

# VICTORIA POLICE ANNUAL REPORT

## 2024–25



VICTORIA POLICE

Victoria Police respectfully acknowledges the Traditional Owners of the 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.

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#### Responsible body's declaration

In accordance with the *Financial Management Act 1994*, I am pleased to present Victoria Police's Annual Report for the year ending 30 June 2025.



**Mike Bush CNZM**

Chief Commissioner of Police

22 October 2025

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# FOREWORD FROM THE CHIEF COMMISSIONER OF POLICE

In accordance with the *Financial Management Act 1994*, I am pleased to present the Victoria Police Annual Report for the reporting period ending 30 June 2025. This report is a record of our performance against a range of statutory requirements and the Government's budget performance measures. We have also included an overview of our most important programs, initiatives, and achievements over the last 12 months.

## 2024–25 in review

Since commencing at Victoria Police I have been impressed by the organisation's dedication to serving the Victorian community. Through a significant period of change and operational pressures, the professionalism and commitment of our staff has been unwavering and they can be very proud of their conduct and achievements.

I want to thank former Chief Commissioner Shane Patton for his 46 years of dedicated service to the community and to the people of this organisation. Thank you also to Acting Chief Commissioner Rick Nugent and the broader Executive team for their strong leadership through a critical time.

I want to acknowledge the tremendous work of the last 12 months, which you will read about in this report. The *Safe from harm: Victoria Police Strategy for Family Violence, Sexual Offences and Child Abuse 2024–2029* and the *Victoria Police Road Safety Strategy*, both released in December 2024, will be key guiding documents as we continue to target these behaviours in the years ahead.

Public trust and confidence of the community is vital to policing. It is the foundation of all law enforcement. In the coming 12 months, community will be at the heart of everything we do. We will make sure our people have the right skills and equipment; we will make sure that what we do is intelligence informed; we will engage closely with our partners and we will have a strong focus on crime prevention. Everyone at Victoria Police will be working hard to increase the trust and confidence of the Victorian community and to reduce crime and road trauma.

We have commenced a review of our strategy, operating model and values to lay the groundwork for change. We will do everything we can to support everyone within the organisation to be their very best, to strengthen our partnerships and to ensure Victoria Police is an exemplar policing organisation.



This will start with a focus on four priorities – technology, recruitment and retention, bureaucracy and leadership at every level. I look forward to sharing the outcomes of this work with you in the next annual report.

Together, we will ensure that Victorians are safe and feel safe.

A handwritten signature in black ink, appearing to read 'Mike Bush'.

**Mike Bush CNZM**  
Chief Commissioner  
Victoria Police



# OUR ORGANISATION

Victoria Police was established in 1853 and provides policing services to the Victorian community 24 hours a day, seven days a week. Our mission is to keep everyone safe.

Our vision is for a community in which:

- everyone is safe and feels safe
- those affected by crime feel supported
- those who break the law are held to account
- police work with the community and our partners to prevent crime, reduce harm and build a better, safer Victoria.

Our role, as defined by the *Victoria Police Act 2013*, is to serve the Victorian community and uphold the law to promote a safe, secure, and orderly society. We achieve this by:

- preserving the peace
- protecting life and property
- preventing the commission of offences
- detecting and apprehending offenders
- helping those in need of assistance.

## Our values

Our organisational values underpin our policies, procedures, and practices and how employees interact with the community and each other. As at 30 June 2025, the values were:

### Respect

Everyone is treated fairly and with dignity and feels valued and included.

### Leadership

Being people-focused, confident but still humble and committed to living our values.

### Professionalism

Being accountable, transparent and committed to maintaining the highest standards of conduct.

### Support

Having empathy and being genuinely committed to responding to the needs and wellbeing of others.

### Integrity

Acting with honour, being fair and respectful of both the law and human rights.

### Safety

Safety is at the heart of our purpose, it is fundamental to, and underpins, everything we do.

### Flexibility

Providing a service that is agile and evolves with the community's needs.

## Our services

Our services include:

- responding to calls for assistance in matters of personal and public safety, emergencies, and serious incidents
- preventing crime through a range of proactive community safety programs
- detecting and investigating offences and bringing to justice those responsible for committing them
- providing a visible presence within the community and at major events
- supporting the judicial process through efficient and effective court case management, providing safe custody for alleged offenders, supporting victims, and ensuring fair and equitable treatment of victims and offenders
- providing professional prosecution services to support judicial proceedings
- assisting coroners with their investigations into deaths and fires, and supporting our members who are investigating matters on behalf of coroners
- managing and supporting major emergency responses with other agencies
- promoting safe road-user behaviour
- conducting private security and firearms licensing
- conducting national police record and fingerprint checks.

Visit our website, [police.vic.gov.au](https://police.vic.gov.au), for further information about our services, including regional maps.

## Victoria Police regions

We provide policing services to the Victorian community 24 hours a day, seven days a week across the following four regions:

- North West Metro Region — encompassing inner western and northern areas of Melbourne, across five divisions
- Southern Metro Region — aligned to the southern metropolitan region, across four divisions
- Eastern Region — a geographically-diverse region, incorporating metropolitan, rural, and alpine areas, across six divisions
- Western Region — the largest geographic area covering 60 per cent of the state, across six divisions.

These regional boundaries correspond with other Victorian Government departments, enhancing the delivery of government services, particularly in emergency management.

## Our operating environment

Victoria Police operates under the *Victoria Police Act 2013*. Disclosures required under the Act and other legislation, as well as additional reporting requirements, are presented in [Chapter 5 – Other disclosures](#).

## Our organisational structure

Four Deputy Commissioners and two Deputy Secretaries support the Chief Commissioner of Police.

The Deputy Commissioner, Regional Operations, is responsible for the oversight of the four police regions and the State Emergencies and Support Command.

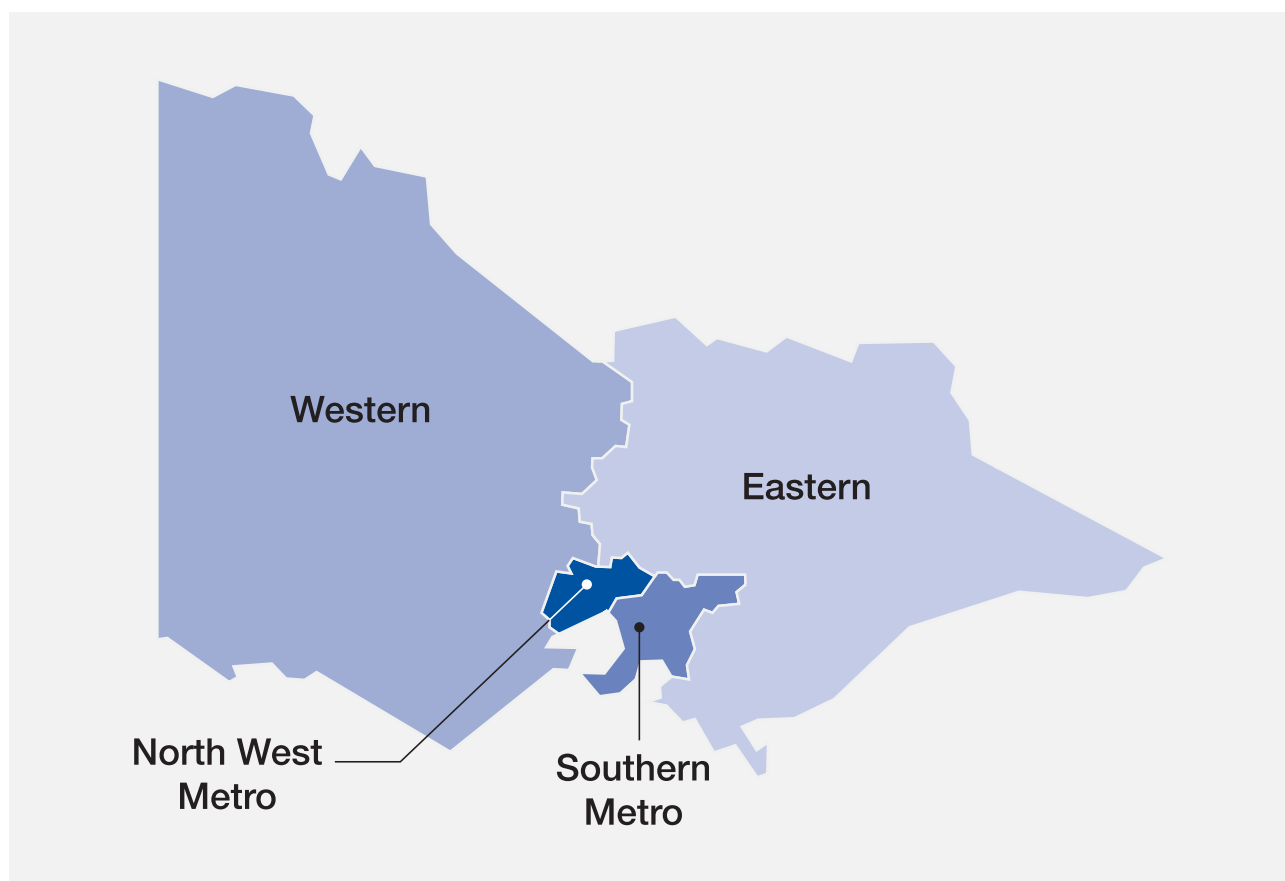
The Deputy Commissioner, Specialist Operations, is responsible for the oversight of the Family Violence Command, Forensic Services Department, Legal Services Department and Road Policing Command.

The Deputy Commissioner, Public Safety and Security, is responsible for the oversight of the Counter Terrorism Command, Crime Command, Intelligence and Covert Support Command, Transit and Public Safety Command and Reliever and Special References.

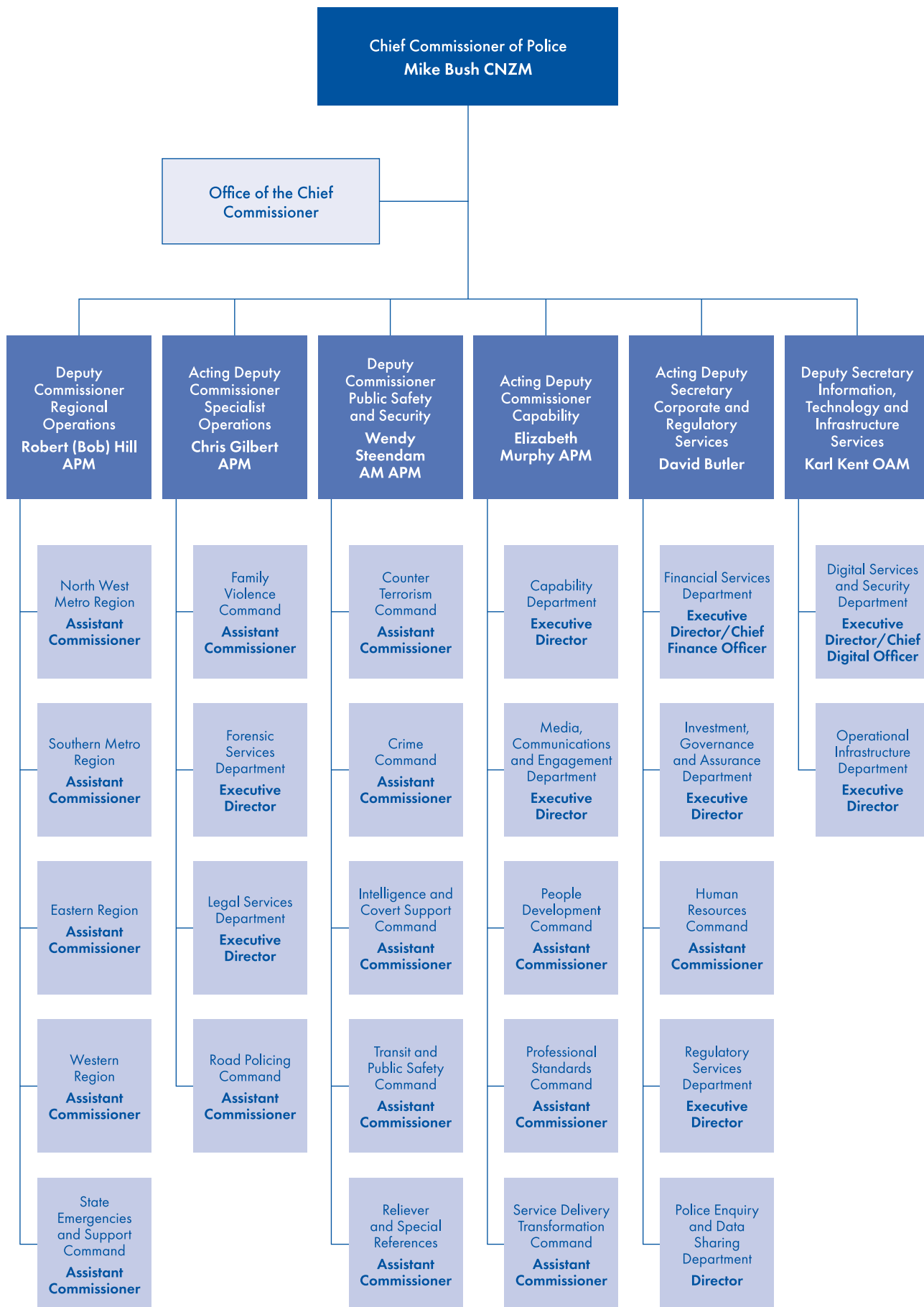
The Deputy Commissioner, Capability, is responsible for the oversight of the Capability Department, Media, Communications and Engagement Department, People Development Command, Professional Standards Command and Service Delivery Transformation Command.

The Deputy Secretary, Corporate and Regulatory Services, is responsible for the oversight of the Financial Services Department, Investment, Governance and Assurance Department, Human Resources Command, Regulatory Services Department and Police Enquiry and Data Sharing Department.

The Deputy Secretary, Information Technology and Infrastructure Services, is responsible for the oversight of the Digital Services and Security Department and Operational Infrastructure Department.



## Organisational chart as at 30 June 2025



## Senior leadership group

### Executive Command Board

The Executive Command Board comprises the Chief Commissioner of Police, all Deputy Commissioners and Deputy Secretaries, and is the primary decision-making body for Victoria Police. The board is responsible for providing leadership, strategic direction and oversight for the organisation, setting culture and modelling Victoria Police values. As at 30 June 2025, the members of the Executive Command Board were:

- Mike Bush CNZM — Chief Commissioner of Police
- Robert (Bob) Hill APM — Deputy Commissioner, Regional Operations
- Chris Gilbert APM — Acting Deputy Commissioner, Specialist Operations
- Wendy Steendam AM APM — Deputy Commissioner, Public Safety and Security
- Elizabeth Murphy APM — Acting Deputy Commissioner, Capability
- David Butler — Acting Deputy Secretary, Corporate and Regulatory Services
- Karl Kent OAM — Deputy Secretary, Information Technology and Infrastructure Services.

### Decision-making committees

| Committee                                                                                                          | Focus                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Executive Command Board <sup>(a)</sup> – meets weekly on contemporary issues and meets monthly on strategic issues | Primary decision-making and oversight body for Victoria Police on matters that have organisation-wide impacts including, but not limited to, strategic and long-term priorities, new policy and strategic projects, financial and resourcing matters, risk management, major investment, and organisational reform.                                                                                                                                                                                                                   |
| Asset Strategy Committee – meets every three months                                                                | Provides oversight and governance of the strategic direction and policy priorities of asset management for Victoria Police. Enhances asset management maturity and capability by approving the Asset Management Strategy, endorsing Asset Management Plans for each asset class, and supporting improvement initiatives. The governance function also helps the Chief Commissioner of Police and Audit and Risk Committee to fulfill their responsibilities under the Victorian Government Asset Management Accountability Framework. |
| Digital Transformation Committee – meets every two months                                                          | Provides oversight and advice on enterprise information management and security related priorities, governance, risk management and compliance with organisational and government Information Management Frameworks, policies, strategic direction, and associated standards.                                                                                                                                                                                                                                                         |
| First Peoples Committee <sup>(b)</sup> – meets every three months                                                  | Provides oversight for the implementation, delivery, monitoring and acquittal of the actions outlined in the Chief Commissioner's Statement of Commitment. Made in 2023, the statement sets out the actions Victoria Police will undertake by the end of 2025, after which the committee will conclude. The committee is co-chaired by the Deputy Commissioner, Capability and the co-chair of the Aboriginal Justice Caucus.                                                                                                         |
| Operations Committee – meets every three months                                                                    | Provides a risk-based approach to identifying, coordinating, and responding to significant community safety issues with a progressive focus on developing policing services.                                                                                                                                                                                                                                                                                                                                                          |

(continued)

### Command

Command is made up of the Chief Commissioner of Police, Deputy Commissioners, Deputy Secretaries, Assistant Commissioners, Executive Directors, Commanders, and Directors. Command meets several times a year to discuss current and emerging community and organisational issues.

### Delegations

The Chief Commissioner of Police is the Chief Constable and the Chief Executive Officer of Victoria Police under the *Victoria Police Act 2013* and the *Public Administration Act 2004* respectively. The Chief Commissioner of Police may delegate duties, functions and powers to employees at differing ranks and levels. Decision-making occurs through Instruments of Delegation and through functional lines across the organisational and governance structures, as set out and approved by the Chief Commissioner of Police.

### Committees

Victoria Police's governance structure includes standing executive, corporate and advisory committees that support decision making, risk management and organisational performance. For 2024–25, the key committees are listed in the table below.



## Decision-making committees (continued)

| Committee                                                     | Focus                                                                                                                                                                                                                                                                                                                                                        |
|---------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Police Procurement Board – meets every two months             | Ensures that procurement activity is efficient and conducted in accordance with the commercial policy, processes and practices prescribed by the <i>Financial Management Act 1994</i> and the Victorian Government Purchasing Board. Ensures the procurement strategy delivers effective outcomes that support organisational requirements and drives value. |
| Safety, People and Culture Committee – meets every two months | Oversees safety, people and culture-related priorities, initiatives, and projects. Provides strategic direction regarding the development of safety, people and culture-related policies, strategies, plans and frameworks. Shapes organisational responses to emerging safety, people and culture-related issues, risks, and trends.                        |
| State Tasking and Coordination – meets monthly                | Leads the state-level tasking and coordination process. Provides an evidence-based, intelligence-led process of prioritising issues, risks and threats, planning effective responses, allocating tasks and coordinating resources to improve community safety.                                                                                               |

### Notes:

(a) While the board typically meets weekly and monthly, it can meet more frequently, including daily, if needed operationally.

(b) The committee includes independent members.

