



ANNUAL REPORT

2015 – 2016

ADDITIONAL
INFORMATION

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

Declarations of pecuniary interests have been duly completed by Executive Officers, Commanders and Senior Technical Specialists.

B. DETAILS OF SHARES HELD BY SENIOR OFFICERS AS NOMINEE OR HELD BENEFICIALLY IN A STATUTORY AUTHORITY OR SUBSIDIARY.

According to the declarations of pecuniary interests, no such interests are held by senior officers.

C. DETAILS OF PUBLICATIONS PRODUCED BY THE ENTITY ABOUT THE ENTITY, AND HOW THESE CAN BE OBTAINED.

The following publications were produced by Victoria Police in 2015-16:

PUBLICATION	PRODUCED	HOW OBTAINED
<i>Police Life</i>	Winter 2015 Spring 2015 Summer 2016 Autumn 2016	10,000 copies produced each edition. Available from police stations and the Victoria Police Centre. www.police.vic.gov.au/policelife and www.vicpolicenews.com.au
<i>Reporting Sexual Assault to Police</i> (Easy English Version)	July 2015	www.police.vic.gov.au
<i>Future Directions for Victim-Centric Policing</i>	August 2015	www.police.vic.gov.au
<i>Reporting Sexual Assault to Police</i>	September 2015	www.police.vic.gov.au
<i>Reporting Sexual Assault to Police</i> Arabic, Bosnian, Chinese (traditional and simplified), Croatian, Dari, Dinka, Farsi, Greek, Hindi, Indonesian, Italian, Malay, Polish, Punjabi, Russian, Serbian, Somali, Spanish, Turkish, Vietnamese versions	September 2015	www.police.vic.gov.au
<i>Victoria Police Annual Procurement Plan 2015-16</i>	September 2015	www.police.vic.gov.au
<i>Victoria Police Corporate Plan 2015-18 (Year 1)</i>	September 2015	www.police.vic.gov.au
<i>Victoria Police Annual Report 2014-2015</i> <i>Victoria Police Annual Report 2014-2015: Additional Information</i>	October 2015	www.police.vic.gov.au
<i>Victoria Police Accessibility Action Plan 2014-2017</i>	November 2015	www.police.vic.gov.au
<i>Bushfire Arson Prevention Police Statement 2015-2018</i>	November 2015	www.police.vic.gov.au

PUBLICATION	PRODUCED	HOW OBTAINED
<i>Reporting Crime: Your Rights (Easy English Version)</i>	November 2015	www.police.vic.gov.au
<i>Community Engagement Fact Sheet</i>	December 2015	www.police.vic.gov.au
<i>Equality is not the same: Year Two Report</i>	December 2015	www.police.vic.gov.au
<i>Victoria Police Guidelines: Reporting Criminal Abuse of Children and Vulnerable People in Organisations</i>	March 2016	www.police.vic.gov.au
<i>Code Of Practice for the Investigation Of Sexual Crime</i>	May 2016	www.police.vic.gov.au
<i>Victoria Police Mental Health Review</i> <i>Victoria Police Mental Health Review: Summary Report</i>	May 2016	www.police.vic.gov.au

D. DETAILS OF CHANGES IN PRICES, FEES, CHARGES, RATES AND LEVIES CHARGED BY THE ENTITY.

In 2015-16, 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.

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

In 2015-16 the following major external reviews were completed:

Independent Broad-based Anti-corruption Commission (IBAC)

NO.	REVIEW	PURPOSE	RELEASE DATE
1	Operation Oldfield	To investigate an allegation of serious misconduct by an employee of Victoria Police.	July 2015
2	Special report concerning police oversight	To provide a focused account of IBAC's key police oversight activities since becoming fully operational in early-2013. The report details: <ul style="list-style-type: none"> • Strategic projects and initiatives to assist in preventing police misconduct and corruption, including an audit IBAC initiated of Victoria Police's local complaint handling processes. • Reviews of Victoria Police investigations, including both reviews of individual cases and reviews that highlight systemic issues. • The status and outcomes of certain investigations conducted by IBAC of Victoria Police matters. 	August 2015
3	Organisational crime group cultivation of public sector employees	To increase awareness of this issue across the Victorian public sector. Highlighting: <ul style="list-style-type: none"> • Background on the nature of organised crime activities in Victoria. • Likely targets of organised crime cultivation attempts. • Strategies used by organised crime groups to cultivate relationships with public sector employees. • Prevention, mitigation and detection strategies that can assist in addressing the threat. 	September 2015
4	Report to the Minister for Police Pursuant to section 66D of the <i>Sex Offenders Registration Act 2004 (Vic)</i> 1 Jan 2013 to 31 Dec 2014	To monitor the Chief Commissioner of Police's (and his authorised officers') compliance with Part 4 of the <i>Sex Offenders Registration Act 2004 (Vic)</i> .	October 2015
5	Predatory behaviour by Victoria Police officers against vulnerable persons	To examine key trends and issues in sexual predatory behaviour by police against vulnerable persons in the community.	December 2015
6	Operation Darby special report May 2016	To investigate a complaint against Victoria Police alleging excessive force and racial discrimination.	May 2016

Victorian Auditor-General's Office (VAGO)

NO.	REVIEW	PURPOSE	RELEASE DATE
1	Responses to Performance Audit Recommendations: 2012-13 and 2013-14	To determine the extent of agency response to, and monitoring of, Victorian Auditor-General's Office performance audit recommendations.	December 2015
2	Public Safety on Victoria's Train System	To determine the effectiveness of Protective Service Officers (PSOs) deployed across Victoria's train system by assessing if: <ul style="list-style-type: none"> • PSOs have reduced crime on the metropolitan train system and improved public perceptions of safety of train travel, particularly at night. • Appropriate advice supports key decisions on the deployment of PSOs. • Governance arrangements for personal security and safety initiatives across the train system support and leverage the work of PSOs. 	February 2016
3	Administration of Parole	To examine if parole is being administered effectively to achieve intended outcomes, through assessing if: <ul style="list-style-type: none"> • Implementation of parole reforms was comprehensive, timely and effective. • Parole was being administered effectively to achieve intended outcomes. • Corrections Victoria and Victoria Police effectively support the Adult Parole Board to fulfil its statutory functions. 	February 2016
4	Managing and Reporting on the Performance and Cost of Capital Projects	To assess how effectively agencies manage the time, cost, scope, development and delivery of major capital projects by examining if they have: <ul style="list-style-type: none"> • Developed business cases that provide a sound basis for the government to decide if, and in what form, investments should proceed. • Developed sound procurement processes. • Monitored and managed projects' progress and risks during delivery. • Demonstrated that completed projects have achieved the intended outputs and outcomes. 	May 2016
5	Follow up of Asset Confiscation Scheme	To examine the progress the three agencies - Victoria Police, the Office of Public Prosecutions and the Department of Justice and Regulation - have made in implementing actions to address the recommendations from the 2013 audit of the Asset Confiscation Scheme.	June 2016

