



VICTORIA POLICE

# **CORPORATE PLAN**

2025-26

## About this plan

Under the [Resource Management Framework](#) published by the Department of Treasury and Finance, Victoria Police publishes a corporate plan every year, covering a rolling four-year period.

The plan forms part of an integrated organisational planning and performance management framework and maintains focus across the organisation.

It is refreshed every year to reflect changes in:

- ◆ community safety needs
- ◆ organisational priorities, and
- ◆ government objectives.

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# Message from the Chief Commissioner

I am pleased to present the Victoria Police Corporate Plan 2025–26, which outlines how we will deliver on our strategic direction.

In this plan, we have outlined key initiatives that highlight our ongoing commitment to delivering exceptional policing services to keep the Victorian community safe.

Community safety is at the core of a vibrant and resilient society. Our commitment to ensuring that all Victorians are safe and feel safe in their homes and as they go about their business is at the heart of our role as police.

Listening to and working with communities and partners is critical to reducing crime and harm and increasing their trust and confidence in our people and service delivery.

We will build upon the strong partnerships we have established with local communities through the Neighbourhood Policing model to address local concerns, prevent crime and harm, and improve safety in local areas.

Victoria is one of Australia's most culturally and linguistically diverse states. We will continue to strengthen our relationships with multicultural and multifaith communities, and people with diverse abilities, needs and gender identities. Our commitment to working with, supporting and protecting our Aboriginal and Torres Strait Islander communities, and respecting their cultural rights, is unwavering.

We will work with our partners and other government agencies to address complex challenges, to prevent crime and reduce harm in our homes, in our communities, and on our roads.

Crimes such as theft, robbery, assault, and family violence affect too many Victorians. Road trauma continues to have devastating impacts on the Victorian community. Our victim focus will ensure victims of crime receive the support they deserve. We will have a strong focus on bringing those who break the law to justice. We will use a prevention mindset and intelligence informed approaches in combatting these crimes.

To achieve our plan, we must enable our people. We will ensure that our values and our behaviours are exactly where they need to be to maintain and strengthen community trust and confidence in police. We need to be operationally excellent and have the right leadership capability at every level so that our people feel supported and included. Our people need to have the right skills and tools at their fingertips to keep them safe and keep the community safe. We will work to create an efficient pipeline of new police officers into the organisation and out to communities.

I am proud of our dedicated and hardworking people who remain committed every day to keep Victoria safe. I look forward to leading Victoria Police through these challenges so it can remain a thriving organisation that places *community first*.



A stylized signature of Mike Bush in black ink.

**Mike Bush CNZM**  
Chief Commissioner

# About Victoria Police

## Our role and functions

The role of Victoria Police is to serve the Victorian community and uphold the law to promote a safe, secure, and orderly society.

We achieve this through our functions of:



Our role and functions are set out in the [Victoria Police Act 2013](#).

## Our services

Our services include:

- ◆ **preventing** crime through a range of proactive community safety programs
- ◆ **responding** to calls for assistance in matters of personal and public safety, emergencies, and serious incidents
- ◆ **protecting** the public by providing a visible police presence in the community, at incidents, and at events.
- ◆ **detecting and investigating** offences, and bringing those responsible for committing them to justice
- ◆ **supporting** the judicial process to achieve efficient and effective court case management, supporting victims, providing safe custody for alleged offenders, and ensuring fair and equitable treatment of victims and offenders
- ◆ **promoting** safe road user behaviour.

## Our strategic direction

Victoria Police strives for A Safe Victoria, where everyone is safe and feels safe.

We do this through initiatives that enable our people to operate with excellence, which is crucial for building community trust and confidence.

## Our stakeholders

We work with the community and a wide range of stakeholders to ensure efficient, effective, economical and timely delivery on our objectives and priorities.

Our stakeholders include Victorian Government departments and agencies, peak bodies representing communities and specific community safety issues, partner organisations supporting our work, local communities and their representatives, academia, subject matter experts, and oversight bodies.

## Our workforce

Victoria Police continues to build a workforce that reflects the diversity of the community we serve and provide a workplace where our people are leaders, are safe and supported, are valued, and are included and enabled.

Our workforce is made up of:

- ◆ police officers
- ◆ protective services officers (PSOs)
- ◆ Victoria Public Service (VPS) employees, including police custody officers (PCOs).

## Our assets

Victoria Police develops and maintains high-performing assets to support our service delivery.

## Our service coverage

Victoria Police provides policing services to the community 24 hours a day, seven days a week, working to keep more than 7 million Victorians safe.

Victoria Police operates across 54 police service areas, within 21 divisions and four regions.