## Advisory committee

| Committee                                                                                                                                                  | Focus                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Audit and Risk Committee <sup>(a)</sup> – meets once every three months (plus one special meeting to review Victoria Police's annual financial statements) | Required by the Standing Directions 2018 of the Minister for Finance under the Financial Management Act, the committee provides independent assurance and assistance to the Chief Commissioner of Police regarding our financial, risk, control, and compliance frameworks, in addition to our external accountability responsibilities. Maintains effective communication with external auditors and considers recommendations from internal and external auditors. |

### Note:

(a) The committee includes independent members.

## Oversight and assurance

### Audit and Risk Committee

The Audit and Risk Committee is established under the *Financial Management Act 1994*. Its objective is to provide independent assurance and assistance to the Chief Commissioner of Police in relation to our risk, control and compliance framework, and external accountability responsibilities.

The committee has no executive powers, except those expressly provided by the Standing Directions 2018 (Standing Directions) of the Minister for Finance, and powers that may be delegated to it from time to time by the Chief Commissioner of Police. All committee members are external to Victoria Police. The Audit and Risk Committee members as 30 June 2025 were:

- Sandra (Sam) Andersen (Chair) LLB CPA FAICD FFin
- David Cullen
- Stephen Fontana APM
- Megan Haas
- Ramaswamy (Narayan) Prasad MBA FCPA GAICD.

### Internal audit

In accordance with the Standing Directions issued under the Financial Management Act, Victoria Police maintains an internal audit function (Standing Direction 3.2.2 – *Internal Audit*). Where required, internal audit provides an independent and objective assessment of how effectively the organisation manages its governance, risks, and controls. The Standing Direction requires that the internal audit function is independent of management.

Our internal audit function continues as a co-sourced arrangement under a commercial contract with KPMG. In 2024–25, Scyne was appointed as Victoria Police's secondary-service provider. Our internal audit program includes compliance and performance reviews, with outcomes and mitigation actions reported to the Executive Command Board and the Audit and Risk Committee.

### Continuous auditing

Our Continuous Auditing Programs continued in 2024–25. Continuous audit activities use data analytics to identify control issues across key business processes and systems, providing ongoing assurance and timely insight into risk and control issues to senior management. The results of all Continuous Auditing Programs are reported to the Audit and Risk Committee quarterly.

## Other organisation reviews

Victoria Police, external agencies and oversight bodies conduct reviews, audits and inquiries which make recommendations to enhance our business practices. These reviews generally result in mitigation strategies aimed at addressing the risks identified in the findings.

A range of bodies undertake external reviews of Victoria Police, including:

- Integrity Oversight Victoria
- Victorian Auditor-General's Office (VAGO)
- Victorian Ombudsman
- Independent Broad-based Anti-corruption Commission (IBAC)
- Office of the Victorian Information Commissioner
- Victorian Equal Opportunity and Human Rights Commission
- Coroners Court of Victoria
- Commonwealth Ombudsman
- Victims of Crime Commissioner.

We may also contribute to other public inquiries including, but not limited to, Royal Commissions and Parliamentary Inquiries.

## Risk management

Under Standing Direction 3.7.1 – *Risk Management Framework and Processes*, Victoria Police must apply the 2020 Victorian Government Risk Management Framework. We must consider material risks in decision-making and appropriately manage risk while considering our obligations, constraints, and objectives. Effective risk management enhances service delivery and community safety outcomes.

The Victorian Government Risk Management Framework describes the minimum risk management requirement to demonstrate that risks are managed effectively. It adopts the *ISO 31000:2018 Risk management – Guidelines*, an internationally accepted basis for best practice risk management.

Risk management obligations include the requirement that risk considerations are documented and reflected in the organisation's overall governance, strategic planning, performance management, financial management, and service delivery processes and outcomes.

The Victoria Police Risk Management Framework aligns to the Victorian Government Risk Management Framework and incorporates the Victoria Police Risk Appetite Statement and risk evaluation matrix. Strategic risks are managed collaboratively and reported on regularly. The Executive Command Board recognises risk management as an integral part of organisational culture, policies, systems, and processes required to ensure community safety. The Executive Command Board is committed to advancing a positive risk culture to enhance understanding by all employees and contractors.

This will support employees to manage risks in their areas of responsibilities through sound risk management practices.

# OUR PEOPLE

Victoria Police is committed to building and maintaining a safe, respectful, and inclusive workplace and culture that embraces diversity and equality. We also have a strong focus on ensuring the health, safety, and wellbeing of our people.

## Workforce overview

Victoria Police has 21,332 employees made up of police officers, protective services officers (PSOs), police custody officers (PCOs) and Victorian Public Service (VPS) employees. Further details about our workforce numbers can be found in [Chapter 5 – Other disclosures](#).

### Full-time equivalent (FTE) summary

| Employees (FTE) | As at 28 June 2025 | As at 29 June 2024 |
|-----------------|--------------------|--------------------|
| Police          | 15,909             | 16,059             |
| Police recruits | 110                | 100                |
| PSOs            | 1462               | 1417               |
| Reservists      | 2                  | 2                  |
| PCOs            | 321                | 325                |
| VPS employees   | 3528               | 3811               |
| <b>Total</b>    | <b>21,332</b>      | <b>21,715</b>      |

#### Notes:

This table is prepared in accordance with Financial Reporting Direction (FRD) 29 Workforce Data disclosure requirements and therefore excludes employees who were not on salary at the end of the last pay period of the financial year (which ended 28 June 2025 for 2024–25 and 29 June 2024 for 2023–24).

Due to rounding, the FTE total may not tally as the figures have been rounded to the nearest whole number, in line with FRD 29.

PCOs are VPS employees and are listed separately.

This table excludes employees who are employed by statutory- and nationally-funded bodies administered by Victoria Police.

## A commitment to equality and inclusivity

Victoria Police is committed to building and maintaining a safe, respectful, and inclusive workplace by improving our culture and practices, for the benefit of our people and the community. We aim to have a diverse workforce that reflects the range of backgrounds and experience of the community we serve. A diverse workforce is vital to better understand and respond to community needs.

This year marked the 10th anniversary of the landmark Victorian Equal Opportunity and Human Rights Commission's *Independent review into sex discrimination and sexual harassment, including predatory behaviour in Victoria Police*. Initiated by former Chief Commissioner

of Police Ken Lay, the review included a comprehensive independent examination of attitudes, behaviours and outcomes within the organisation and its recommendations laid the foundation for an extensive and enduring program of reform.

Ten years on, we have implemented 55 gender equality, diversity and inclusion initiatives, reaching a significant milestone in our progress towards a sustainable gender equal, diverse and inclusive workplace. These initiatives were underpinned by the following:

- [Equal, Safe & Strong: Victoria Police Gender Equality Strategy 2020–2030](#)
  - » [Gender Equality Action Plan 2022–24](#)
- [Workforce Diversity and Inclusion Framework 2023–2030](#)
  - » [Aboriginal and Torres Strait Islander Inclusion Action Plan 2023–2025](#)
  - » [Access and Inclusion Action Plan 2023–2024](#)
  - » [CALD Inclusion Action Plan 2023–2024](#)
  - » [LGBTIQ+ Inclusion Action Plan 2023–2024](#)

We have started work on our first integrated Gender Equality, Diversity and Inclusion Action Plan that will consolidate the objectives of both *Equal, Safe & Strong: Victoria Police Gender Equality Strategy 2020–2030* and the *Workforce Diversity and Inclusion Framework 2023–2030*. This action plan will build on the decade of evidence and employee experiences changing workforce culture, systems and processes.

### Gender equality

The *Equal, Safe & Strong: Victoria Police Gender Equality Strategy 2020–2030* sets out our plan to achieve sustainable gender equality in Victoria Police by 2030.

The Gender Equality Action Plan 2022–2024 was designed to meet all requirements under the *Gender Equality Act 2020*. The actions aligned to the following outcome areas:

- our culture recognises and promotes the value of gender equality
- leaders take ownership and proactively sustain gender equality outcomes

- the community has trust in our response to gendered violence
- gender does not restrict access to flexible work, recruitment, or progression
- employees have confidence in our response to gendered workplace harm
- gendered workplace harm is minimised.

All actions have been implemented under this first action plan.

We implemented a Monitoring, Evaluation and Learning Framework to measure the outcomes of the first action plan and gather insights to inform the development of future action plans.

In accordance with the *Gender Equality Act 2020*, Gender Impact Assessments are now embedded in the development of policies, programs and services. We have also completed our biannual gender progress report and audit, which was independently validated by the Commission for Gender Equality in the Public Sector.

### Workforce diversity and inclusion

The *Workforce Diversity and Inclusion Framework 2023–2030* aims to transform our leadership and operational frameworks and build the knowledge, capability, processes and accountability required for a diverse and progressive workforce. It complements *Equal, Safe & Strong: Victoria Police Gender Equality Strategy 2020–2030*.

### Aboriginal and Torres Strait Islander Inclusion Action Plan 2023–2025

This action plan details six initiatives for improving the workplace experience of Aboriginal and Torres Strait Islander employees. It sets the foundation for self-determination and cultural safety. Our key achievements included:

- establishing an Aboriginal Employee Mentoring Program in partnership with Murri Matters and the Victorian Public Sector Commission
- holding the third annual forum to enable Aboriginal and Torres Strait Islander employees to connect and participate as a collective in culturally-safe discussion
- developing a Cultural Safety Assessment Tool to facilitate cultural safety and support for Aboriginal and Torres Strait Islander employees
- our Aboriginal Inclusion Officer graduating from the VPS Barring Djinang Leadership Program.

We also convened a Self-Determination Reform Framework Working Group to support and implement self-determination reform for Aboriginal and Torres Strait Islander employees. The working group will make recommendations on how Aboriginal and Torres Strait Islander employees can be involved in decisions that impact them. Once established, the Self-Determination Reform Framework will inform the next action plan.

### Access and Inclusion Action Plan 2023–2024

This action plan details actions to improve the workplace experience of employees with disability. All actions have been delivered, including:

- promoting the uptake of special measures specified in the *Equal Opportunity Act 2010* for VPS positions
- reviewing and upgrading the accessibility of our intranet
- developing an accessibility checklist for the content and delivery of training and development programs
- updating the reasonable adjustment guide and passport
- developing a formal process to ensure all software and applications are accessible for employees with disability
- ensuring all new construction and major renovations are fully accessible.

### CALD Inclusion Action Plan 2023–2024

This action plan details actions to improve the workplace experience of employees of culturally and linguistically diverse (CALD) backgrounds. Key achievements include:

- implementing a mentoring program for CALD employees, led by the African Employee Network, and sharing what we learn with other employee networks
- strengthening the resources to support applicants with CALD backgrounds.

The next action plan will build on these initiatives to further support CALD employees and future employees.

### LGBTIQ+ Inclusion Action Plan 2023–2024

This action plan details actions to improve the workplace experience of employees who identify as lesbian, gay, bisexual, transgender, intersex, queer/questioning and/or asexual (LGBTIQ+). All actions have been delivered including:

- developing a LGBTIQ+ Liaison Officer recruitment plan
- developing and promoting a LGBTIQ+ Liaison Officer workplace support guide and dedicated training
- developing and promoting a Trans and Gender Diverse Workplace Toolkit containing guidelines and resources to help individuals, managers and allies navigate gender diversity in the workplace.

### Other diversity and inclusion achievements

Victoria Police has several diversity and inclusion networks established and run by employees. These networks provide peer support and advice to inform organisational policy and practices. In 2024–25, we reviewed the employee networks to identify where we could better support them. The review made 14 recommendations to enhance the function, participation, equitable representation and consistent executive support for the networks. All networks have now been linked with sponsors and champions. The recommendations will also be used to inform the next integrated Gender Equality, Diversity and Inclusion Action Plan.

During 2024–25, several Victoria Police work units made changes to promote diversity and inclusion. A work unit was identified as having multiple barriers to women's progression, including challenges in both attraction and retention. As part of an Equal Access Project, the unit was supported to examine its workforce composition, leadership, job structures, workplace policies, and impacts of bias. Through sustained and visible leadership over a three-year period, and changes to communications, performance standards and accountability mechanisms, the unit has seen improvements. This was demonstrated by:

- In a workplace survey on a scale of 1 to 10:
  - » perceptions of gender equality and inclusion increased from 7.2 to 9.0
  - » positive workplace culture increased from 6.5 to 8.9
  - » leadership effectiveness increased from 5.2 to 8.5.
- Applications for vacancies increased from 5–10 candidates to 35–50, with strong female representation.
- Hesitancy to join the unit due to reports of negative workplace culture reports reduced by 85 per cent among women and 10 per cent among men.
- All respondents now agree their work team is professional and supportive; 92 per cent of women and 93 per cent of men would encourage women to apply for detective roles.

Another team undertook a similar program of culture change which resulted in initiatives to broaden attraction, recruitment, retention and promotion. This included the introduction of a negotiator pilot program to provide opportunities for a broader and more diverse group of police officers to develop the skills required to apply for this specialised role.

As part of Victoria Police's best practice and continuous improvement, we did a comprehensive Gender Equality Health Check of our recruitment processes in May 2025. The check did not identify any adverse findings. However, it acknowledged that there were gender minority cohorts. We updated factsheets about merit and unconscious bias which are now used during recruitment processes.

Supportive leadership is key to sustaining gender equality, diversity and inclusion. Consequently, the Gender Equality and Inclusion Division delivered 10 sessions to the Senior Sergeant Development Program and Inspectors' Development Program, reaching hundreds of emerging leaders across the organisation. In these sessions, a representative from the Gender, Equality and Inclusion Division leads groups of senior sergeants and inspectors through a 90-minute interactive discussion focused on strengthening their leadership by actively driving gender equality, diversity and inclusion in their workplace. These sessions evolved significantly in response to participant feedback, contemporary knowledge and organisational priorities.

The Restorative Engagement and Redress Scheme established in December 2019 to provide redress support to former and current employees who had experienced past workplace sex discrimination or sexual harassment closed in April 2024. The scheme was administered by

the Department of Justice and Community Safety and was independent of Victoria Police. In 2024–25, Victoria Police worked with the department's dedicated team to action the final applications.

## Employment conditions

Legislation, enterprise agreements and Victoria Police policy govern the terms and conditions of employment for our employees. In addition to the *Fair Work Act 2009*, and *Fair Work Regulations 2009*, our police officers and protective services officers (PSOs) are governed by the *Victoria Police Act 2013* and *Victoria Police Regulations 2024*. Our Victorian Public Service (VPS) employees (including police custody officers [PCOs]) are governed by the *Public Administration Act 2004*.

The work conditions of all employees are covered by dedicated enterprise agreements, the *Victoria Police (Police Officers, Protective Service Officers, Police Reservists and Police Recruits) Enterprise Agreement 2025* and the *Victorian Public Service Enterprise Agreement 2024*.

## 2024–25 Honours and awards

Victoria Police recognises the outstanding service and contribution of employees and the community to keeping Victoria safe. We bestow various medals and awards on our employees and commend members of the community for their actions. In 2024–25, 34 Victoria Police employees received an honour or award and 13 community members received a commendation. The list of honours and awards recipients in 2024–25 can be found in Appendix C.

## Occupational health, safety, and wellbeing

We have a strong focus on the health, safety and wellbeing of our employees and we remain committed to continually improving our safety culture. Our people operate in demanding and evolving settings where there is risk of injury and harm. We provide relevant training and ensure supports are available to prevent our people from sustaining physical and psychological injuries. We support our people who are injured to return to health as quickly as possible.

To achieve a safe and healthy workforce, our focus included providing:

- mentally healthy workplaces
- timely access to tailored support
- connected and holistic support
- quality and consistent services
- our people to health by returning to work.

## Incident management

Reported incidents increased by 14 per cent from the previous year, to 4342 in 2024–25. Due to financial constraints, the Victoria Police Health and Wellbeing Hubs were decommissioned in May 2025. The focus has shifted to maximising our existing wellbeing services and maintaining support for our employees.



## Occupational health and safety (OHS) performance indicators

| Measure                        | KPI                                                                                                                                                                            | 2024–25                                                                                      | 2023–24       | 2022–23                      |
|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|---------------|------------------------------|
| Incidents                      | Number of incidents                                                                                                                                                            | 4342                                                                                         | 3809          | 4164                         |
|                                | Rate per 100 FTE                                                                                                                                                               | 20.4                                                                                         | 17.5          | 19.5                         |
|                                | Number of incidents requiring first aid and/or further medical treatment                                                                                                       | 1231                                                                                         | 1130          | 1068                         |
|                                | Number of mental health injuries                                                                                                                                               | 538 <sup>(a)</sup>                                                                           | Not available | Not available                |
| Claims <sup>(b)</sup>          | Number of standard claims                                                                                                                                                      | 1078                                                                                         | 1350          | 1272                         |
|                                | Rate per 100 FTE                                                                                                                                                               | 5.1                                                                                          | 6.2           | 6.0                          |
|                                | Number of lost time claims                                                                                                                                                     | 904                                                                                          | 1290          | 1467                         |
|                                | Rate per 100 FTE                                                                                                                                                               | 4.2                                                                                          | 5.9           | 6.9                          |
|                                | Number of claims exceeding 13 weeks                                                                                                                                            | 302                                                                                          | 332           | 260                          |
|                                | Rate per 100 FTE                                                                                                                                                               | 1.4                                                                                          | 1.5           | 1.2                          |
| Fatalities                     | Fatality claims                                                                                                                                                                | 0                                                                                            | 3             | 2                            |
| Claim costs                    | Average cost per standard claim                                                                                                                                                | \$137,041                                                                                    | \$214,578     | \$188,062                    |
| Return to work                 | Percentage of claims with return-to-work plan less than 30 days                                                                                                                | Not available <sup>(c)</sup>                                                                 |               | Not available <sup>(c)</sup> |
| Management commitment          | Evidence of OHS policy statement, OHS objectives, regular reporting to senior management of OHS, and OHS plans (signed by Chief Executive Officer or equivalent)               | Completed                                                                                    |               | Completed                    |
|                                | Evidence of OHS criteria in purchasing guidelines (including goods, services and personnel)                                                                                    | Completed                                                                                    |               | Completed                    |
| Consultation and participation | Evidence of agreed structure of designated workgroups, health and safety representatives, and issue resolution procedures                                                      | Completed                                                                                    |               | Completed                    |
|                                | Compliance with agreed structure of designated workgroups, health and safety representatives, and issue resolution procedures                                                  | Completed                                                                                    |               | Completed                    |
|                                | Number of quarterly OHS Committee meetings.                                                                                                                                    | Not available <sup>(d)</sup>                                                                 |               | Not available <sup>(d)</sup> |
| Risk management                | Percentage of internal audits/inspections conducted as planned                                                                                                                 | Not available <sup>(e)</sup>                                                                 | 100%          | 100%                         |
|                                | Percentage of reported incidents investigated                                                                                                                                  | 85.6%                                                                                        | 82.0%         | 83.4%                        |
|                                | Number of Improvement Notices issued by WorkSafe Inspector                                                                                                                     | 4                                                                                            | 1             | 9                            |
|                                | Percentage of issues identified and actioned arising from:<br>a) internal audits<br>b) Health and Safety Representative provisional improvement notices<br>c) WorkSafe notices | a) Not available <sup>(e)</sup><br>b) 9 issued, 80% completed<br>c) 4 notices, 50% completed | 100%          | 100%                         |
| Training                       | Percentage of managers and staff who have received OHS training:                                                                                                               |                                                                                              |               |                              |
|                                | a. induction                                                                                                                                                                   | 74%                                                                                          | 73%           | 71%                          |
|                                | b. management training                                                                                                                                                         | Not available <sup>(f)</sup>                                                                 |               | Not available <sup>(f)</sup> |
|                                | c. contractors and temporary employees                                                                                                                                         | Not available <sup>(g)</sup>                                                                 |               | Not available <sup>(g)</sup> |
|                                | Percentage of Health and Safety Representatives trained:                                                                                                                       |                                                                                              |               |                              |
|                                | a. upon acceptance of role (initial training)                                                                                                                                  | 60%                                                                                          | 86%           | Not available <sup>(h)</sup> |
|                                | b. retraining (annual refresher)                                                                                                                                               | 11%                                                                                          | 20%           | Not available <sup>(h)</sup> |

**Notes:**

Data in this table is subject to change based on date of extraction due to their dynamic nature. These values are indicative of the numbers as at 30 June 2025.