Victorian Equal Opportunity and Human Rights Commission

NO.	REVIEW	PURPOSE	RELEASE DATE
1	Independent Review into sex discrimination and sexual harassment, including predatory behaviour in Victoria Police	<p>The Victorian Equal Opportunity and Human Rights Commission examined the following elements within Victoria Police:</p> <ul style="list-style-type: none"> • The prevalence of sex discrimination and sexual harassment, including predatory behaviours between Victoria Police employees. • Barriers faced by Victoria Police employees to calling out and reporting sexual harassment (e.g. barriers for bystanders and victims). • Organisational barriers to taking action in cases of sexual harassment. • Referrals and provision of formal and informal support to Victoria Police employees who have experienced or witnessed sexual harassment. • Reporting on gender and recruitment, retention and advancement data as indicators of workplace culture. • Actions to promote equality, safety and freedom from sexual harassment in Victoria Police including training, education, mentoring and development. 	December 2015

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

MAJOR RESEARCH AND DEVELOPMENT	CONDUCTED BY	PURPOSE
Australian Facility for Taphonomic Experimental Research (ARC LIEF Project LE150100015)	Australian Research Council (ARC)	<p>To establish a unique Australian research facility dedicated to studying the physical, chemical, and biological processes of human decomposition.</p> <p>The outcomes 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.</p>
Universal Immunogenic Reagents for the Detection of Latent Fingermarks (ARC Linkage Project LP130101019)	Australian Research Council	<p>This project will address limitations with current fingermark detection methods through the development and validation of highly sensitive, luminescent nanoparticle-based immunogenic reagents for the detection of compounds naturally present in all latent fingermarks.</p>

MAJOR RESEARCH AND DEVELOPMENT	CONDUCTED BY	PURPOSE
Improving the communication of forensic science evidence to courts (ARC Linkage Project LP160100008)	Australian Research Council	To improve the efficacy of the communication of complex statistical forensic science evidence and develop an evidence-base from which informed decisions can be made regarding the best methods for effective and appropriate communication.
Next-generation latent fingerprint detection using functional nanomaterials (ARC linkage Project LP160100351)	Australian Research Council	To deliver significantly improved detection limits for fingerprints that currently remain undetected with current techniques through novel fingerprint detection and enhancement methods based on silicon oxide nanoparticles.
Rapid CYBERNOSE® detection of illicit drugs and precursor chemicals (ARC linkage Project LP160100376)	Australian Research Council	This project aims 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 the superior CYBERNOSE® technology. This technology employs sensors, using the highly sophisticated and sensitive olfactory receptors of microscopic nematode worms, linked to an optoelectronic detector.
Investigation of signature examination principals using eye-tracking technology	National Institute of Justice	To investigate the signature examination principals in relation to handwriting and validate the theoretical claims made by the hand-writing community.

Note: In the 2015-16 reporting period, 28 peer-reviewed scientific publications were authored/co-authored by staff from the Forensic Services Division on a wide range of topics in forensic science. For a full list of publications please contact Victoria Police via www.police.vic.gov.au.

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

Note: Further process improvements in relation to disclosures of overseas travel have resulted in Victoria Police being able to more accurately reflect an increased number of overseas visits in 2015-16 than in 2014-15.

