Standard Applications 2005-2006	
Number lodged	5
Number of breaches found	1
Number still under review	1

Complaints regarding compliance with the Code of Ethics and Agency Code of Conduct 2005-2006	
Number lodged	5
Number of breaches found	0
Number still under review	5



Karl J O'Callaghan APM
Commissioner of Police

26 September 2006

Corruption prevention

Requirement under Premier's Circular 2005/02: Corruption Prevention

The Corruption Prevention and Investigation (CPI) Portfolio has continued in 2005-06 to progress strategies and reforms outlined in the corporate Corruption Prevention Plan (Building and Sustaining Integrity: A Corruption Prevention Plan for Western Australia Police). At the business unit area level, corruption prevention plans have been reviewed and updated to reflect local needs. Prevention and early intervention strategies are a feature of these plans. Some of the specific measures include:

- personnel security vetting;
- integrity testing;
- managerial discipline model;
- 1800 telephone number to assist Indigenous communities to make complaints; and
- drug and alcohol testing.

For more information on corruption prevention measures, please refer to the main body of the Report.

In addition, a range of other initiatives have been developed or reviewed to assist in reducing corruption and misconduct.

All managers are required to include corruption prevention planning and complaint management as part of their formal annual business plans. These plans are audited through the Business Area Management Review (BAMR) process.

A survey of 75 business areas in both metropolitan and Regional WA districts in June 2006 revealed that those sampled have current and relevant corruption prevention plans in place. Most (80 per cent) reported that their plan adds value to the business area and provides some benefits for staff and officers-in-charge. Simplicity of format and regular review are seen by many as the way in which plans can be improved, with many indicating that they are engaging in regular review of plans. Approximately 40 per cent of corruption risks nominated by business areas relate to the issue of property, drugs and misuse of computer information and in most cases respondents detailed the steps they are taking to mitigate these risks.

Managers are also required to develop the skills to implement formal performance management for all personnel and provide induction for all personnel new to the business area.

Management Development Courses

The WA Police Academy offers Management Development courses which include misconduct and corruption prevention strategies; for example the Management Accountabilities course contains segments on corruption prevention, corruption prevention planning and Local Complaint Resolution.

The Contemporary Management Practices course includes a segment on the Managerial Discipline Model as the basis for managing and remedying conduct arising out of complaints. Corruption Prevention and Investigation Portfolio personnel provide the content, and in most cases, the delivery of these course segments.

A Gift Register and associated policy, which sets out clear guidelines relating to the offer or receipt of gifts by the WA Police employees has been established, following a review of, and realignment with, a number of other agency policies relating to conflict of interest, gratuities and rewards. The Western Australia Police Code of Conduct has been revised to reflect contemporary needs. It now serves as an overarching document that applies collectively to police officers, police personnel, volunteers, suppliers, contractors and sub-contractors. It has been issued to all staff and is available on the internet and intranet and is the major reference point for the management of behaviour arising from complaints alleging misconduct, where there is no allegation of criminality. A document entitled *Our Values*, emphasises the relevance to all facets of contemporary policing of the agency's core values of honesty, respect, fairness, empathy, openness and accountability. This document has been developed to complement the Code of Conduct and is provided to every business area and recruit training school.

Section 8 under Part I of the *Police Act 1892* refers to the removal of commissioned and non-commissioned officers from the WA Police by the Commissioner of Police. The power of removal is subject to compliance with section 33 (L) under Part II of the Act.

In June 2005, the Corporate Risk Management Division of CPI implemented a project 'Loss-of-confidence – Streamlining the Process'. This has resulted in:

- all loss-of-confidence files being locked into timelines;
- the rank of Senior Sergeant being included in the role of review officer involving loss-of-confidence for officers of lower rank;
- an inspector working full time on analysing loss-of-confidence reviews; and
- loss-of-confidence timelines being included on the CPI weekly meeting agenda.