Data for 2024–25 was extracted 14 July 2025.

- (a) A new additional measure of mental health injury data included, which commenced in the 2024–25 financial year.
- (b) Data sourced from the Victorian WorkCover Authority. The date the claim was lodged has determined which financial year it is reported in. Due to the dynamic nature of claim data, figures may vary from those reported in earlier financial years.
- (c) Victoria Police systems do not track return-to-work plans less than 30 days. This data is not available without manually examining every claim.
- (d) Victoria Police regions and commands conduct quarterly OHS committee meetings, with involvement from their dedicated health and safety representatives. System capability does not extend to recording the number of meetings.
- (e) Centralised checking of the completion of OHS internal audits has stopped due to staff resourcing constraints.
- (f) Senior sergeants and above ranks receive OHS training during promotional and mandatory annual leadership training. Recruits also receive foundational training during their induction. We cannot include this specific training data from these groups.
- (g) Contractors and temporary employees attending a police facility sign-in and complete a station induction program. This local record keeping is not digitised.
- (h) The percentage of health and safety representatives was not available in 2022–23 as the total number varied. In 2023–24 a process was used to account for this variance.

# OUR PERFORMANCE

Victoria Police’s performance during the 2024–25 financial year is measured against a range of objective indicators. A summary of our financial performance shows how we achieve our goals with the resources we are given.

## Performance summary

Victoria Police received a total output cost budget of \$4.499 billion in 2024–25 to deliver policing services to the Victorian community 24 hours a day, seven days a week. We are accountable to the Victorian Government and the community for our performance. This chapter presents information on our performance against the Victorian Government Budget Papers. The actions taken in accordance with the *Victoria Police Corporate Plan 2024–2025* can be found in [Chapter 4 – Year in review](#).

## Performance against objective indicators

Each year, the Victorian Government provides an overview of the goods and services it provides to the Victorian community and details its budget decisions within Budget Paper No. 3: Service Delivery and the Department Performance Statement. Victoria Police is required to report on how we are meeting performance targets and how these outputs contribute to key objectives.

| Objective                                                                             |                                      |                  |                           |                         |
|---------------------------------------------------------------------------------------|--------------------------------------|------------------|---------------------------|-------------------------|
| Ensuring community safety through policing, law enforcement and prevention activities |                                      |                  |                           |                         |
| Output                                                                                |                                      |                  |                           |                         |
| Policing and community safety                                                         |                                      |                  |                           |                         |
| Indicators                                                                            |                                      |                  |                           |                         |
| Community safety during the day and at night                                          | Community safety on public transport | Crime statistics | Number of road fatalities | Number of road injuries |

Source: Department Performance Statement 2025–26

Performance data for both “Community safety during the day and at night” and “Community safety on public transport” indicators is collected through the annual National Survey of Community Satisfaction with Policing (NSCSP).  
Due to timing, the 2023–24 survey data is used for reporting against the objective indicators in this section. Data from the survey is also reported in the Commonwealth Productivity Commission’s Report on Government Services (RoGS) released in January each year. The 2023–24 NSCSP results have also been reported and released in the 2025 RoGS.

The 2024–25 NSCSP results will be reported in the 2026 RoGS, which will be published by the Commonwealth Productivity Commission in January 2026 and reported in the Victoria Police Annual Report 2025–26.  
When completing the national survey, respondents were asked to rate their feelings for each indicator, ranging from “very unsafe” to “very safe”. Victorian results from those who reported feeling “safe” or “very safe” are shown in the following tables.

## Community safety during the day and at night

The "Community safety during the day and at night" indicator reflects our efforts to improve safety and provide a secure environment for the community by measuring the level of safety that survey respondents (as a sample of Victorians) feel during the day and at night.

| Indicator <sup>(a)</sup>                          | 2023–24<br>(%) <sup>(b)</sup> | 2022–23<br>(%) | 2021–22<br>(%) | 2020–21<br>(%) | 2019–20<br>(%) | Change from<br>2022–23 to<br>2023–24 <sup>(c)</sup> | Change over<br>5 years <sup>(c)</sup> |
|---------------------------------------------------|-------------------------------|----------------|----------------|----------------|----------------|-----------------------------------------------------|---------------------------------------|
| Walking alone in the neighbourhood during the day | 87.3                          | 91.3           | 91.8           | 91.5           | 89.9           | Not available                                       | Not available                         |
| Walking alone in the neighbourhood at night       | 44.9                          | 53.0           | 51.1           | 51.7           | 49.1           | Not available                                       | Not available                         |
| At home at night                                  | 77.4                          | 87.7           | 88.1           | 88.0           | 85.9           | Not available                                       | Not available                         |

Source: National Survey of Community Satisfaction with Policing

Notes:

- (a) The measures under the "Community safety during the day and at night" indicator is reported by Productivity Commission's Report on Government Services (RoGS). The most recent data available for this objective indicator is 2023–24.
- (b) Starting in 2023–24, the National Survey of Community Satisfaction with Policing is conducted online and over the phone, rather than solely over the phone as was done in the past. This has reduced the impact of social desirability bias and impacted the continuity of results. Social desirability bias refers to general tendency for survey respondents to provide less positive feedback when providing an online response compared to a phone call.
- (c) Due to the methodology change, data from 2023–24 cannot be compared to previous years' results.

In 2023–24, 87.3 per cent of Victorians surveyed felt "safe" or "very safe" when walking alone in their neighbourhood during the day, 44.9 per cent felt "safe" or "very safe" walking alone at night and 77.4 per cent of Victorians felt "safe" or "very safe" at home alone during the night.

## Community safety on public transport

The "Community safety on public transport" indicator reflects our efforts to improve safety and provide a secure environment for the community by measuring the level of safety that survey respondents (as a sample of Victorians) feel on public transport.

In 2023–24, 75.4 per cent of Victorians surveyed felt "safe" or "very safe" travelling alone on public transport during the day, and 31.3 per cent of Victorians felt "safe" or "very safe" travelling alone on public transport at night.

| Indicator <sup>(a)</sup>                            | 2023–24 <sup>(b)</sup><br>(%) | 2022–23<br>(%) | 2021–22<br>(%) | 2020–21<br>(%) | 2019–20<br>(%) | Change from<br>2022–23 to<br>2023–24 <sup>(c)</sup> | Change over<br>5 years <sup>(c)</sup> |
|-----------------------------------------------------|-------------------------------|----------------|----------------|----------------|----------------|-----------------------------------------------------|---------------------------------------|
| Travelling alone on public transport during the day | 75.4                          | 66.3           | 65.7           | 66.8           | 68.4           | Not available                                       | Not available                         |
| Travelling alone on public transport at night       | 31.3                          | 32.6           | 31.6           | 31.6           | 32.6           | Not available                                       | Not available                         |

Source: National Survey of Community Satisfaction with Policing.

Note:

- (a) The measures under the "Community safety during the day and at night" indicator is reported by Productivity Commission's Report on Government Services (RoGS). The most recent data available for this objective indicator is 2023–24.
- (b) Starting in 2023–24, the National Survey of Community Satisfaction with Policing is conducted online and over the phone, rather than solely over the phone as was done in the past. This has reduced the impact of social desirability bias and impacted the continuity of results. Social desirability bias refers the general tendency for survey respondents to provide less positive feedback when providing an online response compared to a phone call.
- (c) Due to the methodology change, data from 2023–24 cannot be compared to previous year's results.

## Crime statistics

Crime statistics are based on reports from the public crimes detected by police and demonstrate our progress in ensuring community safety through policing, law enforcement, and crime prevention activities. The Crime Statistics Agency is responsible for processing and publishing Victorian crime statistics, independent of Victoria Police. Visit [crimestatistics.vic.gov.au](https://crimestatistics.vic.gov.au) for a breakdown of crime statistics.

Changes to recorded crime may be due to increased policing presence and focus on community safety, police detection and enforcement activity, the introduction of new offences or changes to police powers to detect crime and enforce the law. Changes may also be due to social, economic, and environmental factors, or changing public confidence in reporting crime to police.

| Indicator                          | 2024–25 | 2023–24 | 2022–23 | 2021–22 | 2020–21 | Change from<br>2023–24 to<br>2024–25 (%) | Change over<br>5 years (%) |
|------------------------------------|---------|---------|---------|---------|---------|------------------------------------------|----------------------------|
| Crimes against the Person offences | 97,890  | 88,943  | 84,193  | 82,069  | 85,397  | 10.1                                     | 14.6                       |
| Property and Deception offences    | 378,050 | 311,906 | 272,692 | 235,998 | 251,757 | 21.2                                     | 50.2                       |
| Drug Offences                      | 32,511  | 31,540  | 30,241  | 29,992  | 36,707  | 3.1                                      | –11.4                      |
| Public Order and Security offences | 29,763  | 28,023  | 29,426  | 28,655  | 29,893  | 6.2                                      | –0.4                       |

(continued)

Crime statistics (continued)

| Indicator                                  |         |         |         |         |         | Change from               | Change over<br>5 years (%) |
|--------------------------------------------|---------|---------|---------|---------|---------|---------------------------|----------------------------|
|                                            | 2024–25 | 2023–24 | 2022–23 | 2021–22 | 2020–21 | 2023–24 to<br>2024–25 (%) |                            |
| Justice Procedure offences                 | 98,862  | 89,842  | 88,350  | 81,218  | 84,508  | 10.0                      | 17.0                       |
| Other offences                             | 1564    | 1799    | 1221    | 11,079  | 33,189  | –13.1                     | –95.3                      |
| Total offences                             | 638,640 | 552,053 | 506,123 | 469,011 | 521,451 | 15.7                      | 22.5                       |
| Total offences rate per 100,000 population | 8998.9  | 7910.5  | 7425.3  | 7073.4  | 7963.7  | 13.8                      | 13.0                       |

Source: Crime Statistics Agency.

Notes:

Recorded crime data relating to previous years may change in subsequent data extracts as the Victoria Police Law Enforcement Assistance Program (LEAP) is a live database. Information is continually updated in LEAP as investigations progress and cases are completed by Victoria Police.

Data provided by the Crime Statistics Agency is correct at the time of extract from LEAP 18 July 2025.

Further information about Crime Statistics Agency offence classification is available at [crimestatistics.vic.gov.au/about-the-data/classifications-and-victorian-map-boundaries/offence-classification](https://crimestatistics.vic.gov.au/about-the-data/classifications-and-victorian-map-boundaries/offence-classification).

In 2024–25, there was an increase in total recorded crime of 15.7 per cent from 552,053 offences in 2023–24 to 638,640 in 2024–25. Increases occurred across all listed categories, aside from a small decrease in ‘other offences’.

Property and deception offences increased by 21.2 per cent, from 311,906 offences in 2023–24 to 378,050 in 2024–25.

Road fatalities and injuries

The Victoria Police Road Safety Strategy 2024–2028 demonstrates the commitment of Victoria Police, together with our road safety partners, to reducing road trauma with a vision of zero deaths and serious injuries on Victorian roads. Our collective focus is to reduce fatalities and injuries through prevention, enforcement, deterrence, engagement and enhancement to embed a culture of road safety in the Victorian community. We aim to ensure all Victorians feel safe on and around our roads. During 2024–25, Victoria Police targeted speeding, distraction, impaired driving, seatbelt and restraint non-compliance, rural roads, high-risk driving and unauthorised drivers to maintain community safety on our roads. These priorities also form part of our broader Road Safety Strategy

In 2024–25, there were a total of 296 road fatalities in Victoria, which is an increase of nine fatalities compared to the previous year.

The total number of road injuries decreased by 11 per cent in 2024–25 compared to the previous year.

Road fatalities and injuries

|                                           | 2024–25 | 2023–24 | 2022–23 | 2021–22 | 2020–21 |
|-------------------------------------------|---------|---------|---------|---------|---------|
| Fatalities (lives lost) <sup>(a)(b)</sup> | 296     | 287     | 266     | 246     | 203     |
| Injuries <sup>(c)</sup>                   | 18,426  | 20,623  | 20,875  | 18,611  | 18,283  |

Notes:

(a) Due to the reclassification of road fatalities by the Road Fatality Review Panel, data may vary from that reported for previous financial years.

(b) Data may differ from the annual figures published elsewhere, as fatality data tends to be reported by calendar year rather than financial year.

(c) Injuries include both serious and other injuries. Due to the nature of the Traffic Incident System operating as a dynamic database, data may vary from that reported for previous financial years. In addition, there is a standard three-month lag for injuries data to be considered complete. As such, data for 2024–25 should not be considered complete.

Road policing statistics by user

| Road User         | 2024–25                      |                         | 2023–24                      |                         |
|-------------------|------------------------------|-------------------------|------------------------------|-------------------------|
|                   | Lives Lost <sup>(a)(b)</sup> | Injuries <sup>(c)</sup> | Lives Lost <sup>(a)(b)</sup> | Injuries <sup>(c)</sup> |
| Driver            | 132                          | 9459                    | 116                          | 11,105                  |
| Passenger         | 34                           | 2804                    | 41                           | 3342                    |
| Pedestrian        | 51                           | 1659                    | 55                           | 1627                    |
| Bicyclist         | 10                           | 1396                    | 7                            | 1569                    |
| Motorcyclist      | 65                           | 2499                    | 68                           | 2595                    |
| Pillion Passenger | 1                            | 62                      | 0                            | 58                      |
| Other             | 3                            | 547                     | 0                            | 327                     |
| Total             | 296                          | 18,426                  | 287                          | 20,623                  |

Notes:

(a) Due to the reclassification of road fatalities by the Road Fatality Review Panel, data may vary from that reported for previous financial years.

(b) Data may differ from the annual figures published elsewhere, as fatality data tends to be reported by calendar year rather than financial year.

(c) Injuries include both serious and other injuries. Due to the nature of the Traffic Incident System operating as a dynamic database, data may vary from that reported for previous financial years. In addition, there is a standard three-month lag for injuries data to be considered complete. As such, data for 2024–25 should not be considered complete.



## Road policing statistics by area

| Area <sup>(d)</sup> | 2024–25                   |                         |                           | 2023–24                   |                         |                           |
|---------------------|---------------------------|-------------------------|---------------------------|---------------------------|-------------------------|---------------------------|
|                     | Lives Lost <sup>(a)</sup> | Injuries <sup>(b)</sup> | Collisions <sup>(c)</sup> | Lives Lost <sup>(a)</sup> | Injuries <sup>(b)</sup> | Collisions <sup>(c)</sup> |
| Metro               | 131                       | 12,909                  | 10,885                    | 124                       | 14,239                  | 11,717                    |
| Regional            | 165                       | 5517                    | 4481                      | 163                       | 6384                    | 5013                      |
| State (Total)       | 296                       | 18,426                  | 15,366                    | 287                       | 20,623                  | 16,730                    |

### Notes:

- (a) Due to the potential reclassification of road fatalities by the Road Fatality Review Panel, data may change for the current reporting period. Therefore, data for 2024–25 should not be considered complete as the date of extraction was 5 July 2025. Data may also vary from that reported for previous financial years and may vary from the annual figures published elsewhere as fatality data tends to be reported by calendar year rather than financial year.
- (b) Injuries include both serious and other injuries. Due to the nature of the Traffic Incident System operating as a dynamic database, data may vary from that reported for previous financial years. In addition, there is a standard three-month lag for injuries data to be considered complete. As such, data for 2024–25 should not be considered complete as the date of extraction was 5 July 2025.
- (c) Collisions is the number of collisions which resulted in the lives lost and injuries. As per notes (a) and (b) the data for collisions for 2024–25 should not be considered complete as the date of extraction was 5 July 2025.
- (d) Area is based on Victoria Police Regions and Division as follows:
- Metro consists of Southern Metro Region, North-West Metro Region, and Eastern Region Divisions 1 and 2
  - Regional consists of Eastern Region Divisions 3, 4, 5 and 6, and Western Region.

## Performance against output measures for policing and community safety

We strive to reduce violence and crime through law enforcement, judicial support, community assistance, guidance and leadership. The output reflects the Victorian Government's focus on reducing the overall incidence and fear of crime and enhancing the safety of individuals and families. The table below provides a comparison of actual results against performance target measures for 2024–25, resulting from the delivery of programs and services as part of the policing and crime prevention output.