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 Sergeant	HOUSTON, USA	Attend the Airborne Law Enforcement Association Conference.	Attended the Tactical Flight Officer course to further enhance skills and discover new emerging trends in this field.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Senior Sergeant	WASHINGTON DC, STURGIS, & SANTA MONICA, USA	Work with US Federal Law Enforcement Agencies, the Bureau of Alcohol, Tobacco, Firearms and Explosives, and the Federal Bureau of Investigation regarding Outlaw Motorcycle Gangs (OMCG).	Identified best practice methodology with regards to policing OMCGs. Gained valuable information and undertook intelligence sharing between US federal agencies and Victoria Police. Built OMCG national expert capabilities.
1 x Assistant Commissioner 1 x Superintendent	WASHINGTON DC, NEW YORK & LOS ANGELES, USA	Attend the Leadership in Counter Terrorism program.	The program incorporated high level content from both operational and strategic areas, utilising a blend of adult learning methodologies including 'master classes', case studies of major operations, theoretical presentations, panel discussions and reflection. The program further developed Victoria Police's capacity to operate effectively in global counter terrorism operations.
1 x Detective Inspector 1 x Senior Sergeant	AMSTERDAM, NETHERLANDS & BIRMINGHAM, GREAT BRITAIN	Attend the International Surveillance Group meeting and visit other international surveillance partners.	Developed an understanding of surveillance strategies utilised in complex counter terrorism environments relevant to international surveillance partners. Assessed training programs for surveillance operatives.
1 x Senior Sergeant	LAUGHLIN, USA	Attend the 2016 International Outlaw Motorcycle Gang Investigators Association.	Assessed and addressed new intelligence and emerging trends in OMCG and contemporary anti-gangs policing methodology.
1 x Superintendent 1 x VPS6	MANCHESTER, GREAT BRITAIN	Attend the UK National Safer Road Partnership Conference, Traffic Information System Police (TISPOL) Annual International Road Safety Conference and participate in a National UK Road Policing Study Tour.	Observation of key international road policing related projects, capabilities and innovation (including tamper proof number plate design and manufacturing, and Automated Number Plate Recognition capability). Engagement and liaison with various road policing enforcement agencies, government and regulatory bodies and leading vendors/suppliers across the UK. Gained knowledge of international best practice road policing standards.
1 x Senior Sergeant	SINGAPORE	Attend the Interpol Firearm Forensic Symposium. Assess Vision X Comparison Microscope, firearm tracing and effective time lines for informants.	Assessed and addressed new emerging trends in gun crime and intelligence relating to gun crime. Assisted the Forensic Services Department with the employment of new Intelligence personnel for firearms related product proposals in relation to firearms tracing and the counter terrorism environment.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Assistant Commissioner	AMSTERDAM & ROTTERDAM, NETHERLANDS	Australian Port Mission to view the Dutch maritime infrastructure industry expertise in cyber safety and sustainability in ports and surrounds.	Delegates were impressed by the efficiency of the Dutch logistics industry and gained valuable knowledge and perspectives in relation to the following areas: <ul style="list-style-type: none"> • Cooperation between public and private sectors. • Government facilitation of the private sector whilst optimising the role of customs and police. • Improving safety and security at the ports, including implementing digital security against organised crime, counter terrorism measures, and physical access to ports.
1 x Sergeant	SINGAPORE	Attend Dive Medical Technician Training.	Attended training and requalified as a Dive Medic Technician as required under International Marine Contractors Association/Australian Diver Accreditation Scheme.
6 x Constables 1 x Senior Constable 1 x Leading Senior Constable	SINGAPORE	Attend aircraft simulator training.	Aircraft simulator training to address the requirement for pilots to undergo regular flight checks that involve emergency actions.
1 x Assistant Commissioner	WELLINGTON, NEW ZEALAND	Attend Australia and New Zealand School of Government Course.	Final university unit for the Executive Master of Public Administration.
1 x Commander 1 x VPS6	USA (various)	Attend the 2016 Shot Show and visit contractors/suppliers of Victoria Police operational equipment. Visit other law enforcement agencies to understand learnings from rollout of contemporary operational technology and equipment.	Enhanced understanding of new and emerging operational equipment and technology. Improved understanding of the benefits, barriers and opportunities presented by the rollout of emerging technology including body worn cameras.
1 x Inspector 1 x Sergeant	LAS VEGAS & BOSTON, USA	Attend the 2016 Shot Show and visit contractors/suppliers of Victoria Police operational equipment.	Met with contractors and new suppliers and conducted research on new marksman equipment. Conducted weapons testing for future weapons acquisition. Assessed and evaluated new equipment for Victoria Police.
1 x Detective Inspector	WASHINGTON DULLES & NEW YORK, USA	To meet with and speak to key personnel regarding the USA Department of Justice National Asset Forfeiture Strategic Plan.	Met with key personnel and gathered information in the planning and delivery of confiscation operations in support of the USA Department of Justice National Asset Forfeiture Strategic Plan.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Assistant Commissioner	EDMONTON, CANADA	Enhance global understanding of terrorism and the methodologies utilised to address terrorism by international law enforcement and intelligence partners.	Restructure and reformation of counter terrorism response methodologies in the Victorian law enforcement environment (specifically in relation to the Victoria Police Counter Terrorism Command intelligence sharing process).
1 x Superintendent	BANGKOK, THAILAND	Attend Interpol Conference and present on vehicle crime.	Attended and presented on the Task Force Discover report into the separated illicit parts industry, linking into global export of stolen vehicle parts.
1 x Superintendent 1 x Constable 1 x VPS6	USA (various)	Conduct market research on behalf of the Aviation Capability Program. The objective of the Aviation Capability Program is to acquire modern aerial support vehicles that meet the requirements of the future Victoria Police aviation service model.	The project team attended Helicopter Association International Heli-Expo in Kentucky and spent time with the Maryland State Troopers at their Air Command. The information obtained via formal market research helped to define the future aviation service model, known as the Priority Service Model.
1 x Assistant Commissioner 1 x Detective Inspector 1 x Detective Sergeant	HONG KONG	To attend the 2016 Hong Kong Jockey Club (HKJC) Racing and Betting Security and Integrity Conference.	Developed and strengthened existing relationships, increased awareness of the betting environment and identified opportunities for intelligence sharing with other agencies. Assistant Commissioner presented as the key note speaker and attended and executive level meeting with the HKJC. Detective Sargent presented learnings from investigations into match fixing and illegal betting.
1 x Forensic Psychologist	BRUSSELS, BELGIUM	Attend Association of European Threat Assessment Professional Conference and meet with Belgian Federal Police.	Developed report outlining 16 recommendations regarding the application of forensic psychology expertise within the Counter Terrorism Command Security Intelligence Unit.
1 x Assistant Commissioner 1 x VPS6	QUEENSTOWN, NEW ZEALAND	Attend national meetings including Law Crime and Community Safety Council (LCCSC), as representatives of Victoria Police and the Chief Commissioner.	LCCSC is a Ministerial meeting and attendance was to represent Victoria Police and the Chief Commissioner.
1 x Assistant Commissioner	LONDON & EDINBURGH, GREAT BRITAIN; AMSTERDAM, NETHERLANDS	Participate in the Leadership in Counter Terrorism Program facilitated by Australian Institute of Police Management.	Increased understanding of the counter terrorism threat and international approaches to same by USA, Canada, UK and more broadly Western Europe. Learnings from the program provided to Victoria Police and State Government.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Superintendent	LONDON, GREAT BRITAIN	Attend UK National Counter Terrorism Commanders Course (Coventry). Meet with key UK staff.	Validated Victorian course and integrated new learnings into that program. Compared UK Countering Violent Extremism (CVE) program with Victoria Police CVE program.
1 x Assistant Commissioner 1 x Inspector 1 x VPS6	WELLINGTON, NEW ZEALAND	Meet with NZ Police and Government representatives regarding further development of State Tasking and Coordination.	Understanding of the National Coordination and Control Centre in NZ Police. Knowledge gained contributed to: <ul style="list-style-type: none"> • The tasking and coordination function within Victoria Police, including integration of demand and capacity factors into the current process. • Discussions relating to the establishment of the Victoria Police Monitoring and Assessment Centre.
1 x Senior Sergeant	LONDON, GREAT BRITAIN; AMSTERDAM, NETHERLANDS	Attend briefings relating to terror incidents in Europe and regarding counter terrorism and counter terrorism operations.	Received information on lessons learned regarding: <ul style="list-style-type: none"> • Command and control. • Specialist police intervention. • In depth tactics. • Intelligence regarding specifics of the attacks. • Compiled presentation/information of lessons learned.
1 x Assistant Commissioner	USA (various)	Visit New York Police Department (NYPD) to learn about their IT infrastructure and processes in relation to the Real Time Crime Centre and Domain Awareness System, NYPD management of major events and unplanned public order events. Also accompanied the Premier of Victoria to meetings.	Attended multiple 24/7 Real Time law enforcement and emergency management facilities and briefed the Premier on benefits and application potential for Victoria Police. Understood the operating and IT systems used across NYPD in a 24/7 environment. Sourced areas of application for Victoria Police. Identified 24/7 system use beyond the Real Time Crime Centre following demonstrations of NYPD's application of numerous integrated systems across Emergency Management, Intelligence, Counter Terrorism and operations. Attended briefings for New York Fleet Week and viewed NYPD operational deployment priorities in event management.
1 x Inspector 1 x VPS6	ROTORUA, NEW ZEALAND	Examine the NZ Authorised Officer Program in relation to the Police Custody Officer 400 Program.	Learnings regarding prisoner management practices, rostering, operational safety equipment and responding to prisoner unrest.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Inspector	LONDON, BIRMINGHAM & SWANSEA, GREAT BRITAIN	Engage with Industry Experts and UK Police in development of theft-resistant / tamper-proof vehicle number plate technologies for application in Victoria.	Engagement with VicRoads and joint organisational work to progress issues related to number plate security and reductions in vehicle-related theft as part of the Victoria Police Vehicle Theft Reduction Plan body of works.
1 x Acting Senior Sergeant 1 x VPS6	WANGANUI, NEW ZEALAND	Conduct site visits and vessel inspections for 'Preliminary Ranking' of tenderers for the Vessels Replacement Program.	<p>Verified information provided by each tenderer in their tender submissions.</p> <p>The site visits provided an opportunity to observe and confirm business practices and risk mitigation processes and provide an opportunity for product demonstrations.</p> <p>The project team visited seven manufacturers over a two week period.</p> <p>Data obtained from the site visits was crucial to the evaluation phase of the Vessel Replacement Program.</p>

The following trips were funded by external parties:

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Superintendent	USA (various)	<p>Rotary funded Exchange Program (Exchange of Family Violence professionals between Victoria, Australia and Louisiana, USA).</p> <p>Observed subjects important to family violence and sexual assault whilst in the USA.</p>	<p>Learnings on:</p> <ul style="list-style-type: none"> Elder abuse investigation and prosecution practices in Washington State. Investigation of police who are family violence perpetrators in Chicago. Examination of body worn camera policy and practice in New Orleans, Los Angeles and Charlotte. Study of sexual assault kit processes in Los Angeles and Chicago.
1 x Senior Sergeant	LOS ANGELES, USA	Represent Victoria Police and the Law Enforcement Torch Run program in the final leg of the 2015 Special Olympics World Summer Games Torch Run.	Victoria Police assessment of current international Law Enforcement Agency initiatives and partnerships aimed at improving outcomes for people with disabilities who come into contact with police.
1 x Chief Forensic Scientist	WASHINGTON, USA	Attend the inaugural International Forensics Symposium in Forensic Science Error Management.	Delivered plenary lecture. Meet with collaborators and colleagues regarding error in forensic science, how to measure and report it.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
2 x Forensic Officer	KRAKOW, POLAND; PRAGUE, CZECH REPUBLIC	Attend the International Society of Forensic Genetics and European Academy of Forensic Sciences Symposia.	Delivered lectures/posters to promote Victoria Police Forensic Services Department's (VPFSD) work within forensic community. Attended lectures and met with collaborators to assess new developments in forensic science.
1 x Forensic Officer	KRAKOW, POLAND	Attend the International Society of Forensic Genetics.	Delivered lectures/posters to promote VPFSD's work within forensic community. Attended lectures and met with collaborators to assess new developments in forensic science.
1 x Chief Forensic Scientist	KRAKOW, POLAND; PRAGUE, CZECH REPUBLIC	Attend the European Academy of Forensic Sciences Symposia.	Delivered lectures/posters to promote VPFSD's work within forensic community. Attended lectures and met with collaborators to assess new developments in forensic science.
1 x Inspector 1 x Senior Sergeant 2 x Leading Senior Constable	KOKODA, PAPUA NEW GUINEA	Attend and participate in the 2015 Geelong Kokoda Youth Program.	Successful partnership with business mentors supporting Geelong youth on the Kokoda Trek as part of an eight month program.
1 x Forensic Officer	THE HAGUE, NETHERLANDS; LAUSANNE, SWITZERLAND; PRAGUE, CZECH REPUBLIC; BARCELONA, SPAIN	Attend conferences and meet leading experts in fingerprint science at the European Network of Forensic Science Institutes – Fingerprint working Group as part of Allan Hodda Memorial Scholarship.	Learnings in investigation of how to counteract human factors (bias and context management) in expert decision making and to learn about logical reasoning and the application of statistical models (objective reasoning) in the form of evaluative reporting. Further discussed evaluative reporting and the addition of likelihood ratios to expert decision theory and learned about subjective verbal probabilities.
1 x Detective Superintendent	SINGAPORE	Attend Interpol Global Firearms Forensic Symposium.	Assessed and addressed new emerging trends in gun crime and intelligence relating to gun crime.
1 x Chief Forensic Scientist	LOS ANGELES, USA	Attend the National Institute of Science and Technology Expert Working Group on Human Factors.	Developing a report into 'Human Factors in Forensic Science and Handwriting Examination' to be completed in 2017.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Chief Forensic Scientist	BOUZIOS, BRAZIL	Attend the 23rd National Congress on Criminalistics.	Delivered lecture and workshop to teach practitioners methods developed at VPFSD. Attended lectures and met with collaborators to assess new developments in forensic science.
1x Superintendent 1x Acting Superintendent	SAO PAULO, BRAZIL	Engage with/and assist in the development of Brazilian Police and Regulatory organisations in road trauma reduction and road policing enforcement initiatives on behalf of the Global Road Safety Partnership (GRSP) and Bloomberg's Initiative for Global Road Safety.	Facilitated interactive workshops and delivered targeted road policing training to Brazilian Police and National Roads Agency in Sao Paulo for Bloomberg's/GRSP schedule of work.
1 x Forensic Officer	KUALA LUMPUR, MALAYSIA	Invited speaker at the Asian Forensic Sciences Network Annual Meeting and Symposium (presenting a Massively Parallel Sequencing Next Generation Sequencing workshop).	Delivered plenary lecture regarding Massively Parallel Sequencing and DNA Intelligence. Engagement with forensic laboratories in South East Asian region and industry partners.
1 x Forensic Officer	KUALA LUMPUR, MALAYSIA	Attend and present at the Asian Forensic Sciences Network Annual Meeting and Symposium (including convening a Fibre Evidence Workshop).	Attended the International Fibre Workshop, presented information for participants, networked with colleagues and gathered information to enhance VPFSDs service in fibre analysis.
1 x Acting Sergeant	NAIROBI, KENYA	Assist the Department of Defence with the delivery of an International Training Program.	Assessed the local police force's counter terrorism response capabilities. Delivered and instructed course syllabus ensuring all members successfully completed course.
1 x Inspector	BARCELONA, SPAIN	Attend a meeting on 'Building Leadership for Fair and Effective Policing'.	Information sharing on leadership programs and discussion around human rights best practice in policing organisations.
1 x Inspector	MALLORCA, SPAIN	Attend the World Health Organization (WHO) Second Technical Consultation on Drug Use and Road Safety.	Participated in consultation meeting to assist the WHO in the development of the WHO policy position paper on drugs and driving.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Senior Sergeant 1 x Leading Senior Constable	WELLINGTON & AUCKLAND, NEW ZEALAND	Attend the 2015 International Blue Light Youth Leadership and Cultural Program.	International Blue Light Youth Leadership and Cultural Program involved four youths from regional Victoria travelling to New Zealand with Victoria Police employees. The participating youths developed self-confidence and independence. Victoria Police employees felt privileged to have shared the experience with them.
1 x Chief Forensic Scientist 1 x Forensic Officer	LEESBURG, USA	Attend the Meeting of the Organisation of Scientific Area Committee subcommittee, Physics and Pattern Evidence.	Developing standards and guidelines for pattern evidence in forensic science.
1 x Senior Constable	FREDERICKSBURG, USA	Engage with suppliers and assess specialised equipment on behalf of the Australian & New Zealand National Counter Terrorism Committee (ANZCTC).	Specialist equipment and associated training package was assessed. Equipment and training delivered to the ANZCTC.
1 x Assistant Commissioner 1 x Superintendent	SHANGHAI, CHINA	Attend the Global Road Safety Partnership Bloomberg Initiative Global Road Safety (GRS) Programme.	Provided world leading expertise in both drug and alcohol testing to Shanghai law enforcement as part of GRS identification of a 'megacity' (Shanghai) requiring world leading support.
1 x Forensic Officer	BARCELONA, SPAIN	Invited speaker at the Human Identification Solutions and Innovations conference Barcelona.	Presentation on DNA Intelligence and Massively Parallel Sequencing. Engagement with international research collaborators and industry partner.
1 x Forensic Officer	VIENNA, AUSTRIA	Attend the United Nations Drug Advisory Committee meeting.	Updated Committee on current drug trends in Australia and on legislation pertaining to drugs. Contributed to the development of policies to standardise the approach to a range of issues arising from the international drug problem.
1 x Chief Forensic Scientist	MARYLAND & WASHINGTON DC, USA	Attend the National Institute of Science and Technology Expert Working Group on Human Factors.	Commenced development of a report into 'Human Factors in Forensic Science and Handwriting Examination' to be completed 2017.
1 x Forensic Officer	PORTLAND, USA	Attend the Scientific Working Group for the Analysis of Seized Drugs (SWGDRUG).	Contributed to development of international guidelines for the sampling and analysis of drugs of abuse. The SWGDRUG guidelines are available at www.SWGDRUG.org .