Following an extensive international research project, in May 2006, CPI tendered for the procurement of a Professional Standards Information Management System (PSIMS) to:

- support the streamlining of complaint management across the WA Police;
- provide a basic case and information management functionality for Internal Affairs;
- provide an early intervention functionality for Internal Affairs Risk Assessment Unit.

The implementation of a PSIMS within the WA Police will support a change to proactive performance management through the early identification of police officers whose behaviour places them at heightened levels of risk.

In a staged approach through 2006-07, the PSIMS will be expanded to track professional standards incidents including: police complaints; use of force; police pursuits; post-prosecution reports; and EEO complaints.

A PSIMS will ultimately provide CPI and local area managers and supervisors with a single system containing behaviour-based information related to their personnel. This new system is expected to provide significant benefits to performance management across the WA Police.

Revision of Secondary Employment Policy

The Secondary Employment policy was reviewed during the year and a number of amendments made:

- the definition of 'high risk' secondary employment was rewritten to include employment that will be conducted wholly, or in part, overseas;
- in the case of 'high risk' secondary employment, the policy has been clarified to include placing the onus on the employee to demonstrate why exceptional circumstances exist to justify approval;
- it is now a requirement for an employee to be covered by workers' compensation insurance or other private insurance while undertaking secondary employment; and
- an employee is not to conduct secondary employment while on sick leave without prior approval of the Executive Director.

Computer Information Misuse

There are many systems and protocols in the agency to minimise the incidents and impact of information technology misuse. In addition, an assessment of the gaps in Information Technology (IT) security and technology misuse across WA Police was carried out during the year by an information technology consultant.

The objectives of the project were to:

- review the current police procedures and intervention systems for information security; and
- make recommendations on an intervention program and information misuse agency-wide.

The consultant provided an assessment report identifying the gaps and making recommendations to minimise information misuse by police. Many of the viable recommendations are already within the WA Police corporate schedule of IT projects over the coming years.





Public Interest Disclosures

Requirement under *Public Interest Disclosure Act 2003*, s.23 (1)(f)

The WA Police complies with its obligations pursuant to section 23(1) of the Act. An Inspector at the Police Complaints Administration Centre is the agency's designated Public Interest Disclosure (PID) Officer and authorised as the person responsible for receiving, investigating (or causing to be investigated), reviewing, recording and reporting on public interest disclosures. Internal procedures for dealing with PID issues have been developed and will be published in the near future.

Disability Access and Inclusion Plan Outcomes

Requirement under *Disability Services Act 1993*, s.29

The WA Police has commenced the development of a new Disability Access and Inclusion Plan in accordance with Part 5 of the *Disability Services Act 1993* (as amended 2004). This plan will provide a framework for progressing better access to buildings, services and information and increased inclusion in opportunities to participate in police-related public forums and employment.

Until the publication of the new plan, the current plan continues with initiatives such as:

- all new capital works projects comply with the State Government's Disability Services Plan;
- a schedule of building maintenance is implemented annually; and where applicable this includes improvements to meet disability requirements;
- all local police districts have an officer who maintains a working knowledge of the issues relating to delivering services to people with disabilities. It is also this officer's responsibility to communicate this information to other officers within the district;
- revised complaints reporting and response processes provide for local access for people with disabilities;
- WA Police continues to progress initiatives to increase diversity within the WA Police including people with disabilities. Currently 165 WA Police employees identify as having a disability; and
- the WA Police website contains a commitment to people with disabilities, their carers and families, to access the full range of services and facilities. The website also provides direct access to a customer feedback form.

The WA Police also has representation on the across-Government Access to Justice Working Party forum coordinated by the Disability Services Commission, to improve access for people with disabilities.

As part of the development of the new Disability Access and Inclusion Plan, the WA Police will be undertaking consultations with people with disabilities. The new Plan is due for publication in June 2007 and must be registered with the Disability Services Commission by 31 July 2007.