### Performance against Output Measures for Policing and Crime Prevention

| Performance measures                                                                                                                                                                                                                                                                                                      | Unit of measure | 2024–25 actual | 2024–25 target | Performance variation (%) | Result |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|----------------|----------------|---------------------------|--------|
| <b>Quantity</b>                                                                                                                                                                                                                                                                                                           |                 |                |                |                           |        |
| Community calls for assistance to which a Victoria Police response is dispatched                                                                                                                                                                                                                                          | Number          | 1,096,302      | 900,000        | 21.8                      | ✓      |
| <i>The actual is higher than the target due to continued increases in community calls of all priority types</i>                                                                                                                                                                                                           |                 |                |                |                           |        |
| Contravention of family violence intervention order (FVIO) offences per 100,000 population                                                                                                                                                                                                                                | Number          | 911.9          | 720            | 26.7                      | ✓      |
| <i>The actual is higher than the target due to an increase in contravention offences for FVIOs, likely driven by recidivist perpetrators, with offenders often committing multiple offences. The result also reflects Affected Family Member (AFM) willingness to re-engage with police if family violence continues.</i> |                 |                |                |                           |        |
| Crimes against property – excluding family violence related crime (rate per 100,000 population)                                                                                                                                                                                                                           | Number          | 5139.9         | 4100           | 25.4                      | ■      |
| <i>The actual is higher than the target due to continued increase in acquisition crime, particularly for theft related offences.</i>                                                                                                                                                                                      |                 |                |                |                           |        |
| Crimes against property – family violence related (rate per 100,000 population)                                                                                                                                                                                                                                           | Number          | 187.1          | 171            | 9.4                       | ✓      |
| <i>The actual is higher than the target due to increased reporting of family violence related property damage offences, which are commonly committed by perpetrators as acts of grievance or indirect violence.</i>                                                                                                       |                 |                |                |                           |        |
| Crimes against the person – excluding family violence related crime (rate per 100,000 population)                                                                                                                                                                                                                         | Number          | 756.0          | 660            | 14.5                      | ■      |
| <i>The actual is higher than the target due to a combination of contributing factors, such as increased social polarisation, concurrent macro stressors including financial pressures, geopolitical tensions and growing concern about inequality, which may be influencing shifts in social behaviour and tolerance.</i> |                 |                |                |                           |        |
| Crimes against the person – family violence related crime (rate per 100,000 population)                                                                                                                                                                                                                                   | Number          | 623.3          | 580            | 7.5                       | ✓      |
| <i>The actual is higher than the target due to increased reporting of family violence assault offences, which is correlated with recidivist behaviour. In addition, the higher result reflects an increase in harassment offences driven by a heightened focus on stalking behaviours as a recognised risk factor.</i>    |                 |                |                |                           |        |
| Number of alcohol screening tests conducted                                                                                                                                                                                                                                                                               | Number          | n/a            | 3,000,000      | n/a                       | ■      |
| <i>Victoria Police is unable to provide the 2024–25 actual for this measure due to the impact of Protected Industrial Action (PIA).</i>                                                                                                                                                                                   |                 |                |                |                           |        |
| Number of family violence incidents recorded                                                                                                                                                                                                                                                                              | Number          | 106,429        | 91,200         | 16.7                      | ✓      |
| <i>The actual is higher than the target primarily due to increased activity by recidivist perpetrators of family violence and a general increase of reporting by the community.</i>                                                                                                                                       |                 |                |                |                           |        |

(continued)

## Performance against Output Measures for Policing and Crime Prevention (continued)

| Performance measures                                                                                                                                                                                                                                                                                                                                                                                                            | Unit of measure | 2024–25 actual | 2024–25 target | Performance variation (%) | Result |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|----------------|----------------|---------------------------|--------|
| Number of impounded/surrendered vehicles related to high risk driving behaviours or other traffic offences                                                                                                                                                                                                                                                                                                                      | Number          | 11,653         | 14,628         | –20.3                     | ■      |
| <i>The actual is lower than the target due to reprioritisation of operational tasking to other activities within Road Policing during the second half of the financial year.</i>                                                                                                                                                                                                                                                |                 |                |                |                           |        |
| Number of prohibited drug screening tests conducted                                                                                                                                                                                                                                                                                                                                                                             | Number          | 169,070        | 150,000        | 12.7                      | ✓      |
| <i>The actual is higher than the target due to a focus by Victoria Police to expand its roadside drug testing capacity.</i>                                                                                                                                                                                                                                                                                                     |                 |                |                |                           |        |
| Number of youth referrals                                                                                                                                                                                                                                                                                                                                                                                                       | Number          | 3381           | 3260           | 3.7                       | ✓      |
| Police record checks and police information reports compiled                                                                                                                                                                                                                                                                                                                                                                    | Number          | 928,771        | 850,000        | 9.3                       | ✓      |
| <i>The actual is higher than the target due to an increase in the number of criminal record checks conducted in support of the Continuous Police Checking Services. This is attributed to the growth in participants of the National Disability Insurance Scheme and of persons requiring Working with Children Check clearances which require continuous monitoring.</i>                                                       |                 |                |                |                           |        |
| Total persons reported injured in vehicle collisions                                                                                                                                                                                                                                                                                                                                                                            | Number          | 18,426         | 15,000         | 22.8                      | ■      |
| <i>The actual is higher than the target due to an increase in road trauma. Collisions involving vulnerable road users such as pedestrians and motorcycle riders has increased, which impacts the severity of injury.</i>                                                                                                                                                                                                        |                 |                |                |                           |        |
| Total reported road fatalities in vehicle collisions                                                                                                                                                                                                                                                                                                                                                                            | Number          | 296            | ≤200           | 48.0                      | ■      |
| <i>The actual is higher than the target due to many factors including an increase in multiple vehicle collisions.</i>                                                                                                                                                                                                                                                                                                           |                 |                |                |                           |        |
| Perceptions of safety – walking locally at night                                                                                                                                                                                                                                                                                                                                                                                | Per cent        | 44.3           | 55             | –19.5                     | ■      |
| <i>The actual is lower than the target due to a change in data collection methodology for the National Survey of Community Satisfaction in Policing (NSCSP) in 2023–24, which has contributed to notable changes in the results compared to previous years. Survey results are now collected through a combination of phone and online methods, which has contributed to changes in the results compared to previous years.</i> |                 |                |                |                           |        |
| Proportion of Family Incident Report affected family members receiving referrals                                                                                                                                                                                                                                                                                                                                                | Per cent        | 87.6           | 87             | 0.7                       | ✓      |
| Proportion of community satisfied with policing services (general satisfaction)                                                                                                                                                                                                                                                                                                                                                 | Per cent        | 52.3           | 80             | –34.6                     | ■      |
| <i>The actual is lower than the target due to a change in data collection methodology for the NSCSP in 2023–24, which has contributed to notable changes in the results compared to previous years. Survey results are now collected through a combination of phone and online methods, which has contributed to changes in the results compared to previous years.</i>                                                         |                 |                |                |                           |        |
| Proportion of drivers tested by road safety cameras who comply with posted speed limits                                                                                                                                                                                                                                                                                                                                         | Per cent        | 99.8           | 99.5           | 0.3                       | ✓      |
| Proportion of successful prosecution outcomes                                                                                                                                                                                                                                                                                                                                                                                   | Per cent        | 92.5           | 92             | 0.5                       | ✓      |
| Proportion of the community who have confidence in police (an integrity indicator)                                                                                                                                                                                                                                                                                                                                              | Per cent        | 58.8           | 82             | –28.3                     | ■      |
| <i>The actual is lower than the target due to a change in data collection methodology for the NSCSP in 2023–24, which has contributed to notable changes in the results compared to previous years. Survey results are now collected through a combination of phone and online methods, which has contributed to changes in the results compared to previous years.</i>                                                         |                 |                |                |                           |        |
| <b>Timelines</b>                                                                                                                                                                                                                                                                                                                                                                                                                |                 |                |                |                           |        |
| Proportion of crimes against the person resolved within 30 days                                                                                                                                                                                                                                                                                                                                                                 | Per cent        | 35.9           | 45.0           | –20.2                     | ■      |
| <i>The actual is lower than the target due to the increase in overall crime rates and workforce availability challenges impacting investigation capacity and clearance rates.</i>                                                                                                                                                                                                                                               |                 |                |                |                           |        |
| Proportion of property and deception offences resolved within 30 days                                                                                                                                                                                                                                                                                                                                                           | Per cent        | 18.5           | 25.0           | –26.0                     | ■      |
| <i>The actual is lower than the target due to the increase in overall crime rates and workforce availability challenges impacting investigation capacity and clearance rates.</i>                                                                                                                                                                                                                                               |                 |                |                |                           |        |
| <b>Cost</b>                                                                                                                                                                                                                                                                                                                                                                                                                     |                 |                |                |                           |        |
| Total output cost                                                                                                                                                                                                                                                                                                                                                                                                               | \$ million      | 4609.4         | 4499.3         | 2.4                       | ■      |
| <i>The actual is higher than the target due to additional resources provided to support Victoria Police operations, to increase policing capacity to meet current and future demand and provide high visibility and proactive policing in the community.</i>                                                                                                                                                                    |                 |                |                |                           |        |

Source: Victoria Police, the National Survey of Community Satisfaction with Policing and the Crime Statistics Agency

**Key:**

- ✓ Performance target achieved or exceeded – performance greater than target, either within 5 per cent or exceeding 5 per cent variance.
- Performance target not achieved – performance less than target by less than 5 per cent (or \$50 million for cost measures only) variance.
- Performance target not achieved – performance less than target by more than 5 per cent (or \$50 million for cost measures only) variance.

## Road safety

In 2003, Victoria Police and other road safety government agencies adopted the internationally recognised Safe System approach to understand the interaction between road-use elements, to help develop effective countermeasures and to mitigate road trauma. As part of the Safe System approach to road safety, Road Policing Command plays a critical role with a commitment to specific and general deterrence through highly visible and sustained enforcement. Holidays continue to be high-risk periods on Victorian roads. Throughout 2024–25, we conducted several state-wide operations to minimise road trauma risks.

### State-wide policing operations in 2024–25

| Operation  | Period                             | Duration (days) | Outcome                        |                          |                                           |                |
|------------|------------------------------------|-----------------|--------------------------------|--------------------------|-------------------------------------------|----------------|
|            |                                    |                 | Blood alcohol content offences | Oral fluid test offences | Other road safety offences <sup>(a)</sup> | Crime offences |
| Scoreboard | 26–29 September 2024               | 4               | Not Available                  | Not Available            | Not Available                             | Not Available  |
| Furlong    | 1–5 November 2024                  | 5               | Not Available                  | Not Available            | Not Available                             | Not Available  |
| Roadwise   | 13 December 2024 to 1 January 2025 | 20              | Not Available                  | Not Available            | Not Available                             | Not Available  |
| Amity      | 24–27 January 2025                 | 4               | Not Available                  | Not Available            | Not Available                             | Not Available  |
| Arid       | 7–10 March 2025                    | 4               | 152                            | 197                      | 4952                                      | 363            |
| Compass    | 17–27 April 2025                   | 11              | 375                            | 371                      | 11,758                                    | 1364           |
| Action     | 12 May 2025                        | 1               | 8                              | 19                       | 903                                       | 89             |
| Regal      | 6–9 June 2025                      | 4               | 205                            | 168                      | 6005                                      | 584            |

#### Notes:

The data in this table is subject to change depending on the day of extraction due to its dynamic nature. These values are indicative of the numbers as at 30 June 2025 and were extracted 22 July 2025.

(a) The “Other road safety offences” category encompasses a range of offences including, exceeding the speed limit, unauthorised driving (unlicensed/disqualified), driving without a seatbelt and unlawful use of a mobile phone.

(b) “Not Available” means no data is available due to Protected Industrial Action (PIA) bans in place at the time of the operation. The PIA occurred between September 2024 and January 2025, as part of the Enterprise Bargaining Agreement negotiations.

## Financial performance

|                                         | 2024–25<br>\$'000 | 2023–24<br>\$'000 | 2022–23<br>\$'000 | 2021–22<br>\$'000 | 2020–21<br>\$'000 |
|-----------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Financial Performance</b>            |                   |                   |                   |                   |                   |
| Income from government                  |                   |                   |                   |                   |                   |
| Total Income from Transactions          | 4,574,811         | 4,317,179         | 4,166,583         | 4,102,352         | 4,110,686         |
| Total Expenses from Transactions        | 4,610,341         | 4,350,210         | 4,163,706         | 4,100,602         | 4,107,823         |
| <b>Net Result from Transactions</b>     | <b>(35,530)</b>   | <b>(33,031)</b>   | <b>2,877</b>      | <b>1,750</b>      | <b>2,863</b>      |
| <b>Net Result</b>                       | <b>(37,103)</b>   | <b>(4588)</b>     | <b>41,178</b>     | <b>86,939</b>     | <b>24,993</b>     |
| <b>Cash Flows</b>                       |                   |                   |                   |                   |                   |
| Net Cash Flow from Operating Activities | 171,837           | 193,428           | 166,849           | 152,568           | 157,094           |
| Net Cash Flow from Financing Activities | (120,356)         | (58,385)          | 101,390           | (64,179)          | (25,887)          |
| <b>Balance Sheet</b>                    |                   |                   |                   |                   |                   |
| Total Assets                            | 5,000,875         | 4,978,010         | 4,906,632         | 4,804,153         | 4,651,571         |
| Total Liabilities                       | 2,992,496         | 2,937,322         | 2,889,612         | 2,831,219         | 2,808,968         |
| <b>Net Worth</b>                        | <b>2,008,379</b>  | <b>2,040,687</b>  | <b>2,017,020</b>  | <b>1,972,934</b>  | <b>1,842,603</b>  |

Overview

The Victorian Government considers the net result from transactions to be the most appropriate measure of financial management directly attributable to government policy. This measure excludes ‘other economic flows’ reported within the Comprehensive Operating Statement, as other economic flows are impacts outside the control of Victoria Police (such as revaluations of assets and liabilities arising from changes in market prices and other changes in the volume of assets).

Income from government

Total income

Total income from transactions was \$4,574.9 million, an increase of \$257.6 million from 2023–24.

Additional funding from the Victorian Government was used to support the outcomes of the Victorian Public Service (VPS) Enterprise Agreement 2024 and the Victoria Police Enterprise Agreement 2025.

Other income was also generated from increased demand for policing capacity at special events, including the Land Forces 2024 exposition.

Total expenditure

Total expenditure from transactions was \$4,610.4 million, an increase of \$260.1 million, which represents a six percent increase from 2023–24.

Expenditure surpassed income by one per cent, resulting in a \$35.5 million deficit. Key drivers of this expenditure included employee expenses, an increase in WorkCover premiums from 8.59 per cent to 9.3 per cent. Operating costs also contributed, with growth in property rental, corrective maintenance, legal and ICT expenditure.

Net result

Net result transactions recorded a deficit of \$35.5 million, representing an increase of \$2.5 million compared with 2023–24.

Total income and expenses have increased steadily over the last four years. In both 2023–24 and 2024–25, income and expenditure each grew by six per cent.

Cash flows

Operating activities

Net cash flow from operating activities were \$17,837 million, a decrease of \$21.6 million compared to 2023–24.

This was driven primarily by increased Victoria Police enterprise agreement entitlements, including long service leave, personal leave in advance, and overtime. This was partially offset by an increase in other income associated to the 2024 Land Forces exposition, which totalled \$12.6 million.

Financing activities

Net cash flow from financing activities were \$120,356 million, an increase of \$62.0 million compared to 2023–24.

This increase was significantly impacted by a reduction in capital contributions of \$23.4 million in the current year and a reduction in the lease liabilities, reversing a one-off adjustment in 2023–24.

Balance sheet

Non-financial assets

Non-financial assets totalled \$3,533.4 million, a decrease of \$84.0 million compared to 2023–24.

The decrease mainly reflects depreciation and amortisation on property, plant and equipment and intangible assets.

Construction of the Clyde North Police Station, Benalla Police Station, and refurbishment at Narre Warren Police Station, were funded through a capital investment of \$63.7 million.

Additional infrastructure investment was made across a further 62 police stations and specialised facilities, equating to \$48.5 million.

A further \$16.5 million was also invested for new leases at Narre Warren and Shepparton Multi-Disciplinary Centres, and lease renewals/extensions in metropolitan and regional areas.

Total liabilities

Total liabilities totalled \$2,992.5 million, an increase of \$55.2 million, which represents a two per cent increase from 2023–24.

This increase is primarily due to Payables, including:

- a one-off \$101.4 million payment for the Victoria Police Enterprise Agreement 2025
- a \$54.9 million decrease in supplies and services payables
- other employee provisions increased by \$32.3 million, an increase of four per cent
- borrowings (lease liabilities) decreased by \$28.6 million as scheduled.

Capital projects/asset investment programs

Victoria Police and its related portfolio entities manage a range of capital projects to deliver services for government.

Information on the new and existing capital projects for departments and the broader Victorian public sector is contained in the most recent budget which is available on the DTF website.

During the financial year, there were no capital projects completed that individually met the total estimated investment project completion disclosure threshold of \$10 million.

# YEAR IN REVIEW

In 2024–25, Victoria Police focused on addressing youth crime, family violence, and cyber security threats, supported a health-led response to public drunkenness, implemented the Road Safety Strategy and continued responding to critical incidents and emerging threats across Victoria.



## Information Sharing Automation Project

During 2024–25, Victoria Police produced 9782 FVISS/CISS reports compared with 8987 in 2023–24.



## Expanded Field Interview project

As at June 2025, 798 interviews have been completed using Expanded Field Interview, freeing up 3990 frontline hours, averting 1596 custody hours, and avoiding 2394 police contacts.



## Expanding Roadside Drug Testing locations

The number of Roadside Drug Testing locations was expanded from 72 to 141, with a focus on regional areas.



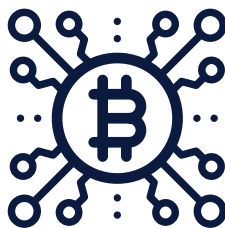
## Safer exchange site program

During its first week, the program generated over 2.2 million impressions and nearly 400,000 engagements across social media platforms.



## Aboriginal Cultural Awareness Training

As at 30 June 2025, 94 per cent of police officers, PSOs and PCOs (17,120) had completed the training.



## Cryptocurrency Capability Uplift Program

Delivered to 527 frontline members.



## Victorian Fixated Threat Assessment Centre

70 per cent of clients showing a reduced level of concern as a result of interventions by the program.

## Keeping You Safe: Victoria Police Strategy 2023–2028

The role of Victoria Police is to serve the Victorian community and uphold the law to promote a safe, secure, and orderly society. The *Keeping You Safe: Victoria Police Strategy 2023–2028* sets our direction and reflects our core purpose — to keep all Victorians safe.

We deliver this through:

- Policing — highly visible and responsive policing
- People — skilled people, ready and able to respond
- Partnerships — strong partnerships across community, government, and business.

All our people play a part in working towards our vision to deliver positive outcomes for the Victorian community and to keep everyone safe every day.