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Superintendent 3 x Sergeant 2 x Senior Constable	KOKODA & PORT MORESBY, PAPUA NEW GUINEA	Attend and participate in the 10th Victoria Police Kokoda Trek ('Kopkoda'), to build police/youth and community partnerships.	All participants successfully completed the trek. Police/youth relationships strengthened.
1 x Chief Forensic Scientist	RENO, USA	Attend the project meeting on Cognitive Human Factors and Forensic Document Examination Method and Procedures.	Commenced development of a report into Human Factors in Forensic Science and Handwriting Examination to be completed in 2017.
1 x Specialist Forensic Interview Advisor	HANOI, VIETNAM	Present at the Asia Region Law Enforcement Management Program on improving the investigation of sexual crime, 'Whole Story' and sexual offence suspect interviewing.	Presented to the Asia Region Law Enforcement Management Program (ARLEMP) in Hanoi, a forum attended by sexual crime investigators from 22 countries across the Asia Pacific region. The focus of this year's ARLEMP was child protection and child molesters. Presented a full-day session on the practice of Victoria Police's Sexual Offences and Child Abuse Investigation Teams, focusing on understanding offender behaviour, victim management, and 'Whole Story' investigative methodology.
1 x Sergeant	SHENZHEN, CHINA	Co-present at the Mental Health Crises and Emergencies Training Program on Police Model of Care for Patients in Mental Health Crises.	Local model of care training delivered to 140 mental health practitioners and police. Large positive media response to Victoria Police involvement.
1 x Detective Inspector 1 x Senior Sergeant	MANILA, PHILIPPINES	Conduct joint interview training for local Philippines National Police with the Australian Federal Police.	Training of 32 Philippine National Police in cognitive interviewing techniques (train the trainer) - sponsored by Department of Foreign Affairs and Trade to assist in prevention strategies around human trafficking / counter terrorism themes.
1 x Forensic Officer	BOSTON, USA	Attend and present at the Inaugural Gordon Research Conference on Forensic Analysis of Human DNA.	Travel invited and funded by conference organisers. Delivered lecture promoting VPFSD's work within forensic community. Attended lectures and met with collaborators to assess new developments in forensic science.

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 94) of the 2015-16 Victoria Police Annual Report.

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

Refer to Chapter 7 (Pages 60, 62-64), and Appendix D (Pages 82-84) of the 2015-16 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 82) of the 2015-16 Victoria Police Annual Report.

K. LIST OF MAJOR COMMITTEES SPONSORED BY THE ENTITY, THE PURPOSE 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.	The RCC received and assessed thirty five (35) applications in 2015-16. Twenty three (23) applications were approved in the reporting period in accordance with the Victoria Police Manual and Victoria Police research guidelines. The remainder were either not approved, withdrawn or are still under consideration by the RCC as at 30 June 2016.
Victoria Police Human Research Ethics Committee (VPHREC)	The VPHREC is responsible for the ethical review of research for Victoria Police, and has been nationally accredited with the National Health and Medical Research Council (NHMRC) since 9 March 2010. The VPHREC Secretariat is responsible for coordination of ethical oversight of research for Victoria Police including liaison with researchers in accordance with Victoria Police research guidelines and the <i>National Statement on Ethical Conduct in Human Research</i> (2007).	The VPHREC received and assessed seven applications in 2015-16. Six of these were approved in the reporting period in accordance with the Victoria Police Manual and Victoria Police research guidelines. One application was still under consideration at 30 June 2016. In April 2016, Victoria Police satisfied the mandatory requirement of accredited HREC institutions by submitting an annual report to the National Health and Medical Research Council (NHMRC) outlining the workings of the VPHREC in 2015.

Refer to Appendix E (Pages 85-87) of the 2015-16 Victoria Police Annual Report for details of Victoria Police Executive Command and Corporate Governance Committees.

L. DETAILS OF ALL CONSULTANCIES AND CONTRACTORS INCLUDING:

I. CONSULTANTS/CONTRACTORS ENGAGED;

II. SERVICES PROVIDED; AND

III. EXPENDITURE COMMITTED TO FOR EACH ENGAGEMENT

Details of consultancies valued at \$10,000 or greater

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EXCLUDING GST) \$	EXPENDITURE 2015-16 (EXCLUDING GST) \$	FUTURE EXPENDITURE (EXCLUDING GST) \$
Allan G Houston	Corporate Advisory Group Member	42,124	32,897	9,227
Australian Institute of Criminology	Re-Evaluating Operational Safety Principles and Associated Safety Tools	128,377	102,702	25,675
Centre For Posttraumatic Mental Health	Content Development on SMART Phone Application	22,000	22,000	-
ChemCentre	Provision of Consulting Services	15,000	13,620	1,380
Converge International Incorporating ResolutionsRTK Pty Ltd	Health and Wellbeing Review	11,819	11,819	-
Cube Group Management Consulting Pty Ltd	Review of Immobilisation Pilot & Cost Benefit Analysis	31,150	31,119	31
	Assessment of Road Policing Command Policy	18,100	18,100	-
	Submission of Priorities Investment Proposal	12,681	12,681	-
	Uniform and Equipment Integration	22,450	5,102	17,348
David Caple & Associates Pty Ltd	OHS Risk Assessments	37,150	29,817	7,333
David Moore	Services to the Independent Advisory Board	12,000	6,000	6,000
	Communication Report and Proposal at Custodial Health Services	8,100	8,100	-
Deakin University	Research on Police Custody Officer Program: Change and Risk Evaluation	43,154	43,154	-
Deloitte Touche Tohmatsu Ltd	Evaluation Services Rendered for the Police Custody Officer Program (PCO400 Program) to Recruit Additional Officers	18,382	18,382	-

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EXCLUDING GST) \$	EXPENDITURE 2015-16 (EXCLUDING GST) \$	FUTURE EXPENDITURE (EXCLUDING GST) \$
DLA Piper	Review of Contracts	40,675	20,590	20,086
Ernst & Young	Analysis on the Victoria Police Fleet Ownership	22,500	22,500	-
	Gap Analysis on the OHS Management System	51,065	42,339	8,726
	Market Research on Police Custody Officer Recruitment Campaign	42,300	42,300	-
	Review on the Mobile Technology Solutions Cost Model	14,000	14,000	-
	Rate Benchmarking Services for the PIPP Program	24,000	24,000	-
	Capability Review of Police Procurement Board	39,103	39,103	-
	Youth Cautioning Pilot Program	123,280	123,280	-
	Process Improvement on Offender Processing	90,723	90,723	-
Essence Communications	Market Research on Protective Services Officers Campaign	12,900	12,900	-
Euit Corporation Pty Ltd	Review and Feedback on the Mobility Managed Services	125,000	33,607	91,393
Finucane Consulting	Gender Violence Prevention and Response	80,877	80,876	1
First Person Consulting	Assessment of Conducted Energy Devices (CED) Training Program	22,325	19,350	2,975
FPPV Pty Ltd	Architectural Services	11,056	11,056	-
Fujitsu Australia Limited	Development Support for Victoria Police Intelligence Requirements	18,649	16,500	2,149
	Access Now Mobility Program	68,750	43,100	25,650
	PIPP Transformation Business Case Cost Model Review	50,000	30,167	19,833
Galante Business Solutions Pty Ltd	Health and Wellbeing Review	102,600	68,400	34,200
Gartner Australasia Pty Ltd	Information Technology Services	296,233	296,233	-
Grange Advisory Pty Ltd	Workplace Services	98,000	66,360	31,640