Cultural Diversity and Language Service

Outcomes – Requirement under Cabinet Decision on “Language Services Policy of the Public Sector”

The WA Police has maintained consultative mechanisms such as the Western Australian Police Ethnic Advisory Committee (WAPEAC), Multicultural Community Safety Committee, Ethnic Communities Council of WA, Australian-Asian Association and Service Provider Networks such as African Communities Service Providers. These forums provide an opportunity for multicultural community representatives to provide input on police policies and their impact on diverse groups within the community.

In addition, the WA Police creates collaborative partnerships with key stakeholders (from government and non-government sectors) to introduce community safety strategies engaging culturally and linguistically diverse groups. The aim of these partnerships is to specifically target culturally and linguistically diverse youth, particularly those from new and emerging communities. As an example, much work has been done recently with youth from the growing African communities by holding Youth Leadership camps in partnership with Centrecare. This work includes talking with communities about issues that are affecting them (including youth at risk, elder abuse and domestic violence) and also discovering communication pathways into their communities. This strategy is applied not only for exchange of information, but also to build trust and rapport with newly arrived communities.

The WA Police has also been actively engaged in breaking down barriers to recruitment for people from diverse backgrounds. One of the strategies has included a review of the legislation under which people are employed as police officers to ensure that dress and personal appearance requirements do not prevent diverse groups from joining the WA Police.

Currently a number of promotional activities is being conducted to attract members of multicultural communities into policing as a professional career. One of these initiatives involved a Multicultural Career Advisory Program held at the WA Police Academy. This program provided a comprehensive introduction to policing as a career, including sample testing of the various components of the recruitment selection program.

The WA Police endorses the Language Services strategy and supports it through:

- promoting the use of qualified interpreters to be called as required;
- training police recruits in accessing professional interpreters;
- producing a promotional pamphlet on Elder Abuse in partnership with the Office of the Public Advocate; and
- the development of a Multilingual Phrase Book for operational police in 40 languages.

Youth Outcomes

Requirement under Cabinet Decision on Action: A State Government Plan for Young People 2002-2003

The Federation of Western Australia Police and Community Youth Centres (Inc) (PCYC) has continued to develop strategic initiatives and early intervention 'youth at risk' programs that are delivered through 25 centres around the State.

The keystone to this success has been the focus of targeting youth, based on a priority 'ratings' system, referred to as the Penn PASS. This intelligence-led model is being further developed in WA with complementary software to allow monitoring of recidivist youth and effectiveness in supporting districts to reduce crime and anti-social activity within the community.

Regular recreational, sporting and community activities still attract high attendance rates for youth and serve as a safe, cost-effective facility for the community to enjoy. As an example, PCYC Mornington Adventure Camp continues to provide close interaction between police and students/participants in this challenging environment by developing positive relationships, self-esteem, discipline and confidence.

Substantive Equality

Requirement under Premier's Circular 2005/07: Implementation of the Policy Framework for Substantive Equality

The Substantive Equality Policy Framework was endorsed by Cabinet in December 2004. Commissioner Yvonne Henderson of the Equal Opportunity Commission is the Government Sponsor and coordinator for the program. This program is part of the public sector Anti-Racism and Equality Program for which the Executive Director Jo Harrison-Ward has been appointed senior officer for the WA Police.

Substantive Equality focuses EO beyond current employment-type applications. Instead the focus is on 'systemic' discrimination that may be hard to identify in policies, systems and practices. These often unintentionally produce inequality of outcomes for some groups within the community. The priority is to ensure that the WA Police service delivery is meeting the distinct needs of Indigenous, ethnic and other minority groups.

A draft five-year plan is currently being considered by the Corporate Executive Team and when finally approved will be forwarded to the Equal Opportunity Commission in July 2006. The plan contains:

- a policy on substantive equality to articulate the agency's commitment;
- the five-year program of identified service areas for assessment; and
- a management structure to coordinate the implementation and reporting of the program headed by the Executive Director.

A small working team consisting of representatives from the Equal Opportunity Commission and the WA Police is progressing the initial work.