## Policing

### Policing: Initiatives and projects

| Initiative/project                                                                                                                                                                                                         | Update (as at 30 June 2025)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Rostering Reform Project</b><br>Transform Victoria Police’s service delivery and operating model.                                                                                                                       | An organisation-wide rostering policy is being developed. A desktop trial to compare alternative roster patterns to real-life rostering practices is currently underway. The project aims to improve member wellbeing and service delivery.<br><br>Redevelopment of the Staff Allocation Model (SAM) continued. After completing the redevelopment of the Regional Operations Module (ROM), consultations were conducted across the state to redevelop the modelling for specialist work units.<br><br>A concept model of a Divisional Operations Centre was developed and is currently being considered for trial. |
| <b>Enterprise Rostering Project</b><br>Plan and deliver an integrated, organisation-wide rostering and time sheet solution.                                                                                                | Procurement has progressed to contract negotiations with a supplier to implement and support an automated rostering system.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Oracle Fusion Cloud Project</b><br>Plan and deliver a suite of finance and procurement systems, including Oracle Cloud Financials.                                                                                      | Detailed design activities are currently underway. This includes the scoping of a future state finance and procurement operating model. The project is on track to start being built in 2025–26.                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Electronic Document and Records Management System Project</b><br>Plan and deliver an organisation-wide electronic document and records management solution supported by an enterprise-wide service management solution. | The procurement of an electronic document and records management solution has been finalised. Records365 is being implemented in 2025.                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Electronic Penalty Infringement Notices (ePINS) solution</b><br>Plan and deliver an ePINS solution to replace manual paper-based processes for capturing infringement information.                                      | As at May 2025, the ePINS solution was fully deployed and operational across Victoria Police.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

## 2024–25 Victoria Police Corporate Plan

The *2024–25 Victoria Police Corporate Plan* sits under the *Keeping You Safe: Victoria Police Strategy 2023–2028*, and outlines priority initiatives that form part of our plan to achieving our vision for a safer Victoria. Our corporate plan is aligned to the medium-term planning requirement set out in the *Resource Management Framework*, published by the Department of Treasury and Finance. The corporate plan forms part of an integrated organisational planning framework which coordinates focus across the organisation. It is refreshed every year to reflect changes in organisational priorities, government objectives and community safety needs.



## Policing: Key achievements in 2024–25

### Safer exchange site program

In October 2024, the Safer Exchange Program was launched at selected police stations across Victoria. The initiative provides designated safe spaces on police premises for members of the community to conduct physical transactions for online purchases and sales. By offering a secure environment for these exchanges, the program aims to reduce opportunistic theft and related crimes. The feedback and responses from our social media community was positive. During its first week, the program generated over 2.2 million impressions and nearly 400,000 engagements across social media platforms. Content promoting the program recorded more than 3.5 million impressions and over 460,000 engagements across Victoria Police corporate and Eyewatch channels.

### Information Sharing Automation Project

The Information Sharing Automation project which allows better integration with Salesforce and Victoria Police systems was completed in 2024. The project improves the efficiency of Victoria Police's functions under the Family Violence and Child Information Sharing Schemes (FVISS and CISS) to help in Multi-Agency Risk Assessment and Management (MARAM).

This project improved the ability to provide timely and critical risk-relevant information about the safety and wellbeing of vulnerable individuals to more than 6000 prescribed agencies. This includes specialist family violence services, hospitals, drug and alcohol rehabilitation and various educational and health services.

During the 2024–25 financial year, Victoria Police produced 9782 FVISS/CISS reports compared with 8987 in the 2023–24 financial year.

### Axon's auto-transcription tool

After a successful trial, the Axon automated transcription tool was rolled out to frontline members in April 2025. The tool significantly improves Victoria Police's transcription processes. Previously, members relied on external providers to manually transcribe. Now, users can now instantly generate transcripts for records of interview, prison calls, Triple Zero calls and body worn camera footage. This transition has reduced stenography requests by 80 per cent and has streamlined administrative workflows.

### Expanded Field Interview project

In December 2024, the Expanded Field Interview project trial, which uses body worn cameras to conduct and record in-field interviews, was launched. The project has shown significant operational and strategic benefits and transformed how minor indictable offences are managed. It allows police officers to conduct interviews in the field using body-worn cameras. The average processing time for indictable offences has decreased from three-and-a-half hours to 30 minutes, reducing time in police custody and freeing up officers for other frontline duties.

As at June 2025, 798 interviews have been completed using Expanded Field Interview, freeing up 3990 frontline hours, averting 1596 custody hours, and avoiding 2394 police contacts. These outcomes reflect a scalable and sustainable shift in practice that enhances efficiency, reduces demand on station resources and supports a more responsive and community-focused policing model.

### Online reporting unit

In May 2025, Victoria Police completed updates to the Police Assistance Line and Online Reporting service to improve functionality and user experience of the online platform first launched in 2019. The 2025 updates include user-friendly changes to reporting forms and expanding the range of reportable incidents to include theft of a motor vehicle and burglary online – bringing the total number of reportable crime types and events to eight.

### Streamlining State Police Search and Rescue Coordination Centre Services

During 2024–25, Victorian Police completed essential upgrades to technology and equipment at the State Police Search and Rescue Coordination Centre to integrate information technology and communication systems with other emergency service agencies and volunteer organisations. The upgrade improves situational awareness and streamlines resource coordination. This coordination is critical to provide a unified and efficient response framework and reinforces the State Police Search and Rescue Coordination Centre's vital role in supporting search and rescue missions throughout Victoria.

### Completion of the new Benalla Police Station

The new Benalla Police Station was completed in February 2025 and officially opened on 11 April 2025. The new station features an Incident Police Operations Centre to improve the region's capacity to respond to major incidents. The station also has dedicated vehicle and property storage.

A memorial garden will also be established on site to honour Victoria Police members who have lost their lives while serving the Benalla community.

### Sustaining and improving our critical technology infrastructure

The Critical Information and Communications Technology (ICT) Asset Refresh program upgrades and replaces Victoria Police's ICT assets. The program aims to keep ICT assets up-to-date, operational, and fit-for-purpose. This ensures the latest digital capabilities are available to Victoria Police, which enhances member and community safety.

In 2024–25 the Critical ICT Asset Refresh program delivered a range of projects, including:

- deployed refreshed computers and monitors to police stations
- improved network reliability and security at police stations
- uplifted the audio-visual hardware at the Police Academy and Victoria Police Centre
- enhanced the Air Wing's live-video feed

- redesigned the data centre network to enhance availability and security
- migrated key software applications to modern data centre infrastructure
- uplifted core frontline policing applications to improve stability and supportability.

**Family Violence, Sexual Offences and Child Abuse Strategy 2024–2029**

In December 2024, Victoria Police launched the *Safe from Harm: Victoria Police Strategy for Family Violence, Sexual Offences and Child Abuse 2024–2029*. The strategy is underpinned by a new Family Violence, Sexual Offences and Child Abuse Outcomes Framework which enables Victoria Police to measure the quality of police responses.

The strategy outlines Victoria Police’s direction to consistently deliver high-quality responses to family violence, sexual offences, and child abuse. The sector-wide approach is structured around four domains: victim survivors, perpetrators, children and young people and our people.

Key initiatives that will be progressed under the strategy include:

- strengthening police identification of the predominant aggressor to reduce misidentification
- improving identification and risk management of high-risk family violence offenders
- delivering a statewide model to respond to stalking
- centralising the triage and assessment of incoming child abuse report notifications.

**Victoria Police Road Safety Strategy**

The *Victoria Police Road Safety Strategy* was launched in December 2024, and will operate until June 2028. The vision for the strategy is “everyone should be safe, and feel safe, on our roads” and builds on previous efforts with a simplified and targeted approach. The strategy is based on emerging research and focuses on simplifying our approach to deliver a highly-visible policing presence on Victorian roads. It also aims to reduce trauma by using the preventative effect of general deterrence.

**People**

**People: Initiatives and projects**

| Initiative/project                                                                                                       | Update (as at 30 June 2025)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|--------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Infrastructure projects</b><br>Modernise police facilities through our infrastructure program of works.               | <p>The Benalla Police Station was completed in February 2025.</p> <p>Construction has started in:</p> <ul style="list-style-type: none"><li>▪ South Melbourne</li><li>▪ Clyde North</li><li>▪ Narre Warren</li><li>▪ Point Cook</li></ul> <p>A major refurbishment of the Narre Warren Police Station and replacement of the South Melbourne police station are also both on track for opening in February and October 2026 respectively.</p> <p>The Narre Warren Police Station is currently closed, with operations temporarily relocated to a purpose-built facility while construction is underway.</p> <p>There has been significant progress on the construction of new police stations in Clyde North and Point Cook, with planned station openings late 2025 and late 2026 respectively.</p> <p>The Rochester Police Station has been completed with the installation of high-quality demountable buildings.</p> |
| <b>Conducted energy devices</b><br>Rollout of conducted energy devices (CEDs) to every frontline police officer and PSO. | <p>Training and CED deployment started in late 2023. Regional Victoria, specialist units and the Dandenong and Springvale metropolitan Melbourne pilot sites were completed in September 2024.</p> <p>The program rollout to the remainder of metropolitan Melbourne started in December 2024.</p> <p>As at 30 June 2025, 6817 police officers and PSOs have received CED training, 4854 CEDs have been deployed and 125 police stations have had CED-related building upgrade works completed. The program is continuing to be rolled out, with full implementation expected by the end of 2026.</p>                                                                                                                                                                                                                                                                                                                    |

**People: Key achievements in 2024–25**

**Peer support dog pilot**

In August 2024, a 12-month peer support dog program was launched in North West Metro Region. The initiative is the second of its kind within Australian emergency service agencies and was modeled on the highly successful peer

support dog program at Ambulance Victoria. The program aims to have a positive impact on employee mental health.

The program has peer support dogs teamed with peer support-qualified police members, providing general welfare support, advice and referrals in workplaces and stations, as well as support at critical incident debriefs, and has resulted in impactful outcomes to date.

The program provides invaluable wellbeing support to employees by creating information opportunity for connection with employees who might not otherwise engage with the available wellbeing support and intervention.

### Layered System of Dress

In July 2024, Victoria Police introduced the Layered System of Dress strategy for police officers and protective service officers. The strategy ensures frontline members can be deployed where needed with uniform that is fit-for-purpose in a rapidly changing policing environment.

As part of this strategy, several uniform items were upgraded or replaced to improve functionality, comfort and protection, including equipping our members with suitable layering options to stay warm and dry in varying conditions. The tactical trousers were improved, the standard issue raincoat replaced, and new garments, including a wet weather jacket, introduced.

### Aboriginal and Torres Strait Islander mentoring program

Victoria Police worked with the Victorian Public Sector Commission's Aboriginal Employment Unit and selected provider, Murri Matters, to develop and pilot a tailored Aboriginal and Torres Strait Islander mentoring program. The pilot session was held in July 2024 and involved 10 Victoria Police Aboriginal and Torres Strait Islander employees.

### Child Abuse Report Triage Team

In early 2025, the Child Abuse Report Triage Team (CARTT) pilot was launched in Gippsland and central Victoria to trial a centralised triage process. The CARTT initially triages Child Protection notification reports to allow regional Sexual Offences and Child Abuse Investigation Team (SOCIT) detectives to spend more time on investigations. In April 2025, the pilot was expanded to include all regional SOCITs.

The initial benefits included:

- returned SOCIT members from intake duties to core investigative functions
- established best-practice for consistent intake assessment and triage
- strengthened inter-agency protocols and relationships with the Department of Families, Fairness and Housing report-takers through shared learnings, ongoing collaboration and continuous improvement.

### Expanding Roadside Drug Testing locations

In 2024–25, as part of our ongoing State-wide commitment to reducing the harm caused by illicit drug-driving on Victorian roads, Victoria Police significantly increased the number of police members trained and equipped to conduct Roadside Drug Testing. The number of Roadside Drug Testing locations was expanded from 72 to 141, particularly across regional areas.

### Cryptocurrency Capability Uplift Program

Victoria Police has developed an open-source cryptocurrency tracing and investigation program that has so far been delivered to 527 frontline members.

The success of the training program secured a grant from the National Cybercrime Capability Fund to develop and deliver a "Train the Trainer" capability uplift program for all Australian police and partner agencies. The five-day course has been delivered to 78 members across Australia. The program equips participants with the knowledge and training material to deliver the one-day Victoria Police course to the broader workforce.

This program of work has built capability across the national law enforcement framework and will assist in the investigation of serious crimes across borders and jurisdictions.

## Partnerships

### Partnerships: Initiatives and projects

| Initiative/project                                                                                                                                             | Update (as at 30 June 2025)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Aboriginal Youth Cautioning Program (AYCP)</b><br>Expand the AYCP to minimise the contact of young Aboriginal people have with the criminal justice system. | Since 1 July 2024, the AYCP has expanded to sites in Barwon South West, Wimmera, Geelong and the Mornington Peninsula.<br>The AYCP now provides access to community support panels across 59 local government areas (LGAs). This includes 28 LGAs established as primary AYCP sites, which support a further 34 surrounding local government areas. These surrounding LGAs typically closely border primary sites or have a significantly smaller population of Aboriginal people living in the area.<br>Five Aboriginal Youth Cautioning Support Officer (AYCSO) positions have been established to support the ongoing expansion of the AYCP. Each of the four police regions has been allocated a dedicated AYCSO position, which will be supported by one centralised AYCSO overseeing the program. |
| <b>Mental health response</b><br>Support a health-led response to mental health crisis with reduced police involvement.                                        | Victoria Police continued to work with the Department of Health and other partners to complete our implementation of <i>Mental Health and Wellbeing Act 2022</i> related reforms.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

(continued)

Partnerships: Initiatives and projects (continued)

| Initiative/project                                                                                                                                                                            | Update (as at 30 June 2025)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Youth Crime Prevention and Early Intervention Program (YCPEIP)</b><br>Recruit and deploy youth crime coordinators in the regions and a centrally-based program manager, through the YCPEIP | <p>In 2024–25, the pilot projects concluded, with efforts focused on consolidating partnerships with community organisations and refining delivery models. Final-year data was collected to assess program outcomes, including participant engagement rates, offence frequency changes, and qualitative feedback from stakeholders. Work started to identify funding pathways and operational models to sustain successful interventions beyond the pilot.</p> <p>Consultants Allen + Clarke completed the independent program evaluation in February 2025, providing 14 recommendations to strengthen and embed the YCPEIP. These findings will inform ongoing Victoria Police youth crime prevention strategies and contribute to broader government discussions on youth justice and community safety.</p> <p>As part of the 2024–25 State Budget, the YCPEIP received funding to expand the program to two Police Service Areas (PSAs) located within each of the four police regions (total of 8 PSAs). In May 2025, a program manager was appointed to oversee implementation, including the recruitment of youth crime coordinators across Victoria in the future.</p> |
| <b>Embedded Youth Outreach Program (EYOP)</b><br>Continue to provide a targeted joint response to high-risk young people in areas of high need through the provision of the EYOP.             | <p>Victoria Police with Youth Support and Advocacy Services and Anglicare Victoria work together under EYOP to provide a targeted joint response ensuring the best possible outcome for reducing the appearance of high-risk young people in Victoria’s criminal justice system.</p> <p>In 2024–25 Victoria Police continued to deliver the EYOP, which is now operating from Caroline Springs, Dandenong, Shepparton and Werribee stations.</p> <p>Two new expanded EYOP sites—Caroline Springs, serving the Brimbank and Melton local government areas, and Shepparton, serving the Greater Shepparton local government area—became fully operational in July 2024.</p> <p>Swinburne University continued to evaluate the benefits of the EYOP, providing the 2022–23 evaluation report in August 2024.</p>                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Drug Court</b><br>Support regional therapeutic Drug Court programs.                                                                                                                        | <p>Victoria Police continues to deliver prosecution services to regional Drug Courts in Ballarat and Shepparton. The service facilitates referrals to the Drug Courts by screening potential participants for suitability to engage in case conferences. It also monitors and reviews Drug Court participants against their Drug and Alcohol Treatment Order treatment and recovery goals.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Children’s Court</b><br>Continue engagement with the Children’s Court Weekend Online Remand Court (WORC).                                                                                  | <p>Victoria Police continues to provide police prosecutor services to the WORC. The WORC operates from 1pm to 9pm every Saturday and Sunday and public holidays, except Christmas Day. Rostering of WORC is monitored weekly and based on applications that may require help from the Bail and Remand Court.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

Partnerships: Key achievements in 2024–25

Operation Bastion

From 11 to 13 September 2024, the Melbourne Convention and Exhibition Centre hosted the international land defence exposition, Land Forces 2024. The event attracted more than 20,000 attendees and more than 150 delegations from 30 countries.

Land Forces was a highly complex logistical and security undertaking. Victoria Police led the coordination of security activities to ensure the safety of attendees, and the maintenance of public order and community safety. Victoria Police was supported by the Australian Federal Police and specialist units from interstate. Known as *Operation Bastion*, nearly 1800 police officers were deployed daily to secure Land Forces venues and protect attendees.

2025 Music Festival Forum

On 24 June 2025, Victoria Police co-hosted the 2025 Music Festival Forum with the Australian Festival Association. An initiative under the *Victoria Police Drug Strategy 2020–2025*, the purpose of forum was to address key issues impacting festival safety and operations.

More than 150 attended the forum, online and in person, from Victoria Police, music industry leaders and regulatory agencies. The event included:

- a music festival case study from Laneway Festival’s General Manager
- an overview of the Victorian Pill Testing Implementation Trial from Department of Health
- The Loop, information on liquor licensing processes and obligations from Liquor Control Victoria and the Melbourne Cricket Ground
- an update on relevant regulations and permits from the Victorian Building Authority and the Department of Transport and Planning.

## Special Operation AVALITE

In December 2024, Special Operation AVALITE was established as a joint agency operation by the Australian Federal Police (AFP) and Australian Security Intelligence Organisation (ASIO). The joint agency initiative was formed to respond to and investigate matters of antisemitism in the Australian community. Since the formation of Operation AVALITE, the Victoria Police Counter Terrorism Command Security Investigation Unit has worked collaboratively with Operation AVALITE to identify and respond to offences, and prosecute offenders to ensure the safety of the Victorian community and further support national security interests.

## Victorian Fixated Threat Assessment Centre

The Victorian Fixated Threat Assessment Centre (VFTAC) is a partnership between Victoria Police and the Victorian Institute of Forensic Mental Health. VFTAC operates as a co-located work unit that receives referrals from policing, mental health agencies, courts, and the prison system. The centre is supported by investigators, mental health clinicians, intelligence practitioners and psychiatrists. The centre also manages individuals fixated on Victorian senior public office holders. Co-operation with other centres interstate and in New Zealand occurs and is governed through a Community of Practice.