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EXCLUDING GST) \$	EXPENDITURE 2015-16 (EXCLUDING GST) \$	FUTURE EXPENDITURE (EXCLUDING GST) \$
Gravity Consulting Services	Aviation Capability Project	13,500	13,500	-
	Conceptualisation and Development of a Business Capability Model	54,000	54,000	-
IPP Consulting Pty Ltd	Security Upgrade at Victoria Police Academy	64,020	31,790	32,230
Jakeman Business Solutions Pty Ltd	Risk Assessment and Security Review	82,810	82,810	-
Jude Laurence Consulting	Discretion Decision Making Framework	14,400	14,400	-
Julie Fahey	Commercial Advice on the PIPP Reform Program	49,875	40,875	9,000
KPMG	2015 Sworn Enterprise Bargaining (EB) Project	50,647	50,647	-
Lyn Walker and Associates	Evaluation of Victoria Police Community Engagement Dinners	35,000	35,000	-
M Mulcare Compliance Engineers	Expert Advice In Court Hearing	13,800	13,800	-
Metro Quest Pty Ltd	Services to the Corporate Advisory Group	50,000	11,500	38,500
	OHS Refresh Program	15,000	9,000	6,000
Michelle Boswell	Research on Business Planning and Strategy Development and Superannuation WorkCover and Oncosts	16,000	15,916	84
Monash University	Analysis of Victoria Police Incident and Injuries Data	32,516	32,516	-
Novoture Pty Ltd	Family Violence Command Advice	18,250	17,500	750
Oakton Services Pty Ltd	Review of Project Documents	33,290	13,100	20,190
	Review of the Traffic Incident Systems	140,000	93,600	46,400
Paterson & Paterson Consulting Pty Ltd	Workplace Complaints and Investigations	90,909	19,530	71,379
Peter Bull T/A Austin Cooper Consulting	Health and Wellbeing Review	68,400	37,200	31,200
Peter John Stone	Advisory on Helicopter Microwave Video System	59,090	32,263	26,827

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EXCLUDING GST) \$	EXPENDITURE 2015-16 (EXCLUDING GST) \$	FUTURE EXPENDITURE (EXCLUDING GST) \$
Pinnacle HJWP Pty Ltd	Commercial Advice and Procurement Documentation	54,201	28,200	26,001
ProLink Australia Pty Ltd	Booze/Drug Bus Fleet Replacement	41,401	41,400	1
Right Management Consultants Pty Ltd	Services to the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) in Reviewing Command Briefings	22,463	22,463	-
Sageco HREXL Group	Gender and Diversity Strategy	20,500	20,500	-
SAS Institute Australia	Advisory on Corporate Statistics Warehouse and Environment Issue Resolution	195,150	150,300	44,850
	Submission of Final Report on Business Analytics Health Check	26,074	26,074	-
Silverbeet Solutions	Operational Safety Framework Training Delivery Options	24,700	24,700	-
The Corporate Executive Board Company	Information Technology Services	32,030	32,030	-
The Trustee for Lynch Cotton Family Trust	Health and Wellbeing Review	170,300	94,000	76,300
Training That Works	Training Need Analysis For Property Officer Project	30,000	27,273	2,727
Umow Lai Vic Pty Ltd	Site Security Review	29,700	29,700	-
United HR Solutions Pty Ltd	Workplace File Standards Review	147,273	118,715	28,558
Wisely Trust Trading As Wise Workplace Solutions	Independent Workplace Review	181,284	113,692	67,592
Workforce Advantage Pty Ltd	Forensic Operations Organisational Review and Outcomes	116,250	73,125	43,125
Working Together	Mediation Services and Cultural Review	63,000	12,104	50,896
TOTAL		3,812,354	2,886,097	926,257

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 22G and the related guidance note.

Details of consultancies under \$10,000

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EXCLUDING GST) \$	EXPENDITURE 2015-16 (EXCLUDING GST) \$	FUTURE EXPENDITURE (EXCLUDING GST) \$
Alfred Health	Major Collision Expert Witness	1,640	1,640	-
Amber Evangelista	Curatorial Advice	2,450	2,450	-
Assurance Pty Ltd	Security Review Services on the Discovery and Validation of Commissioner for Law Enforcement Data Security Vulnerability Assessment Findings	31,680	7,040	24,640
Bushbutler Pty Ltd in trust for Bushbutler Trust	Aviation Capability Project	18,182	8,773	9,409
CJ Biomedical Pty Ltd	Services Rendered in Testing and Reporting of Conducted Energy Devices (CED)	3,000	3,000	-
Code Black Threat Management	Expert Assessment	885	885	-
Collins Independent Forensic Services Pty Ltd	Expert Advice in a Committal Hearing	2,399	2,399	-
Complexity Solutions Pty Ltd	Services to the Corporate Advisory Group	5,514	5,514	-
Corporate Scorecard Group	Assessment of Procurement's Financial Performance	8,216	8,216	-
CSIRO	Soil Analysis and Report	5,190	5,190	-
David Roy Southwell	Tyre Expert Witness	2,659	2,659	-
Dench McClean Carlson	Probity Audit Services for Custody and Escort Services	14,000	6,720	7,280
Dr Evrim March	NeuroPsychological Assessment	2,415	2,415	-
Elli Darwinkel	Sexual Offenders and Child Abuse Investigation Teams (SOCIT) on Suspect Interview and Investigator Data Entry Analysis	1,120	1,120	-
Essence Communications	Creation of Way Forward Document	3,500	3,500	-
Human Impact Engineering	Expert Witness In Court Hearing	22,273	6,712	15,561
Institute for Breathing and Sleep	Expert Report	5,500	3,000	2,500

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EXCLUDING GST) \$	EXPENDITURE 2015-16 (EXCLUDING GST) \$	FUTURE EXPENDITURE (EXCLUDING GST) \$
JBSA	Pre-Investigation Assessment	18,000	2,281	15,719
Jonathan Champ T/A Meaning Business	Delivery of Enterprise Social Network Research White Paper	2,000	2,000	-
Konekt	Assessments On Task Analysis	4,952	4,952	-
Lynken Counsellors	Actuarial Assessment	2,750	2,500	250
MK Insights	Services Rendered on Feedback Assessment and Professional Development Coaching	8,750	8,750	-
Natalie Skye Rose	Services to the Independent Advisory Board	6,000	6,000	-
Peacemaker ADR	Mediation Services	2,273	1,749	524
Project Direct Pty Ltd	Business Advisory	5,400	1,400	4,000
Property Dynamics	Business Advisory	8,593	8,593	-
Red Rock Consulting	Information Technology Services	4,000	4,000	-
Rob Gullan and Associates	Scoping of Victoria Police Promotions Program	8,000	6,000	2,000
Sagire Consulting	Witness Protection Unit (WPU) Guidelines	50,000	5,250	44,750
Security Consulting Group Pty Ltd	Special Operations Group Site Planning and Architectural Work	8,000	8,000	-
Seward Maritime	Expert Report on Sea Vessel Incident	2,950	2,950	-
Spectre Ballistic Solutions Pty Ltd	Review of Integrated Operational Equipment Vest (IOEV) Life of Type Extension Proposal	4,500	4,500	-
StrataPNA	Criminal Investigation Unit (CIU) and Forensic Area Assessment	2,320	2,320	-
Strategic Forensics Pty Ltd	Preparation of International Forensic Strategic Alliance Report	1,000	1,000	-
Strategies & Solutions Group Pty Ltd	Services to the Corporate Advisory Group	8,450	5,600	2,850
University of Melbourne Commercial Ltd	Expert Opinions on Software Programs and Paint Analysis	6,283	5,453	830
Women's Health East	Services to the Victoria Police Independent Advisory Board	4,000	4,000	-
Worklogic Pty Ltd	Mediation Services	18,000	1,537	16,463