Through negotiations between the Equal Opportunity Commissioner and the Commissioner of Police, domestic violence has been confirmed as the focus for 2006-07.

The assessment process has commenced with interviews of key personnel at Mirrabooka and the Family Protection Unit and the review of all related policies. Later in the year, the working team will visit other metropolitan, country and remote districts to work with personnel to undertake the assessment using both the Substantive Equality framework and the Assessment Tool provided by the Equal Opportunity Commission.



'Regular recreational, sporting and community activities still attract high attendance rates for youth and serve as a safe, cost-effective facility for the community to enjoy.'





Covert Search Warrants

Requirement under *Terrorism (Extraordinary Powers) Act 2005*, s.30(1)

30(1)(a)	Details
Number of applications made	Nil
Number of applications refused	Nil
Number of applications granted	Nil
30(1)(b)	Details
Number of remote communication applications made	Nil
Number of applications refused	Nil
Number of applications granted	Nil
30(1)(c)	Details
Number of warrants executed	Nil
30(1)(d)	Details
Number of places entered	Nil
30(1)(e)	Details
Number of occasions on which things were seized	Nil
30(1)(f)	Details
Number of occasions when things were replaced	Nil
30(1)(g)	Details
Number of occasions a place was re-entered	Nil
30(1)(h)	Details
Number of occasions on which electronic equipment was operated	Nil
30(1)(i)	Details
Any other information requested by the Minister	Nil

Interest in or benefits from contracts Requirement under s.3(x) and (xi) of the Treasurer's Instruction (TI) 903

The WA Police currently operates a system that requires senior officers to declare confidentiality and interest in respect to any existing or proposed contracts. There are no known cases of any conflict of interest for the 2005-06 reporting period.

Pricing policy for services Requirement under Treasurer's Instruction (TI) 903: Report on Operations

The WA Police prices its services in accordance with the following Legislation and Government and Departmental instructions and policies:

- Section 53(b) of the *Financial Administration and Audit Act 1985*;

- Department of Treasury and Finance (DTF), Costing and Pricing Government Outputs;
- Police (Fees) Regulations 1981; and
- DTF annual instructions for preparation of the budget.

The pricing is reviewed annually and is based on full-cost recovery. All changes to the price of services requires the approval of the Minister for Police.

The pricing policy covers the following services:

- vehicle escorts;
- National Police Certificates;
- crash information;
- traffic records;
- events on roads;
- offence information; and
- other.

Police (Fees) Regulations 1981 allow the Commissioner of Police to discount fees where appropriate, which occurs in the case of National Police Certificates – Volunteer Checks.

Major Capital Works – Requirement under Treasurer’s Instruction (TI) 903: Report on Operations

Major Capital Works - where Project Estimated Total Cost (ETC) exceeds \$3.0 million