An independent review in 2024–25 validated the success of the program's preventative approach. The review found the centre has strengthened its capacity to address fixated and grievance-fuelled violence, with 70 per cent of clients showing a reduced level of concern after interventions by the program.

## International Conference for Sex Offender Registries

In November 2024, Victoria Police hosted the International Conference for Sex Offender Registries which welcomed more than 70 participants from 28 law enforcement jurisdictions around the world. The conference focused on the theme of capability-building, featuring presentations and workshops aimed at sharing best practice through case studies and project work. The event highlighted the need for ongoing and meaningful collaboration between jurisdictions to ensure the protection and safety of the most vulnerable members of society.

## National Criminal Intelligence System

The National Criminal Intelligence System (NCIS) is a joint project between Australian police agencies, the Australian Criminal Intelligence Commission, and the Department of Home Affairs. The NCIS project connects data from Australian law enforcement agencies and provides secure access to a national view of policing information and criminal intelligence, resulting in better frontline policing operations.

Throughout 2024–25, Victoria Police continued to work with NCIS partner agencies to uplift this key national policing system and was one of the first jurisdictions to supply data to the NCIS from our information systems. Access to the national data enhances frontline policing effectiveness. Our frontline police members can access NCIS data through the Mobile Technology (IRIS) devices,

enabling real-time identification of interstate offenders and persons of interest, supporting both officer safety and improved decision making.

## New mental health treatment partnership

In June 2025, Victoria Police launched the Victoria Police Clinical Pathways, a new partnership with the St John of God Hospital in Berwick, which facilitates access to multidisciplinary teams and service offerings to suit Victoria Police employees.

The hospital's Langmore Centre offers in-patient and day patient mental health services, for eligible current and retired members of the emergency services and armed forces within a dedicated mental health unit. The model of care is having exceptional clinical outcomes, with in-patient feedback exceeding expectations during the first three-months of operations. The dedicated trauma unit at the Langmore Centre offers a range of evidence-based treatments, available to clients in a private unit for first responders suffering from post-traumatic stress disorder and psychological injury. Treatments are delivered by a team of experienced clinicians who have received training in emergency services and defence culture.

## Shepparton Multidisciplinary Centre Launch

In March 2025, a new Multidisciplinary Centre for victims of sexual offences, child abuse and family violence was opened in Shepparton. More than 20 detectives from Victoria Police's SOCIT and Family Violence Investigation Units work at the new facility.

Shepparton Multidisciplinary Centre is the eighth of its kind across the state with others based in Mildura, Seaford, Geelong, Dandenong, Bendigo, Morwell and Wyndham.

The Multidisciplinary Centres are a joint initiative involving government and community-based services, designed to ensure victim-survivors receive integrated, trauma informed support. Specialist police work at the centres alongside child protection practitioners, sexual assault counsellor advocates and community health nurses. The co-location of services allows for better collaboration, information sharing and more efficient service delivery.

## Intensive Case Management List

On 5 May 2025, the Intensive Case Management List six-month pilot commenced. A partnership between Victoria Police and the Melbourne Magistrates' Court, the Intensive Case Management List is an additional court process designed to manage matters more than 18-months old and/or those involving five or more briefs of evidence against a single accused.

These matters are case-managed by a magistrate to support timely justice outcomes and help reduce the backlog in the court system.

In its most successful week, 40 per cent of all matters heard were finalised, this was the highest result of any court in Victoria.



## OTHER DISCLOSURES

Victoria Police has a duty to comply with a range of legislation and Victorian Government policies. We make disclosures in our annual report to be open and transparent about our operations.

### Local Jobs First

The *Local Jobs First Act 2003* consolidates the Victorian Industry Participation Policy (VIPP) and Major Project Skills Guarantee (MPSG) policy which were previously administered separately, into the Local Jobs First Policy.

Under the Act, Victoria Police reports on standard projects which are projects with a budget of \$1 million or more in regional Victoria, or \$3 million or more in metropolitan Melbourne or state-wide. Strategic projects are those with a budget of \$50 million or more, or any project declared strategic by the Minister under section 7A(2) of the Act.

The MPSG also applies to all construction projects valued at \$20 million or more.

The MPSG guidelines and VIPP policies continue to apply to applicable projects respectively where contracts have been entered into prior to 15 August 2018.

#### Projects commenced – Local Jobs First Standard Projects

During 2024–25, we commenced eight Local Jobs First Standard Projects totalling \$94.1 million. Of these, three were located in metropolitan Melbourne, and none were located in regional Victoria. Across all projects, the average local content achieved was 93 per cent. The MPSG did not apply to five statewide projects.

The commitments made as part of the Local Jobs First policy for these projects are as follows:

- an average of 79.4 per cent of local content commitment was made
- a total of 298 jobs (annualised employee equivalent [AEE]) was committed, including the creation of 39 new jobs and the retention of 259 existing jobs (AEE)
- five small-to-medium enterprises prepared a Local Industry Development Plan (LIDP) for contracts
- 81 small-to-medium-sized businesses were engaged through the supply chain on standard projects.

#### Projects completed – Local Jobs First Standard Projects

During 2024–25, we completed two Local Jobs First Standard Projects, totalling \$13.4 million. Both were located in metropolitan Melbourne, with an average commitment of 50.5 per cent local content. The MPSG did not apply to these projects.

The Local Jobs First commitments and outcomes achieved for projects completed in 2024–25 were as follows:

- an average of 50.5 per cent of local content commitment was made, with an average of 50 per cent achieved
- a commitment to support a total of 19 jobs (AEE) was made, including the creation of 11 new jobs and the retention of eight existing jobs (AEE)
- two small-to-medium enterprises prepared a LIDP for contracts, and three small-to-medium-sized businesses were engaged through the supply chain on the projects
- of the three post-contract reviews due to be submitted for projects completed in 2024–25, two have been submitted.

#### Projects commenced – Local Jobs First Strategic Projects

During 2024–25, Victoria Police did not start any Local Jobs First Strategic Projects.

#### Projects completed – Local Jobs First Strategic Projects

During 2024–25, Victoria Police did not complete any Local Jobs First Strategic Projects.

#### Reporting requirements – grants

During 2024–25, Victoria Police did not provide any grants.



## Social procurement framework

The social procurement framework governs how the Victorian Government undertakes social procurement. The framework applies to the procurement of all goods, services and construction undertaken by, or on behalf of, entities subject to the Standing Directions 2018 under the *Financial Management Act 1994*. The framework establishes seven social procurement objectives and three sustainable procurement objectives.

Victoria Police leverages its buying power to deliver social, economic and environmental outcomes benefiting the Victorian community, the economy and the environment—above and beyond the goods, services and construction works procured.

Of the 10 objectives established by the Victorian Social Procurement Framework, The *Victoria Police Procurement Strategy 2024–2027* prioritises the following social and sustainable procurement objectives:

- opportunities for Victorians with disability
- women's equality and safety
- supporting safe and fair workplaces
- sustainable Victorian social enterprise and Aboriginal business sectors
- environmentally-sustainable business practices.

## Social procurement achievements

During 2024–25, Victoria Police:

- engaged 33 social benefit suppliers with a total spend of \$2.1 million with certified social enterprises, Aboriginal businesses and disability enterprises
- maintained 14 suppliers that are Victorian Aboriginal businesses, consistent with 2023–24
- established five contracts with Victorian Government suppliers that include social procurement commitments.

During 2024–25, Victoria Police also implemented the following initiatives to support its *Social Procurement Strategy 2024–2027*:

- introduced a streamlined market-approach option in the Victoria Police Procurement Policy that allows for the direct selection of a certified Aboriginal business for contracts less than \$150,000 (including GST) where there is no established government contract or panel arrangement
- incorporated social and sustainable evaluation criteria into our invitation to supply documentation to ensure purchases align with our *Social Procurement Strategy 2024–2027*
- in partnership with Kinaway and Social Traders, we held social procurement capability events, including a Social Procurement Forum, to help our staff identify opportunities for embedding social procurement into our activities
- published supporting information on a dedicated social procurement intranet page to raise awareness across the organisation of the requirements and benefits of social procurement.

## Information and communication technology expenditure

For the 2024–25 reporting period, Victoria Police had a total ICT expenditure of \$237.5 million, with the details shown below.

| (\$ thousand)                             |                                                                                                 |                                                                           |                     |  |
|-------------------------------------------|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|---------------------|--|
| All operational ICT expenditure           |                                                                                                 | ICT expenditure related to projects to create or enhance ICT capabilities |                     |  |
| Business as usual ICT expenditure (Total) | Non-business as usual ICT expenditure (Total – operational expenditure and capital expenditure) | Operational Expenditure                                                   | Capital Expenditure |  |
| 214,195                                   | 23,259                                                                                          | 17,155                                                                    | 6,104               |  |

ICT expenditure refers to Victoria Police cost in providing business enabling ICT services within the current reporting period. It comprises Business as Usual (BAU) ICT expenditure and non-business as Usual (Non-BAU) ICT expenditure.

Non-BAU ICT expenditure relates to extending or enhancing Victoria Police current ICT capabilities. BAU ICT expenditure is all remaining ICT expenditure that primarily relates to ongoing activities to operate and maintain the current ICT capability.

## Government advertising expenditure

| (\$ thousand)      |                                                                            |                              |                                             |                                                           |                                                 |                                                  |                                              |                                        |                           |
|--------------------|----------------------------------------------------------------------------|------------------------------|---------------------------------------------|-----------------------------------------------------------|-------------------------------------------------|--------------------------------------------------|----------------------------------------------|----------------------------------------|---------------------------|
| Name of campaign   | Campaign summary                                                           | Start/end date               | Advertising (media) expenditure (excl. GST) | Creative and campaign development expenditure (excl. GST) | Research and evaluation expenditure (excl. GST) | Post-campaign evaluation expenditure (excl. GST) | Print and collateral expenditure (excl. GST) | Other campaign expenditure (excl. GST) | Total                     |
| Police Recruitment | Advertising, communication and marketing activities to recruit more police | 9 March 2025 to 30 June 2025 | Approved: \$2000                            | Planned: \$150                                            | Planned: \$50                                   | Planned: \$50                                    | Planned: \$14                                | Planned: \$250                         | Planned/ Approved: \$2514 |
|                    |                                                                            |                              | Actual: \$2000                              | Actual: \$235                                             | Actual: \$32                                    | Actual: \$64                                     | Actual: \$14                                 | Actual: \$831                          | Actual: \$3176            |
|                    |                                                                            |                              |                                             |                                                           |                                                 |                                                  |                                              |                                        |                           |

**Notes:**

Advertising expenditure is subject to all June activity invoiced in July or August 2025.

Approved advertising (media) expenditure is the amount approved for each campaign by the Advertising Approval Group.

Planned campaign expenditure amounts are the amounts included in the Campaign Strategy form submitted to the Advertising Approval Group for review.

Actual creative and campaign development expenditure was higher than planned to allow for expansion in the number of segmented audiences targeted by the campaign. This led to an increase in creative strategy and development costs.

Actual post-campaign evaluation expenditure was higher than planned to allow for an expansion in the number of segmented audiences targeted by the campaign. This led to an increase in post-campaign evaluation costs.

Actual other campaign expenditure was higher than planned to allow for an expansion in the number of segmented audiences targeted by the campaign. This led to an increase in other campaign costs.

Higher expenditure for creative and campaign development, post-campaign evaluation, and other campaign expenditure (as outlined above) contributed to an overall higher total cost for the Police Recruitment campaign.

## Consultancy expenditure

In accordance with FRD 22, information below pertains to consultancy expenditure in 2024–25.

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

The total expenditure incurred during 2024–25 in relation to these consultancies is \$6.50 million (excluding GST).

As required by FRD 22, details of individual consultancies valued at \$10,000 or greater can be viewed at [www.police.vic.gov.au/annual-report](http://www.police.vic.gov.au/annual-report)

### Details of consultancies under \$10,000

In 2024–25, there were 11 consultancies engaged during the year, where the total fees payable to the individual consultancies was less than \$10 000.

The total expenditure incurred during 2024–25 in relation to these consultancies was \$0.07 million (excl. GST).

## Disclosure of major contracts

We have disclosed, in accordance with the requirements of Victorian Government policy and accompanying guidelines, all contracts greater than \$10 million in value entered into during the financial year ending 30 June 2025.

Details of contracts that have been disclosed in the Victorian Government Contracts Publishing System can be viewed on the [Buying for Victoria Tenders Portal](#).

Contractual details have not been disclosed for three contracts where disclosure is exempt under the *Freedom of Information Act 1982* and/or government guidelines.

## Review and studies expenditure

During 2024–25, there were 23 reviews and studies undertaken with the total cost of \$1,131,867.0. Details of individual reviews and studies are outlined below.

| Name of the review                                                    | Reasons for review/study                                                                                                                                                                                                                                                                  | Terms of reference/scope                                                                                                                                                                                                                                                                                               | Anticipated outcomes                                                                                                                   | Estimated cost for the year (excl. GST) | Final cost if completed (excl. GST) | Publicly available (Y/N) and URL |
|-----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------------------------------|----------------------------------|
| Aboriginal Youth Cautioning Program (AYCP) – Operational Review       | To ensure the program is being implemented effectively following the reach expansion to additional local government areas across Victoria.                                                                                                                                                | Processes and procedures (operation) relevant to the AYCP.                                                                                                                                                                                                                                                             | Increased understanding of local operational issues and identifying opportunities to further enhance the AYCP.                         | \$70,000                                | \$70,000                            | N                                |
| The Zalt Group – Review of Police Foundation Training Program Project | To conduct a lessons learnt activity to capture stakeholder feedback and learnings from the Review of Police Foundation Training Program (PFTP).                                                                                                                                          | Consultation with stakeholders and participants, focusing on opportunities for continuous improvement.                                                                                                                                                                                                                 | Guidance and considerations for future program or project reviews based on key themes drawn from feedback relating to the PFTP review. | \$15,420                                | \$15,420                            | N                                |
| Nous Group – End-to-end Leadership Training and Development Review    | To examine current development, promotional and leadership programs offered from senior constable to commander ranks, with a view to designing an integrated leadership pathway that will form the basis of the new Victoria Police Leadership Development and Pre-Promotional Framework. | Review of all current and previous programs to assess suitability, including undertaking a range of consultation, conducting a training needs analysis and providing recommendations.                                                                                                                                  | To provide a plan for developing a best-practice model for an integrated future leadership pathway for police officers.                | \$63,832                                | \$269,952.7                         | N                                |
| Monash University – Family Violence Liaison Officer (FVLO) project    | To develop a training package related to the Sergeant's portfolio FVLO.                                                                                                                                                                                                                   | Review and assess the training needs analysis and family violence death assessments for FVLO portfolio holders on legislation, police powers, policies, procedures, and strategies relating to family violence. Focuses on working from a trauma-informed approach and identifying perpetrator behaviours and tactics. | Developing a FVLO training package with a trauma-informed practice approach.                                                           | \$71,367                                | \$89,209                            | N                                |

(continued)

Review and studies expenditure (continued)

| Name of the review                                                                                                    | Reasons for review/ study                                                                                                                | Terms of reference/ scope                                                                                                                                                                        | Anticipated outcomes                                                                                                                                                                                                                                 | Estimated cost for the year (excl. GST) | Final cost if completed (excl. GST) | Publicly available (Y/N) and URL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Youth Crime Prevention and Early Intervention Program (YCPEIP) Final Evaluation                                       | To assess the effectiveness of YCPEIP.                                                                                                   | Consider the extent to which YCPEIP met its objectives and realised efficiency gains.                                                                                                            | Enhanced understanding of the social and economic returns on investment from YCPEIP.                                                                                                                                                                 | \$31,521                                | \$167,953                           | Y<br><a href="#">Youth Crime Prevention and Early Intervention Program</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Evaluation of the Embedded Youth Outreach Program (EYOP)                                                              | To provide an evidence base for reporting on the effectiveness of the EYOP.                                                              | Undertake a multi-year evaluation (from 2022 to 2025) of EYOP, with a statewide control as a comparison.                                                                                         | An understanding of whether EYOP contributes to: <ul style="list-style-type: none"><li>• reduced rates of youth offending</li><li>• reduced rates of victimisation</li><li>• vulnerable young people being provided with support services.</li></ul> | \$145,000                               | \$580,000                           | N                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Online Reporting Future State Research                                                                                | To inform the design and development of the future service offering, with a focus on sentiment and expectations around online reporting. | Consultation with community focus groups, an online survey and in-depth interviews to inform design and development.                                                                             | Detailed findings on classifying crime types, reporting experience, and online reporting needs and preferences.                                                                                                                                      | \$88,000                                | \$88,000                            | N                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Independent evaluation report for Victoria Police Assistance Line and Online Reporting advertising campaign 2023–2024 | To evaluate the advertising campaign conducted in 2023–24.                                                                               | To assess the impact of advertising channels, understand outcomes and insights of market research, and understand the impact the campaign on behaviour change had on reporting non-urgent calls. | An evaluation and measure of the effectiveness of media campaign activities conducted in 2023–24 and recommendations on advertising strategies for future campaign activities.                                                                       | \$11,040                                | \$11,040                            | N                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Continuous improvement of forensic scientific health                                                                  | To ensure that the service delivered to the Victorian criminal justice system is reliable, accurate, transparent and robust.             | Forensic Services Department Strategic Plan 2020.                                                                                                                                                | Enhanced capabilities and scientific processes.                                                                                                                                                                                                      | \$50,000                                | Ongoing                             | Milanovic et al. (2024) <a href="#">Model compounds for evaluating the reactivity of amphetamine-type stimulants</a> . Forensic Sci Int 360:112062<br>Bird et al. (2025). Evidence evaluation and reporting for forensic handwriting examinations. WIREs Forensic Science 7:e1534<br>Bird et al. (2025) <a href="#">Cognitive bias and contextual information management: Considerations for forensic handwriting examinations</a> . WIREs Forensic Science 7:e1530<br>Bird et al. (2025) <a href="#">Formulation of propositions for forensic handwriting examinations</a> . WIREs Forensic Science 7:e1532<br>Bird et al. (2025) Evidence evaluation and reporting for forensic handwriting examinations. WIREs Forensic Science 7:e1534<br>Bird et al. (2025) <a href="#">An introduction to the Modular Forensic Handwriting Method</a> . WIREs Forensic Science 7:e1538 |

(continued)