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EXCLUDING GST) \$	EXPENDITURE 2015-16 (EXCLUDING GST) \$	FUTURE EXPENDITURE (EXCLUDING GST) \$
Workplace Wizards Pty Ltd	Services Rendered in Investigating Complaint and Generating Report	45,455	5,060	40,395
TOTAL		352,298	165,128	187,170

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Details of Contractors

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
2 Can Design	Information Technology Services	1,873
A J Mountford & Associates Pty Ltd	Facilitating Services	4,250
ACER Australian Council For Education Research Ltd	Psychological Services	301,704
Adel Consultants Pty Ltd trading as Fatigue Safety	OHS Risk Assessments	4,800
Aecom Australia Pty Ltd	Management Support Services	168,350
AGA Apprenticeships Plus	Human Resource Services	39,640
AITG Pty Ltd	Professional Development	4,000
Albury Wodonga Psychology Services	Psychological Services	4,250
AMP Education	Professional Development	4,000
Annette Krastins	Psychological Services	39,100
Anstat Pty Ltd	Legislative Research	2,526
ASG Group Limited	Information Technology Services	160,160
Ashurst Australia	Legal Services	14,720
Asian Law Group Pty Ltd	Professional Development	14,210
Assurance Pty Ltd	Information Technology Services	24,640
Assurex Escrow Pty Limited	Information Technology Services	1,020
Australian Financial Security Authority	Administrative Services	2,806
Australian Institute Of Family Studies	Market Research/Stakeholder Engagement	23,264
	Professional Development	28,182
Australian Institute of Police Management	Facilitating Services	2,130

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Australian Multicultural Foundation Ltd	Professional Development	315,000
Australian Psychological Society Ltd	Professional Development	2,623
Avinet	Professional Development	7,515
Avoka Technologies Pty Ltd	Office/Document Design	195,624
AW Psychology	Psychological Services	38,182
Barbara McLure	Services for the Audit and Risk Committee	17,000
Behaviour Solutions	Psychological Services	2,750
Belinda Siesmaa	Psychological Services	17,100
Big Goals	Psychological Services	9,619
	Professional Development	24,944
Cardno Victoria Pty Ltd	Office / Document Design	2,200
BizData Pty Ltd	Information Technology Services	24,050
BMO Resources	Engineering Services	4,336
BMT Design & Technology Pty Ltd	Facilitating Services	4,500
	Business Advisory	77,600
	Property Services	1,000
Bridging Policy & Practice	Human Resource Services	2,500
Bright Owl Marketing	Professional Development	9,720
Burrows Consultants Pty Ltd	Professional Development	17,640
C & M Associates Ltd	Business Advisory	44,480
Campbell Employee Relations	Human Resource Services	27,375
Cardno Victoria Pty Ltd	Engineering Services	2,200
CASA House	Project Services	7,538
Catalyst IT Australia Pty Ltd	Information Technology Services	105,962
Chambers Consulting	Accounting/Audit/Financial Services	5,450
Chandler Macleod Group Ltd	Human Resource Services	21,282
City of Casey	Forum on Challenge Family Violence	10,000
Clicks Recruit (Aust) Pty Ltd	Human Resource Services	377,953
C-Net Pty Ltd	Information Technology Services	48,000
Conceptual Technology Solution Pty Ltd	Information Technology Services	1,090
Constructive Thinking	Facilitating Services	2,400
	Professional Development	2,635
Converge International Incorporating ResolutionsRTK	Mediation Services	518

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Court Services Victoria	Information Technology Services	65,454
Crime Stoppers Victoria Ltd	Crime Stoppers Service Payment	98,369
Cube Group Management Consulting Pty Ltd	Editorial Support	9,200
	Professional Development	1,800
D & D Taxation Consulting Pty Ltd	Accounting/Audit/Financial Services	21,904
Datotime Services Pty Ltd	Information Technology Services	45,741
David Moore	Professional Development	5,400
Davidson Trahaire Corpsych	Information Technology Services	12,500
	Psychological Services	11,700
Deakin University	Information Technology Services	1,299
Dean Janover	Psychological Services	35,245
Denisa Goldhammer	Psychological Services	44,550
Department of Defence	Security Services	163,084
	Professional Development	3,090
Department of Environment Land Water and Planning	Property Services	3,250
Department of Health & Human Services	Project Services	50,000
Department of Justice and Regulation	Professional Development	20,928
	Accounting/Audit/Financial Services	270,245
	Media Monitoring Services	90,000
Department of Premier & Cabinet	Management Support Services	17,120
	Professional Development	165,176
	Recruitment Fees	126,042
Discovery Consulting Group Pty Ltd	Professional Development	23,900
	Information Technology Services	134,170
DLA Piper	Human Resource Services	34,200
	Legal Services	63,214
Dr Irene Panagopoulos	Psychological Services	32,610
Dr Jem Riffkin	Psychological Services	900
Education Changemakers Pty Ltd	Professional Development	15,900
En Masse	Professional Development	500
Enzyme International (Australia) Pty Ltd	Facilitating Services	24,694
Ernst & Young	Facilitating Services	977
EXB Consulting Pty Ltd	Services to the Corporate Advisory Group	2,000

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Executive Central Group Pty Ltd	Executive Mentoring & Coaching Services	81,707
Eyres and Associates	Facilitating Services	3,000
First 5 Minutes Pty Ltd	Business Advisory	2,070
Forensic Intervention Services	Professional Development	2,727
FPPV Pty Ltd	Architectural Services	3,124
Francis Abourizk Lightowlers	Legal Services	15,873
Fuji Xerox Australia Pty Ltd	Project Services	94,568
Fujitsu Australia Limited	Information Technology Services	95,160
Garrie Hutchinson	Business Advisory	2,645
Geomatic Technologies Pty Ltd	Information Technology Services	23,608
GM Actuaries Pty Ltd	Business Advisory	9,850
Gordon E Vickers T/a Quality Support Pty Ltd	Audit Services	2,739
Gough & Partners Psychological Services Pty Ltd	Psychological Services	1,455
Graham Smith Drafting & Design	Property Services	3,325
Grange Advisory Pty Ltd	Workplace Investigations	11,799
Great South Coast Substance Abuse Action Group	Project Services	10,000
Hardcat Pty Ltd	Information Technology Services	26,600
Hays Personnel Services (Aust) Pty Ltd	Human Resource Services	625,332
HLB Mann Judd	Services for the Audit and Risk Committee	21,000
Hoban Recruitment	Human Resource Services	65,476
Hudson Global Resources (Aust) Pty Ltd	Human Resource Services	532,457
Human Performance Science Pty Ltd	Business Advisory	21,000
iLiquid Pty Ltd	Business Advisory	18,200
	Professional Development	3,450
International Trade Management	Collection and Delivery of Ammunition	4,685
Internet Development Australia	Information Technology Services	2,391
J S B Occupational Health Agency	Human Resource Services	19,632
Kanellos Consulting Pty Ltd	Information Technology Services	9,119
Katherine Wirth Consulting	Workplace Services	12,675
	Human Resource Services	1,250
Kevin Scott Consultancy	Professional Development	800
	Facilitating Services	4,818