- Western
- North-West Metro
- Eastern
- Southern Metro



**22,000**

Our people



**326**

police stations



**43**

buildings



**3521**

motor vehicles



**4**

planes and helicopters

# Our operating environment

## Issues and opportunities

Victoria Police operates in a dynamic environment. We actively consider factors that may influence our future policies and how we respond, including:

- ◆ crime rates and perceptions of safety
- ◆ tech-facilitated exploitation of vulnerable persons, including children, young people and older people
- ◆ increased child and youth offending
- ◆ prolonged cost of living pressures and the impact on crime and family violence
- ◆ concurrent emergencies – including extreme weather events requiring a police response and resourcing.

We continue to work with our partner agencies and communities to:

- ◆ foster trust and collaboration through the development of short and long-term crime prevention strategies and programs.
- ◆ ensure responsiveness to legislative change and community safety needs.

## Our risks

Victoria Police manages risk in accordance with the Victorian Government Risk Management Framework.

Our risk management approach endeavours to improve performance, encourages innovation, and supports achievement of the organisation's vision, service delivery and community safety performance objectives. It also ensures we comply with our safety, legal, governance, and other corporate obligations.

We operate under the requirements of the [Financial Management Act 1994](#) supported by our values and policies.

## Our performance

Victoria Police works to strengthen community safety through policing, law enforcement and crime prevention activities. We are committed to providing a safe and secure environment for the Victorian community by providing policing services that prevent, disrupt, detect, investigate and prosecute crime, and promote safer road user behaviour, so that Victorians can live their lives confidently, safely and without fear of crime.

We are continually monitoring our organisational performance. We report to government on our accountabilities, including against the [Victorian Government Budget Papers](#) and [2025-26 Department Performance Statement](#), and through a detailed annual report, supported by internal governance mechanisms.

## Our finances

Victoria Police received \$4.51 billion from the Victorian Government to fund our 2025–26 budget.

With this funding, we deliver initiatives that improve safety in the Victorian community. This includes initiatives in the areas of law enforcement, court proceedings and community assistance.

Prudent financial management demands ongoing identification of efficiencies to ensure Victoria Police operates within its budget allocation.

Approved Budget and Finance Committee (State Budget) funded output and asset investment programs and targets over the next four financial years are published in the 2025–26 State Budget Papers No. 3 and No. 4.

# Our delivery priorities

We are dedicated to increasing community trust and confidence and reducing crime and road trauma by enabling our people to deliver excellent services.

Our deployment model enables us to address the root causes of crime and harm through a prevention mindset and strong partnerships. We will transform our services by trusting our people as leaders, using intelligence to guide our decisions, prioritising the needs and safety of people affected by crime, and using every interaction as an opportunity to reduce harm.

Build trust and confidence	Reduce crime and harm	Enable our people
Implement the requirements of Victoria Police relevant to the Youth Justice Act 2024	Expand the Aboriginal Youth Cautioning Program	Strengthen our media campaign to attract and recruit new police applicants
Support regional therapeutic Drug Court programs	Recruit and deploy youth crime coordinators	Modernise our police facilities through our infrastructure program of works
Continue engagement with the Children's Court Weekend Online Remand Court	Continue to transform our service delivery and operating model to deliver on strategic objectives	Roll out conducted energy devices to every frontline police officer and PSO
Support the implementation of the Tobacco Licencing Scheme	Deliver an electronic penalty infringement notice solution	Plan and deliver an integrated, enterprise-wide rostering and timesheet solution
Engage partners to support the design, function and cost of the national firearms register	Implement a Firearms Prohibition Orders Registry database	Replace and upgrade critical infrastructure and equipment
Support the operationalisation of Wyndham Law Courts	Deliver an increased number of improved preliminary breath testing devices	Deliver an enterprise-wide electronic document and records management solution
Continue to support Victoria's response to family violence	Continue to provide a targeted joint response to high-risk young people through the provision of an Embedded Youth Outreach Program	Deliver a suite of finance and procurement related systems
Continue to support the Victorian Fixated Threat Assessment Centre		

# Output funding

Victoria Police received funding through the 2025-26 Victorian State Budget for initiatives published in the 2025-26 State Budget Paper No. 3.

Initiative (\$ million)	2025-26	2026-27	2027-28	2028-29
Establishing a modern integrated tobacco and liquor regulator and supporting effective regulation <sup>1</sup>	19.6	18.2	8.9	7.7
Embedded Youth Outreach Program <sup>2</sup>	1.9	1.9	-	-
National Firearms Register	-	4.5	4.9	-
Operationalisation of the Wyndham Law Courts <sup>3</sup>	6.4	8.9	9.5	10.2
Victoria Police Recruitment <sup>4</sup>	2.8	2.6	-	-
Victorian Fixated Threat Assessment Centre and initiatives to counter violent extremism <sup>5</sup>	5.3	5.0	-	-
Supporting Victoria's response to family violence <sup>6</sup>	27.3	28.0	12.1	12.4
Improving access to the Magistrates' Court of Victoria <sup>7</sup>	6.8	6.8	6.8	6.8
Youth Justice Custodial Services – Supporting a safe and effective Youth Justice system <sup>8</sup>	43.4	41.9	7.1	0.6

<sup>1</sup> Establishing an integrated tobacco and liquor regulator is a DJCS led initiative. The total output funding allocated to Victoria Police from 2025-26 to 2026-27 is \$4.75 million, \$1.63 million sourced from existing internal resources and \$3.12 million currently held in contingency yet to be released.