## Review and studies expenditure (continued)

| Name of the review                                                                   | Reasons for review/ study                                                                                   | Terms of reference/ scope                                                                                                                      | Anticipated outcomes                                                                                                            | Estimated cost for the year (excl. GST) | Final cost if completed (excl. GST) | Publicly available (Y/N) and URL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Investigations into DNA Transfer, Persistence, Prevalence and Recovery (DNA-TPPR)    | To increase data availability and knowledge for provision of opinions to investigators and courts.          | Provide empirical data and systems to enable reliable and accurate opinions regarding how DNA is deposited.                                    | Publication of findings, increased availability of data, contribution to training materials improving systems and algorithms.   | \$60,000                                | Ongoing                             | Stella et al. (2025) Potential for DNA loss during collection and packaging of fired cartridge cases at a crime scene. J Forensic Sci 70:944-953<br>Murphy et al. (2024) The effect of insect excretions/ secretions and decomposition fluid on DNA quantity and quality in human bloodstains. J Forensic Sci 69:2082-2090<br>Wallacott et al. (2025) The transfer, prevalence, persistence, and recovery of DNA from body areas in forensic science: A review. Forensic Sciences 5:9<br>Bibbo et al. (2025) Air DNA forensics: Novel air collection method investigations for human DNA identification. J Forensic Sci 70:298-313<br>Ali et al. (2025) How to best assess shedder status: a comparison of popular shedder tests. Int J Leg Med 139:965-981<br>Zaarour et al. (2025) Mass spectrometry-based proteomics for source-level attribution after DNA extraction. Forensic Sci Int Genet 74:103168<br>Cahill et al. (2024). Where did it go? A study of DNA transfer in a social setting. Forensic Sci Int Genet 73:103101<br>Beveridge et al. (2024). The detection of blood, semen and saliva through fabrics: A pilot study. Forensic Sci Int 361:112153<br>Gill et al. (2025) The ReAct project: Analysis of data from 23 different laboratories to characterise DNA recovery given two sets of activity level propositions. Forensic Sci Int Genet 76:103222<br>Monkman et al. The role of cats in human DNA transfer. Forensic Sci Int Genet 74:103132<br>Zacher et al. (2024) Transfer and persistence of intruder DNA within an office after reuse by owner. Forensic Sci Int Genet 73:103130<br>Ross et al. (2024) Classification of epidermal, buccal, penile and vaginal epithelial cells using morphological characteristics measured by imaging flow cytometry. Forensic Sci Int 365:112274<br>Dass et al. (2024). Assessing eDNA capture method from aquatic environment to optimise recovery of human mt-eDNA. Forensic Sci Int 361:112085<br>Taylor et al. (2025) Using an interaction timeline to investigate factors related to shedder status. Forensic Sci Int Genet 76:103205<br>Dass et al. (2025) A preliminary study on detecting human DNA in aquatic environments: Potential of eDNA in forensics Forensic Sci Int Genet 74:103155<br>Sallows et al (2025). Contacting surfaces are rarely DNA Free: Another look at transfer when both surfaces have DNA. Sci Justice 65:101248<br>Bertram et al. (2024) Recovery of DNA from acetaminophen exploring physical state and sampling methods. Forensic Sci Int 360:112046 |
| ARC Research Hub for Molecular Biosensors at Point-of-Use (MOBIUS)                   | To research, develop, validate and build point-of-use biosensing devices for use in forensics and policing. | To prove the concept and develop a scalable and manufacturable point of use device to detect substances of relevance to police investigations. | A prototype device.                                                                                                             | \$50,000                                | Ongoing                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Evaluation to assess the impact of the Victoria Police Stalking Response Model Pilot | To evaluate the impact of Victoria Police's pilot program to respond to stalking.                           | Quantitative and qualitative analysis of the Stalking Response Model Pilot.                                                                    | Enhance understanding of outcomes of the pilot and develop recommendations for improving Victoria Police responses to stalking. | \$80,469.5                              | \$157,918.9                         | N                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Yarra Police Complex Master Plan                                                     | To update cell requirements and costings.                                                                   | As per practice requirement, to increase the number of cells to 10.                                                                            | Revision of masterplan to increase the number of cells to 10.                                                                   | \$3690                                  | \$3690                              | N                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Five Big Police Station Master Plan                                                  | To update costings to support funding request.                                                              | Quantity surveys to cost the master plans with latest construction costs.                                                                      | Updated costing for a budget and investment prioritisation submission.                                                          | \$4007.5                                | \$4007.5                            | N                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

(continued)

Review and studies expenditure (continued)

| Name of the review                                                       | Reasons for review/ study                                                                                | Terms of reference/ scope                                                   | Anticipated outcomes                                                                          | Estimated cost for the year (excl. GST) | Final cost if completed (excl. GST) | Publicly available (Y/N) and URL |
|--------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------------------------------------|-------------------------------------|----------------------------------|
| Doncaster Police Station Valuation                                       | Valuation to support a funding request.                                                                  | To prepare valuation report.                                                | Valuation report for Doncaster Police Station                                                 | \$9500                                  | \$9500                              | N                                |
| Condition assessment reports and costing for the Victoria Police Academy | Update reports to inform investment decisions.                                                           | To assist in preparing the reports.                                         | Condition assessment reports and 10-year costing.                                             | \$80,750                                | \$80,750                            | N                                |
| Altwood Master Plan                                                      | To assess feasibility of increasing the use of the Victorian Police site at Altwood, north of Melbourne. | High-level master plan to show the relationship between several facilities. | High level master plan for discussion with the Victorian Government.                          | \$26,500                                | \$26,500                            | N                                |
| Regional Operational Safety and Tactics Training strategic planning      | To support preparation of strategic training plans.                                                      | Conduct workshops and prepare strategic plans.                              | Strategic plans for Regional Operational Safety and Tactics Training and training facilities. | \$48,400                                | \$48,400                            | N                                |
| Ringwood Prosecution feasibility study                                   | To assess options for future accommodation.                                                              | Conduct feasibility study.                                                  | Feasibility study reports with recommendation and costing.                                    | \$32,800                                | \$32,800                            | N                                |
| Feasibility study: Werribee Prosecution feasibility study                | To assess options for future accommodation.                                                              | Conduct feasibility study.                                                  | Prepare feasibility study report, identify six options with costing.                          | \$28,000                                | \$28,000                            | N                                |
| Warrnambool Police Station Master planning                               | To inform future investment decisions.                                                                   | Conduct master planning on Warrnambool Police Station.                      | Master plans with four to five options and costing and recommendations.                       | \$67,900                                | \$67,900                            | N                                |
| Ann St Williamstown Feasibility study                                    | To inform future investment decisions.                                                                   | Conduct feasibility study with costing.                                     | Feasibility study with costing and recommendations.                                           | \$12,920                                | \$12,920                            | N                                |
| Condition assessment reports and costing for Academy                     | Update condition reports to inform investment decisions                                                  | To assist in preparing the reports                                          | Condition assessment report and 10-Year costing                                               | \$80,750                                | \$80,750                            | N                                |

**Note:**  
Table does not include reviews or studies that may be Commercial-in-confidence or commercially-sensitive or where the release may be detrimental to Victorian Government operations (for example, by pre-empting final policy decisions prior to their announcement).



## Disclosure of emergency procurement

In 2024–25, Victoria Police activated emergency procurement on three occasions, in accordance with the requirements of Victorian Government policy and accompanying guidelines. Three new contracts, each valued at or more than \$100,000 (GST inclusive), were awarded in connection with the emergencies.

| Nature of emergency                                 | Date of activation | Summary of goods and services procured under new contracts                                                                                                                                                         | Total spend on goods and services in response to the emergency | Number of new contracts awarded valued at \$100,000 (incl. GST) or more. |
|-----------------------------------------------------|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|--------------------------------------------------------------------------|
| Operation Bastion                                   | 30 August 2024     | Police response to support the activities associated with the Land Forces 2024 Exhibition which was held at the Melbourne Exhibition and Convention Centre from 11 to 13 September 2024.                           | \$414,024                                                      | 1                                                                        |
| Replacement of Fire Service Main for Police Academy | 10 February 2025   | Urgent replacement of the fire service main for A and B Block at the Victoria Police Academy, to ensure the adequacy of water supply in the case of a fire and to prevent further damage to B Block and surrounds. | \$193,232                                                      | 1                                                                        |
| Victorian Police Academy – C Block Bathrooms        | 7 April 2025       | Urgent repairs to six bathrooms of C Block at the Victoria Police Academy.                                                                                                                                         | \$1,140,035                                                    | 1                                                                        |

## Procurement complaints

We did not receive any formal procurement complaints in 2024–25.

## Compliance with the Freedom of Information Act 1982

The *Freedom of Information Act 1982* gives people the right to request access to information held by the Victorian Government and its agencies, including personal documents and documents relating to government activities. The Freedom of Information Act also allows people to request that incorrect or misleading information regarding their personal affairs held by an agency is amended and provides an appeal process to review access decisions.

In 2024–25, we received 4341 requests for access to documents under the Act, excluding requests from applicants to amend personal information. Of those applications, 3759 related to personal requests and 582 were non-personal requests. Victoria Police received five applications from Members of Parliament, 25 media requests and the remaining 4311 were from the public and public interest groups.

Since 1 December 2012, reviews of decisions made under the Act are the responsibility of the Office of the Victorian Information Commissioner. Details of the number of applications for review and the decisions are published in the Office of the Victorian Information Commissioner's annual report.

In 2024–25, there were 30 appeals lodged with the Victorian Civil and Administrative Tribunal (VCAT) for final determination with 64 outstanding from previous reporting periods. Of these appeals, 19 cases were withdrawn, three were settled prior to hearing, and 72 had not been finalised by 30 June 2025.

## Request for access to documents

| Type of Request                                                | Number      |
|----------------------------------------------------------------|-------------|
| Personal <sup>(a)</sup>                                        | 3759        |
| Non-personal <sup>(a)</sup>                                    | 582         |
| <b>Total requests <sup>(a)</sup></b>                           | <b>4341</b> |
| 2024–25 Appeals to VCAT <sup>(b)</sup>                         | 30          |
| 2024–25 Appeals actually determined and outcome <sup>(b)</sup> | 0           |

Note:

(a) Data extracted on 4 July 2025

(b) Data extracted on 14 July 2025

## Compliance

In 2024–25, 17 per cent of requests were processed within the statutory timeframe, 7 per cent within 1–45 days after, 14 per cent within 46–99 days after, and 62 per cent were 100 days or more after the statutory time period. On average, requests were finalised 230 days beyond the due date. Compliance performance was impacted by an existing backlog of requests.

## Application procedure

The principal officer for the purpose of administering the requirements of the Act is the Chief Commissioner of Police. The authorised officer is the Manager of the Freedom of Information (FOI) Division who is responsible for all decisions relating to FOI applications received by Victoria Police. Applications for documents under the provisions of the Act can be submitted online at: [ovic.vic.gov.au](https://ovic.vic.gov.au).

Alternatively, applications can be posted to:

Freedom of Information Division  
Victoria Police  
GPO Box 913  
MELBOURNE VIC 3001

When making an FOI request, applicants should ensure the request is in writing and clearly identifies what types of material or documents are being sought. Further information regarding the FOI process can be found on the Office of the Victorian Information Commissioner webpage at: [ovic.vic.gov.au](https://ovic.vic.gov.au)

Further details regarding Victoria Police's organisation and functions, categories of documents, FOI arrangements, publications, rules, policies, procedures, and reports can be found in our Part II statements at: [police.vic.gov.au/freedom-information](https://police.vic.gov.au/freedom-information)

### Categories of documents

Pursuant to the Freedom of Information Act, a "document" is broadly defined to include any record of information, regardless of its form or how it's stored. The general types of documents that may be the subject of an FOI request include briefs of evidence, patrol duty returns and incident reports.

### Further information

The Office of the Victorian Information Commissioner provides independent oversight of the Victorian public sector's collection, use and disclosure of public sector information. OVIC functions are set out in the *Freedom of Information Act 1982* and the *Privacy and Data Protection Act 2014*.

### Documents available for purchase

The Victoria Police Manual is available for purchase. Alternatively, you can access the Victoria Police Manual for free at the State Library of Victoria. Further information can be found at [police.vic.gov.au/procedures-and-legislation](https://police.vic.gov.au/procedures-and-legislation)

Traffic accident reports and crime reports for insurance are also available for purchase. Further information can be found at [police.vic.gov.au/traffic-accident-reports](https://police.vic.gov.au/traffic-accident-reports) and [police.vic.gov.au/crime-reports](https://police.vic.gov.au/crime-reports)

The Victoria Police Corporate Statistics Unit collects, collates, analyses, and disseminates statistical data. Reports that provide non-crime statistics are available upon request. Further information can be found at [police.vic.gov.au/statistics](https://police.vic.gov.au/statistics)

## Compliance with the *Building Act 1993*

Victoria Police complies with the requirements of the *Building Act 1993*, the *Building Regulations 2018* and other Victorian legislation referenced by the Victorian Building Authority. We control a large property portfolio which includes police stations, police residences, educational, administrative, and training complexes, forensic laboratories and other special-purpose facilities.

### New buildings conforming to standards

The new Benalla Police Station was completed in February 2025, enhancing policing capacity in the region. Construction is also progressing on new police stations in Point Cook, South Melbourne and Clyde North, with practical completion scheduled in 2026 and 2027.

All new builds have been designed in accordance with Victoria Police's updated design guidelines and comply with current building codes, ensuring they are fit-for-purpose, safe, and future-ready.

The Narre Warren Police Station refurbishment is an example of this commitment. It is designed to meet a six-star Green Star energy performance rating and integrates resource-efficient systems and sustainable materials to support climate resilience and operational continuity.

### Maintenance of buildings in safe and serviceable condition

Victoria Police-owned buildings were all maintained in a safe and serviceable condition. A program of inspections was initiated to assess compliance against essential safety measures. These inspections have not identified any major defects, and all minor defects identified were actioned.

The Department of Government Services' Accommodation, Carpool and Library Services continues to manage the maintenance for leased facilities.

Occupational health and safety, functionality for police service delivery and upkeep of plant and equipment are key priorities for the allocation of maintenance funding. All legislative requirements for asbestos inspections and monitoring have been met.

### Registered building practitioners

A contractor list is maintained to ensure that only registered building practitioners perform work on our properties. We also comply with the Ministerial Directions issued pursuant to the *Project Development and Construction Management Act 1994*, by engaging contractors and consultants from the Department of Treasury and Finance Construction Supplier Register, where required.

## Competitive Neutrality Policy

The Victorian Government's Competitive Neutrality Policy ensures that significant government businesses compete fairly in the market. Under this policy, government businesses that undertake significant business activities are required to implement competitive neutrality measures such as setting competitive neutral prices, which accounts for any net advantage that comes from public ownership.

Victoria Police fulfils its requirements on competitive neutrality reporting as required under the Competition Principles Agreement and Competition and Infrastructure Reform Agreement.

None of our procurement activities fell into this category within the 2024–25 financial year.

## Compliance with the *Public Interest Disclosures Act 2012*

The purpose of the *Public Interest Disclosures Act 2012* is to encourage and facilitate the reporting of improper conduct and corruption committed by public officers and public bodies. The Act also ensures those reporting such behaviours are protected against detrimental action. Detrimental action includes discrimination, disadvantage, or adverse treatment directed towards the person who made the disclosure of improper conduct and corruption.

Victoria Police does not tolerate improper conduct by employees, including detrimental action against those coming forward to report such conduct.

Victoria Police is committed to ensuring transparency and accountability in administrative and management practices and supporting the making of disclosures that reveal improper conduct including corrupt conduct, criminal offences, or serious professional misconduct. We will continue to take all reasonable steps to protect persons who make such disclosures from detrimental action and afford natural justice to the person who is the subject of the disclosure to the extent it is legally possible.

### Reporting procedures

Any person may make a disclosure about the conduct of Victoria Police employees.

A complaint may be made orally or in writing (by post or electronically) to a member of Victoria Police.

A Victoria Police employee may make a complaint about another employee, or report circumstances they believe may involve an ethics or integrity issue by making the complaint directly to a police member of a more senior rank than the employee making the complaint, to Professional Standards Command or to the Independent Broad-based Anti-corruption Commission (IBAC).

A Victoria Police employee making a disclosure is encouraged to advise their direct or indirect manager or supervisor.

To make a complaint visit: [police.vic.gov.au/compliments-and-complaints](https://police.vic.gov.au/compliments-and-complaints)

Alternatively, disclosures may be made directly to:

IBAC  
Level 1, North Tower, 459 Collins Street  
MELBOURNE VIC 3000  
Phone: 1300 735 135  
Internet: [ibac.vic.gov.au](https://ibac.vic.gov.au)

### Disclosures under the Public Interest Disclosures Act 2012

| Reporting requirement for the financial year 2024–25                                                                      | Number | Type                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|---------------------------------------------------------------------------------------------------------------------------|--------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Section 69(1)(b)(i): the number and types of disclosures notified to the IBAC under sections 21(2) or 22                  | 67     | Includes allegations of: <ul style="list-style-type: none"> <li>Improper behaviour</li> <li>Information disclosure</li> <li>Serious professional misconduct</li> <li>Misconduct in public office</li> <li>Rape</li> <li>Conflict of interest</li> <li>Sexual harassment/discrimination</li> <li>Bullying/intimidation</li> <li>Predatory behaviour</li> <li>Obtain property by deception</li> <li>Sexual assault</li> <li>Duty failure</li> <li>Family violence</li> <li>Excessive use of force</li> <li>Assault</li> <li>Obscuring behaviour</li> </ul> |
| Section 69(1)(b)(ii): the number and types of public interest complaints referred to the investigating entity by the IBAC | 121    | Includes allegations of: <ul style="list-style-type: none"> <li>Deception</li> <li>Serious professional misconduct</li> <li>Bullying and harassment</li> <li>Information disclosure</li> <li>Misconduct in public office</li> <li>Sexual assault</li> <li>Improper use of equipment</li> <li>Conflict of interest</li> <li>Sexual harassment</li> <li>Improper behaviour</li> <li>Predatory behaviour</li> <li>Duty failure</li> <li>Family violence</li> <li>Excessive use of force</li> <li>Assault</li> </ul>                                         |

(continued)

Disclosures under the Public Interest Disclosures Act 2012 (continued)

| Reporting requirement for the financial year 2024–25                                                                                    | Number           | Type                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-----------------------------------------------------------------------------------------------------------------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Section 69(1)(b)(iii): the number and types of public interest complaints investigated by the investigating entity                      | 121              | Includes allegations of: <ul style="list-style-type: none"><li>▪ Deception</li><li>▪ Serious professional misconduct</li><li>▪ Bullying and harassment</li><li>▪ Information disclosure</li><li>▪ Misconduct in public office</li><li>▪ Sexual assault</li><li>▪ Improper use equipment</li><li>▪ Conflict of interest</li><li>▪ Sexual harassment</li><li>▪ Improper behaviour</li><li>▪ Predatory behaviour</li><li>▪ Duty failure</li><li>▪ Family violence</li><li>▪ Excessive use of force</li><li>▪ Assault</li></ul> |
| Section 69(1)(b)(iv) the number and types of public interest complaints dismissed by the investigating entity                           | 0 <sup>(a)</sup> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Section 69(c): the number of applications for an injunction made by the investigating entity under section 50 during the financial year | 0                | Not applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

**Notes:**  
(a) Victoria Police cannot dismiss a public interest disclosure as it is not an investigating entity.

Compliance with the Carers Recognition Act 2012

We recognise the contribution made to the community by carers. We have taken measures to promote and support those with caring responsibilities under the *Carers Recognition Act 2012*.