Project	Year	Budget	Revised	Variations	Variations	Reasons for Variations over 5% of original ETC, or greater than \$1 million in value.
		ETC (a)	ETC (b)			
		\$'000	\$'000	\$'000	%	
Completed Works						
<i>Police Facilities</i>						
Albany District Police Complex	2005-06	9,998	9,708	-290	2.9	
Laverton Police Station	2005-06	3,553	3,553	0	0.0	
Newman Police Station	2005-06	4,261	4,261	0	0.0	
Statewide Office and Cell Block Upgrade Program - Stage 3	2005-06	7,624	7,624	0	0.0	
<i>Equipment and Fleet Programs</i>						
Equipment Purchases and Replacement Program 2001-04	2005-06	9,000	9,000	0	0.0	
Non-Leased/Non-Standard Vehicle Replacement Program	2005-06	5,851	5,836	-15	0.3	
Works in Progress						
<i>Police Facilities</i>						
Canning Vale Police Station	2007-08	3,030	4,300	1,270	41.9	Protracted site selection/acquisition. Revised scope to cater for additional staff.
Carnarvon Police Station	2008-09	4,250	4,250	0	0.0	Cabinet consideration of a joint DotAG/DCS/WA Police funding submission to occur in 2006-07.
Dampier Peninsula Police Station (Gordon Inquiry)	2006-07	1,671	3,200	1,529	91.5	Funding correction and adverse tender result.
Derby Police Station	2008-09	7,600	8,500	900	11.8	Redefined scope of works. Procurement option to be finalised.
Ellenbrook Police Station	2006-07	3,570	3,080	-490	13.7	Favourable land acquisition and construction tender result.
Facility OSH Modifications	2006-07	10,676	10,676	0	0.0	
Harvey Police Station	2007-08	2,600	3,600	1,000	38.5	Cost escalation.
Kalumburu Police Station (Gordon Inquiry)	2006-07	3,268	3,609	341	10.4	Funding correction and adverse tender result.
Kimberley District Police Complex	2007-08	9,900	13,450	3,550	35.9	Cost escalation.
Leonora Police Station	2007-08	2,826	4,850	2,024	71.6	Redefined scope of works. Approved procurement option to minimise escalation.
Operations Support Facility Stage 2 Traffic Support	2008-09	14,430	17,340	2,910	20.2	Scope change.
Perth Watch House/Perth Police Centre/Crime Headquarters	2010-11	81,000	93,000	12,000	14.8	Redefined scope of works. Procurement option to be finalised.
Pilbara District Police Complex	2008-09	7,110	11,330	4,220	59.4	Redefined scope of works. Procurement option to be finalised.
Police Operations Support Facility	2006-07	40,786	42,000	1,214	3.0	Funding correction. Original cost estimate re-instated.
Stirling Police Station	Suspended	4,930	5,750	820	16.6	Inability to acquire site has contributed to cost escalation. Project now suspended.
Vincent Police Station	2008-09	5,110	5,110	0	0.0	
Wanneroo Police Station	2006-07	3,200	3,400	200	6.3	Site acquisition delay.
Police Station Upgrade Program	2007-08	4,000	4,000	0	0.0	
South Hedland Police Station	2008-09	8,360	8,360	0	0.0	
Warakurna Police Station (Gordon Inquiry)	2006-07	2,768	3,872	1,104	39.9	Funding correction and adverse tender result.
Warmun Police Station (Gordon Inquiry)	2006-07	2,673	3,381	708	26.5	Funding correction and adverse tender result.
<i>Information Technology Programs</i>						
CADCOM Planning Costs	2006-07	5,190	5,190	0	0.0	
Perth Metro Radio Network (CADCOM Stage 1C)	2007-08	59,354	59,354	0	0.0	
Delta Communications and Technology (DCAT)	2008-09	111,825	110,025	-1,800	1.6	Changed accounting treatment for Salaries Capitalised.
<i>Equipment and Fleet Programs</i>						
Aircraft Replacement Program	2006-07	10,000	10,000	0	0.0	
Counter-terrorism Equipment	2007-08	4,898	4,898	0	0.0	
Replacement Equipment Program	2008-09	14,000	13,705	-295	2.1	
New Works Approved after 2005-06 Budget (May 2005)						
<i>Police Facilities</i>						
Police Station Upgrade Program 2007-08 to 2009-10	2009-10	n/a	7,500	n/a	n/a	New Project
<i>Equipment and Fleet Programs</i>						
Counter-terrorism Increased Response Capability/North West Deployment	2008-09	n/a	14,230	n/a	n/a	New Project
Non-Leased Non-Standard Vehicles 2006-07 to 2009-10	2009-10	n/a	5,542	n/a	n/a	New Project
Schedule Equipment Replacement Program 2008-09 to 2009-10	2009-10	n/a	11,000	n/a	n/a	New Project

Notes:

(a) Budget ETC is the Estimated Total Cost (ETC) for the Project recorded at the Budget Statements for 2005-06.

(b) Revised ETC is either the Estimated Total Cost (ETC) at the Budget Statements for 2006-07, or the actual expenditure upon completion.