<sup>2</sup> Continuation of Embedded Youth Outreach Program is a DJCS led initiative. The total output funding allocated to Victoria Police from 2025-26 to 2026-27 is \$3.82 million sourced from the DJCS Early Intervention Investment Framework (EIIF) contingency.

<sup>3</sup> Operationalisation of the Wyndham Law Courts is a DJCS led initiative. The total output funding allocated to Victoria Police from 2025-26 to 2028-29 is \$35.1 million, with an ongoing funding allocation of \$10.99 million.

<sup>4</sup> Victoria Police Recruitment has a total output funding allocation of \$7.4 million from 2024-25 to 2026-27, \$4 million sourced from existing internal resources and \$3.35 million currently held in contingency yet to be released.

<sup>5</sup> Victorian Fixated Threat Assessment Centre and initiatives to counter violent extremism which includes 'Continuation of Counter Terrorism and Violent Extremism Initiatives' is a DJCS led initiative. The total output funding allocated to Victoria Police from 2025-26 to 2026-27 is \$8.13 million, \$3.28 million sourced from existing internal resources and \$4.84 million new Victorian State funding.

<sup>6</sup> Supporting Victoria's response to family violence is a Department of Families, Fairness and Housing (DFFH) led initiative. The total output funding allocated to Victoria Police from 2025-26 to 2026-27 is \$1.14 million.

<sup>7</sup> Improving access to the Magistrates' Court of Victoria is a Court Services Victoria (CSV) led initiative. The total output funding allocated to Victoria Police from 2025-26 to 2027-28 is \$4.92 million to be sourced from existing internal resources.

<sup>8</sup> Supporting a safe and effective Youth Justice system is a DJCS led initiative which includes *Youth Justice Act (2024)*. The total output funding allocated to Victoria Police from 2025-26 to 2027-28 is \$1.76 million new Victorian State funding.



# Asset outlook

Approved Budget and Financial Committee (State Budget) funded asset investment programs and targets over the next four financial years are published in the 2025-26 State Budget Paper No. 4.

## New and existing projects

Initiative (\$ thousand)	Total est. investment	Estimated expenditure to 30 June 2025	Estimated expenditure 2025-26	Remaining expenditure	Estimated completion date
Critical police infrastructure (Melbourne) <sup>9</sup>	46,949	7338	30,177	9434	Qtr 2 2026-27
Delivering new police stations infrastructure <sup>10</sup>	153,134	87,648	33,455	32,031	Qtr 4 2027-28
Equipping frontline police officers with conducted energy devices <sup>11</sup>	44,290	39,149	5141	-	Qtr 4 2025-26
Victoria Police system enhancements and resources <sup>12</sup>	7632	4689	2840	103	Qtr 4 2026-27

<sup>9</sup> The estimated completion date has been revised to quarter 2 2026-27 to reflect delays in the planning approval process.

<sup>10</sup> The TEI has increased by \$89.987 million due to funding recognition for new police stations at Narre Warren, Clyde North and the new Wollert police station. The estimated completion date has been revised to quarter 4 2027-28 in line with the new revised project schedule.

<sup>11</sup> The TEI has decreased by \$1.617 million due to the reprioritisation of funding to critical supporting network infrastructure and storage/backup platforms initiatives.

<sup>12</sup> The TEI has decreased by \$10.633 million due to \$4.272 million of budgeted amounts being reclassified as output instead of capital expenditure, in line with accounting standard and \$6.361 million being reprioritised to the supporting network infrastructure and storage/backup platforms initiatives. The estimated completion date has been revised to quarter 4 2026-27 in line with a revised project schedule.



VICTORIA POLICE

### Acknowledgement of Country

Victoria Police respectfully acknowledges the Traditional Owners of country throughout Victoria. We pay our respects to Elders, past and present, and continue to recognise and embrace the fact that Aboriginal people are connected to the oldest, continuous culture and history.

### Language statement

The term 'Aboriginal and Torres Strait Islander' is used when referring to Aboriginal and Torres Strait Islander people across Australia.

When referring to the Aboriginal and Torres Strait Islander people of Victoria, the term 'Aboriginal' is used. Other terms such as 'Koori', 'Koorie' and 'Indigenous' are retained in the names of programs, initiatives, publication titles and in reference to published data and information.

### Accessibility

This document can be found in HTML or PDF formats on our website [www.police.vic.gov.au](http://www.police.vic.gov.au).

### Authorisation

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