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Kiandra IT Pty Ltd	Information Technology Services	29,800
Knowledgeone Corporation Pty Ltd	Information Technology Services	3,500
KPMG	Facilitating Services	9,100
	Business Advisory	60,000
Learnamic Pty Ltd	Professional Development	4,950
Learning Seat	Professional Development	20,000
Leigh Gassner	Professional Development	3,000
	Facilitating Services	2,700
Lexmark International	Information Technology Services	69,492
Liberty Avenue Psychology Services	Psychological Services	520
Macktow Pty Ltd	Towing Services	23,876
MCI Australia Pty Ltd	Conference Management	25,000
Meier Business Systems Pty Ltd	Information Technology Services	43,055
Melbourne City Mission	Professional Development	18,182
Melissa Lagozzino	Psychological Services	52,248
MessageMedia Pty Ltd	Communication Services	24,776
MetaPM Learning	Human Resource Services	1,100
Michael Evans Psychological Services	Psychological Services	8,600
Mildura Psychological Services	Psychological Services	3,000
Mill Park Towing Service	Towing Services	24,500
Minter Ellison	Legal Services	67,924
Moira Incorporated	Support Services for the Disability and Homeless	1,650
Mood and Mind Psychology	Psychological Services	4,000
Myriad Consultants Pty Ltd	Facilitating Services	2,800
Naomi Overton	Psychological Services	46,550
Natalie Stitt	Psychological Services	22,975
Nationwide Towing & Transport Pty Ltd	Towing Services	38,552
NECA Education and Careers Ltd	Human Resource Services	4,443
Neurotech: Neuropsychological Services	Psychological Services	1,800
New Data Solutions	Information Technology Services	3,045
New Mac Video Agency	Communication Services	21,739
Oakton Services Pty Ltd	Information Technology Services	104,559
O'Connor Marsden & Associates Pty Ltd	Business Advisory	28,701

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
One Stop Media Group Pty Ltd	Information Technology Services	5,850
Optum Health & Technology (Australia) Pty Ltd	Information Technology Services	577,663
Park Lane Information Technology	Information Technology Services	106,997
Paterson & Paterson Consulting Pty Ltd	Mediation Services	4,473
Pathfinders Downunder Pty Ltd	Professional Development	7,800
PAX Workplace Lawyers	Workplace Services	17,386
Pearson Australia	Human Resource Services	1,077
PeopleFundamentals	Human Resource Services	21,600
	Independent Workplace Cultural Review	25,100
Peoplescout Technology Pty Ltd	Human Resource Services	1,360
Perspectives Coaching Pty Ltd	Facilitating Services	5,500
Point Trading	Professional Development	8,460
Positive Psychology Centre Pty Ltd	Psychological Services	1,318
PricewaterhouseCoopers	Project Management Services	651,063
	Services Rendered for the Policing Information Process and Practice (PIPP) Reform Program	2,442,448
	Services Rendered for the Review Now Pilot Program - Review Phase	167,900
PricewaterhouseCoopers Consulting Australia Pty Limited	Business Advisory	13,499
Primary Care Connect	Professional Development	10,455
Psychological Assessments Australia	Psychological Services	60,400
Randstad Pty Ltd	Human Resource Services	414,819
Readsoft Pty Ltd	Information Technology Services	9,500
Red Rock Consulting	Information Technology Services	8,250
Redd Consultancy	Human Resource Services	3,563
Redman & Associates Pty Ltd Psychologists	Psychological Services	1,818
Revelation Software Concepts	Information Technology Services	53,250
Richard Sherratt	Information Technology Services	961
Right Management Consultants Pty Ltd	Business Advisory	61,497
RMIT University	Modelling Services	5,000
Ross Human Directions Limited	Human Resource Services	158,503
RPS Manidis Roberts Pty Ltd	Stakeholder Engagement	3,360
Sandra Plant	Psychological Services	37,300

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
SCP Consulting	Cultural Awareness Program	12,842
Selection Partners	Human Resource Services	23,209
Sentinel Data Security	Information Technology Services	18,000
Sharon Boag & Associates	Psychological Services	700
Skilled Group Limited	Human Resource Services	41,785
	Professional Development	17,725
SMS Consulting Group Pty Ltd	Project Services	32,454
SPAR Consulting Pty Ltd	Professional Development	12,800
Steven Bunton	Office / Document Design	13,345
Systemix	Professional Development	1,100
Tactical And Specialist K-9	Victoria Police Dog Squad Training	2,940
Talent International (VIC) Pty Ltd	Information Technology Services	32,305
Talmat Consulting	Human Resource Services	5,680
Technical Support Unit	Information Technology Services	8,595
The Agenda Group Pty Ltd	Recruitment Campaigns	15,909
	Communication Services	8,800
The Art of Business Australia Pty Ltd	Professional Development	6,000
The Knowledge Project	Professional Development	1,200
The Social Research Centre Pty Ltd	Market Research / Stakeholder Engagement	192,646
Three's A Crowd Design Pty Ltd	Information Technology Services	6,840
Tibco Software (Ireland) Limited	Information Technology Services	732,204
TIK Consulting Pty Ltd	Information Technology Services	80,000
Understanding Psychology Pty Ltd	Psychological Services	1,020
University Of Melbourne Commercial Ltd	Business Advisory	69,365
Utility Creative	Information Technology Services	29,879
VicLab Pty Ltd	Audit Services	7,056
Victorian Deaf Society	Interpreting / Communication Services	3,318
Victorian Electoral Commission	Ballot Services	32,254
Victorian Equal Opportunity & Human Rights Commission	Professional Development	240
	Project Services	10,000
Victorian Institute of Forensic Medicine	Forensic Services	127,475
Virtual Graffiti Australia Pty Limited	Information Technology Services	2,127
Wellbeing+Technology	Professional Development	2,460

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Wilson Security Pty Ltd	Security Services	176,000
Wisely Trust Trading As Wise Workplace Solutions	Professional Development	12,199
	Mediation Services	2,145
	Human Resource Services	1,875
Women's Health Victoria Inc	Facilitating Services	3,062
Work Health Systems Pty Ltd	Mediation Services	2,500
Workforce Advantage Pty Ltd	Professional Development	10,000
	Facilitating Services	33,706
Working Together	Human Resource Services	10,750
	Professional Development	19,004
	Workplace Services	5,600
Workplace Training & Advisory Australia Pty Ltd	Professional Development	3,627
WPC Group	Human Resource Services	40,776
TOTAL CONTRACTORS 2015-16		13,141,924