We promote the availability of flexible work arrangements and in line with the Act, and we support flexibility while aiming to minimise likelihood of efficiency losses or significant negative impact on customer service, productivity, or business continuity.

We promote carer’s leave entitlements along with other leave entitlements, in line with enterprise agreements, policy, and the *Fair Work Act 2009 (Cth)*. We ensure our compliance by providing clear, practical and consistent advice to support employees and managers.

We provide support through the Employee Assistance Program, as well as the Carer and Parent Hub on the Victoria Police intranet. The Carer and Parent Hub is a central online platform which provides information and practical resources to support employees with carer and parent responsibilities to help balance their caring commitments and work.

Compliance with the Disability Act 2006

People with disability continue to face barriers in their access to justice, and Victoria Police remains committed to addressing experiences of discrimination and harm. We strive to improve our responses towards people with disability and to make our police service accessible to everyone.

The *Accessibility Action Plan 2021–2023* has remained in place to meet all legislative requirements under section 38 of the *Disability Act 2006*, while the upcoming *Disability Action Plan 2025–2027* is under development. The timing of the release of the upcoming Disability Action Plan is subject to the whole-of-government response to the report by the Disability Royal Commission into Violence, Abuse, Neglect, and Exploitation of People with Disability.

Throughout 2024–25, extensive internal and community consultation was undertaken to inform the development of the upcoming Disability Action Plan.

Progress of the previous Accessibility Action Plan actions during 2024–25 included:

- Increasing the number of Disability Liaison Officers to ensure there are Disability Liaison Officers in place across all Police Service Areas and in specialised units such as Transit Safety Division and State Highway Patrol.

- Strengthening support for people with disability by rolling out access to the Hidden Disability Sunflower initiative for frontline police to increase their awareness and understanding of hidden disabilities. An expansion of access to the Hidden Disability Sunflower initiative for employees has also been undertaken.
- Providing Communication Tool Kits to all 24-hour police stations to support people with complex communication needs in their interactions with police.
- Hosting the annual Office of the Public Advocate Awards recognising employees, work units and stations that made outstanding contributions to improving outcomes for people with disability.
- Appointing a community co-chair with lived experience to support the ongoing work of the Victoria Police Disability Portfolio Reference Group.

The Access and Inclusion Action Plan 2022–24, which focused on the Victoria Police workforce, was completed in 2024, delivering on commitments to:

- promote uptake of special measures in VPS recruitment
- upgrade the accessibility of internal information systems
- introduce an accessibility checklist for training and development content and delivery

- review and promote policy and practice guides on reasonable adjustment including a Workplace Adjustment Passport
- include of accessibility statements in procurement procedures for systems and facilities
- recognise days of significance by holding employee events and forums featuring speakers, panellists and presenters to raise awareness of lived experience of disability, reasonable adjustments, policies and tools, and support options available in the workplace.

## Compliance with other legislation

### Victoria Police Act 2013

#### Section 12(1)(a)

*“Any action taken by the Chief Commissioner of Police under Division 6 of Part 4 [incapacity for duty] during that year and the outcome of that action including the result of any review of that action by the PRS Board”.*

Nil.

#### Section 12(1)(b)

*“Any action taken by the Chief Commissioner of Police under Part 7 [Discipline] during that year and the outcome of that action including the result of any review of that action by the PRS Board”.*

### Results of discipline charges determined by Inquiry Officers Part 1: 2024–25

| Victoria Police officers/protective services officers (PSO) charges and results of inquiries Inquiry Type <sup>(a) (b)</sup> | Discipline Inquiries (s. 125) | Inquiries into important matters found proven (s. 136) |
|------------------------------------------------------------------------------------------------------------------------------|-------------------------------|--------------------------------------------------------|
| Victoria Police officers/PSOs – total charged (date charge was authorised)                                                   | 59                            | 7                                                      |
| Victoria Police officers/PSOs – total number of charges (date charge was authorised)                                         | 76                            | 7                                                      |
| Victoria Police officers/PSOs – charge proven – dismissed                                                                    | 5                             | 2                                                      |
| Victoria Police officers/PSOs – charge proven – other sanction                                                               | 26                            | 0                                                      |
| Victoria Police officers/PSOs – all charges not proven at inquiry and determination not imposed                              | 12                            | 0                                                      |
| Victoria Police officers/PSOs – resigned/retired during inquiry                                                              | 29                            | 1                                                      |

#### Notes:

(a) A police officer can be charged with one or more discipline charges.

(b) The data can include a police officer who has charges/outcomes from both section 125 and section 136 proceedings. For example, they may appear in both columns. Initial charges related to these outcomes may have been laid in the reporting year, or previous reporting period(s).

### Results of discipline charges determined by Inquiry Officers review of sanctions Part 2: 2024–25

|                                                                                            | PRSB Review Result           |                   |                                                       |                 |
|--------------------------------------------------------------------------------------------|------------------------------|-------------------|-------------------------------------------------------|-----------------|
|                                                                                            | Number of Sanctions Reviewed | Sanction Affirmed | Sanction (charge) Dismissed / Officer withdrew appeal | Sanction Varied |
| Discipline sanctions section 125 (section 132 Victoria Police Act 2013) (last Review Date) | 10                           | 4                 | 1                                                     | 5               |
| Inquiries pursuant to Victoria Police Act 2013 (section 136)                               | 0                            | 0                 | 0                                                     | 0               |

#### Notes:

The reviews related to the above outcomes may have started in 2024–25 or a previous reporting period.

Section 146 of the Victoria Police Act only permits the PRSB to review specific sanctions, that is, a fine of more than five times a penalty unit, reduction in rank, seniority, remuneration, transfer to other duties, or dismissal from Victoria Police.

Data relates to reviews completed during 2024–25. The initial sanctions in relation to these reviews may have been determined in 2023–24 or a previous reporting period. Discipline sanctions (section 132 Victoria Police Act) relates to sanctions imposed if a Victoria Police officer/protective services officer (PSO) is charged with a breach of discipline under section 125 Victoria Police Act, whereas inquiry into imprisonment matter (section 136 Victoria Police Act) relates to sanctions imposed if a Victoria Police officer/PSO has been charged under the criminal law with an offence punishable by imprisonment (whether in Victoria or elsewhere) and the offence has been found proven.

Section 12 (1)(c)

Any action taken by the Chief Commissioner of Police under section 195 [disciplinary action against Special Constables] during that year.

Nil

Section 12 (1)(d)

The prescribed information in relation to Part 5 [Drug and alcohol testing].

Victoria Police Regulations 2024, Part 5, Division 8—Annual reporting.

Section 53 Information to be included in Annual Report

- (1) In respect of each financial year, the Chief Commissioner must include the following information in the report prepared under section 12 of the Act:
- (a) the number of critical incident tests involving taking of samples conducted during the relevant year
  - (b) the number of targeted tests involving taking of samples conducted during the relevant year
  - (c) the number of designated work unit and designated work function tests involving taking of samples conducted during the relevant year
  - (d) the number of random tests involving the taking of samples conducted during the relevant year
  - (e) the number of persons tested
  - (f) the number of those tests that confirm the presence of alcohol
  - (g) the number of those tests that confirm the presence of drugs of dependence.
- (2) For the purposes of subregulation (1)(g) above, the annual report must identify the type of substance found in a person’s body.
- (3) The above information for the current and preceding financial year will be included in the annual report.

Drug and alcohol testing of officers

| Prescribed information in relation to Part 5 (minus sub regulation 1 (g))                                                  | Number |
|----------------------------------------------------------------------------------------------------------------------------|--------|
| The number of critical incident tests involving taking of samples conducted during 2024–25                                 | 411    |
| The number of targeted tests involving taking of samples conducted during 2024–25                                          | 67     |
| The number of designated work unit and designated work function tests involving taking of samples conducted during 2024–25 | 968    |
| The number of random tests involving the taking of sample conducted during 2024–25                                         | 10,899 |
| The number of persons tested in 2024–25                                                                                    | 6170   |
| The number of those tests that confirm the presence of alcohol                                                             | 1      |
| Total:                                                                                                                     | 18,516 |

The number of those tests that confirm the presence of drugs of dependence 2024–25

| Type of Substance Found in Body                                                                      | Number of tests |
|------------------------------------------------------------------------------------------------------|-----------------|
| Codeine and Morphine                                                                                 | 1               |
| Codeine                                                                                              | 1               |
| Tetrahydrocannabinol                                                                                 | 1               |
| Codeine, Hydrocodone, Norcodeine, Oxycodone, Diazepam, Nordiazepam                                   | 1               |
| Codeine, Morphine, Oxazepam, Temazepam                                                               | 1               |
| 19-Norandrosterone (Nandrolone metabolite), Drostanolone (and its metabolite), Trenbolone metabolite | 1               |
| Methylamphetamine                                                                                    | 1               |
| Cocaine, Benzoylecgonine, Cocathylene                                                                | 1               |
| Benzoylecgonine. Cocaine, Cocathylene, Ketamine                                                      | 2               |
| Tapentadol                                                                                           | 1               |
| Total                                                                                                | 11              |

Note:

Ten individual employees tested positive to a drug of dependence. One employee tested positive twice from two tests.

Control of Weapons Act 1990

Section 10B of the Control of Weapons Act 1990 states that the Chief Commissioner of Police must provide to the Minister, for inclusion in the annual report under Part 7 of the Financial Management Act 1994, a report containing:

- the number of searches conducted without warrant under section 10 or 10AA, and section 10G
- the number and type of weapons and dangerous articles found during the course of those searches
- any other information requested by the Minister for Police.

Total number of searches without warrant, under sections 10, 10AA and 10G

| Searches without warrant                                                                        | Number |
|-------------------------------------------------------------------------------------------------|--------|
| 10B(a) the number of searches without warrant under section 10 or 10AA conducted during 2024–25 | 2073   |

Note:

This data includes all searches conducted in planned designated areas and may also include some searches conducted in unplanned designated areas.

| Power to search persons in designated areas                                                                                                                                                                       | Number |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| 10G(ab) the number of strip searches conducted under section 10G during 2024–25                                                                                                                                   | 4 (a)  |
| 10G(ac) the number of strip searches conducted under section 10G during 2024–25 in any area in respect of which a declaration under section 10D [planned designated area] was in effect at the time of the search | 0      |

(continued)



## Total number of searches without warrant, under sections 10, 10AA and 10G (continued)

| Power to search persons in designated areas                                                                                                                                                                 | Number |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| the number of strip searches conducted under section 10G during 2024–25 in any area in respect of which a declaration under section 10E [unplanned designated area] was in effect at the time of the search | 0      |

### Notes:

This data includes all searches conducted in planned designated areas and may also include some searches conducted in unplanned designated areas.

(a) Search data includes strip searches and other searches of persons, things, or vehicles. It is not possible to report on full searches on persons alone.

## Prohibited, dangerous and controlled weapons found as result of a search under sections 10 and 10AA

| Weapon type                   | Number     |
|-------------------------------|------------|
| <b>Prohibited weapons</b>     |            |
| Slingshot                     | 6          |
| Capsicum spray                | 1          |
| Electric current emit article | 9          |
| Flail or similar              | 1          |
| Baton/bo-chucks               | 1          |
| Flick knife                   | 11         |
| Dagger                        | 8          |
| Knuckle knife                 | 4          |
| Swordstick                    | 1          |
| Butterfly knife               | 3          |
| Double-end knife              | 2          |
| Black eagle knife             | 1          |
| Ballistic knife               | 1          |
| Extendable baton              | 22         |
| Knuckle duster                | 16         |
| Imitation handgun             | 16         |
| Imitation longarm             | 1          |
| <b>Dangerous articles</b>     |            |
| Bottle/glass                  | 1          |
| Axe/tomahawk                  | 28         |
| Bat/bar/club                  | 39         |
| Syringe                       | 15         |
| Other weapon                  | 69         |
| <b>Controlled weapons</b>     |            |
| Knife                         | 536        |
| Baton or cudgel               | 3          |
| Sword                         | 25         |
| <b>Total</b>                  | <b>820</b> |

### Notes:

Weapons data is based on modus operandi data, which are not mandatory and can be subjective. Discretion is advised when interpreting the data.

## Prohibited, dangerous and controlled weapons found as result of a search under section 10G <sup>(a)</sup>

| Weapon type <sup>(b)</sup> | Number   |
|----------------------------|----------|
| Prohibited weapons         | 0        |
| Dangerous articles         | 0        |
| Controlled weapons         | 0        |
| <b>Total</b>               | <b>0</b> |

### Notes:

(a) Section 10G relates to the power to search persons in designated areas.

(b) Data is based on modus operandi data fields, which are not mandatory and can be subjective, therefore discretion is advised when interpreting the data.

## Charges resulting from weapons or dangerous articles found during searches

|                                                                                                                                      | Number                      |
|--------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| <b>The number of persons who were:</b>                                                                                               |                             |
| (i) the subject of a strip search referred to in paragraph 10B(ab)                                                                   | 4 <sup>(a)</sup>            |
| (ii) charged with offences against this Act in relation to a weapon or dangerous article found during the course of that search; and | Not reported <sup>(b)</sup> |
| <b>The number of persons who were:</b>                                                                                               |                             |
| (i) the subject of a strip search referred to in paragraph 10B(ac)                                                                   | 0                           |
| (ii) charged with offences against this Act in relation to a weapon or dangerous article found during the course of that search      | Not reported <sup>(b)</sup> |
| <b>The number of persons who were:</b>                                                                                               |                             |
| (i) the subject of a strip search referred to in paragraph 10B(ad)                                                                   | 0                           |
| (ii) charged with offences against this Act in relation to a weapon or dangerous article found during the course of that search      | Not reported <sup>(b)</sup> |

### Notes:

(a) Search data includes strip searches and other searches of persons, things, or vehicles. It is not possible to report on full searches on persons alone.

(b) Data for number of persons charged with offences under the Control of Weapons Act 1990, and the number of dangerous articles found cannot be linked to provide the number of persons charged in relation to a weapon or dangerous article found.

## Section 10B(c) any other information requested by the Minister

In reference to section 10B(c) of the Control of Weapons Act, no information was requested by the Minister for Police in the 2024–25 financial year.

## Section 10KB

In accordance with section 10KB of the Control of Weapons Act, the Chief Commissioner of Police must provide to the Minister for Police, for inclusion in the annual report under Part 7 of the Financial Management Act, a report containing:

(a) the number of declarations made under section 10D (planned designation of area) and 10E (unplanned designation of area) during the financial year

(b) for those declarations, information about whether a power under section 10KA was exercised in relation to the designated area that was the subject of the declaration.

| Section 10KB(a)                                                                              |                                                                                                          | Number |
|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|--------|
| The number of declarations made regarding planned designation of search area (section 10D)   |                                                                                                          | 35     |
| The number of declarations made regarding unplanned designation of search area (section 10E) |                                                                                                          | 1      |
| Section 10KB(b)                                                                              | Power exercised under section 10KA                                                                       | Number |
| Section 10D (Planned designation of an area)                                                 | Direction to leave area issued in accordance with section 10KA of the <i>Control of Weapons Act 1990</i> | 103    |
| Section 10E (Unplanned designation of an area)                                               | Direction to leave area issued in accordance with section 10KA of the <i>Control of Weapons Act 1990</i> | 0      |

Corrections Act 1986

Section 9D(3A) of the *Corrections Act 1986* requires the Chief Commissioner of Police to provide to the Minister for Police, for inclusion in the annual report under Part 7 of the Financial Management Act, a report on the provision of services by contractors during the financial year. In accordance with section 9D(3A), our key actions and achievements in relation to prisoner management in 2024–25 are outlined below.

Custody and escort services contract

Victoria Police engages G4S as a private contractor for custody and prisoner escort services. This includes court movements within the Melbourne Custody Centre, Moorabbin Justice Centre, Ringwood Magistrates’ Court Cells, Collingwood Neighbourhood Justice Centre, Bendigo Law Courts and, from October 2023, the Dandenong Children’s Court. State Events and Custody Management Division works collaboratively with G4S to ensure compliance with the *Charter of Human Rights and Responsibilities Act 2006*. The contract with G4S is in operation until 28 March 2026.

The Melbourne Custody Centre, Moorabbin Justice Centre, Collingwood Neighbourhood Justice Centre and Bendigo Law Courts have experienced slightly decreased admission rates, and a similar number of court movements compared to 2023–24. The number of court movements has remained consistent. Dandenong Magistrates’ Court Cells admission rates and court movements were noticeably higher than 2023–24.

Reforms to the *Bail Act 1977*, commencing in March 2025, resulted in a steady increase in the numbers of persons being held in police custody.

G4S contracted services

During 2024–25, G4S provided the following contract services:

Melbourne Custody Centre

- managed 10,651 prisoner movements (counted in and out)
- managed 4778 court movements between the Melbourne Custody Centre and Melbourne Magistrates’ Court and facilitated 1886 court movements between the Melbourne Custody Centre and Melbourne Magistrates’ Bail and Remand Court
- facilitated a total of 11,331 legal visits and 119 police visits to prisoners.

Moorabbin Justice Centre

- managed 312 prisoner admissions
- managed 370 court movements
- facilitated 500 legal visits to prisoner clients.

Ringwood Magistrates’ Court Cells

- managed 473 prisoner admissions
- managed 569 court movements
- facilitated 915 legal visits to prisoner clients.

Collingwood Neighbourhood Justice Centre

- managed 30 prisoner admissions
- managed 36 court movements
- facilitated 89 legal visits to prisoner clients.

Bendigo Law Courts

- managed 829 prisoner admissions
- managed 1321 court movements
- facilitated 1572 legal visits to prisoner clients.

Dandenong Children’s Court

- managed 285 prisoner admissions
- managed 307 court movements
- facilitated 528 legal visits to prisoner clients.

Custodial Health Service

The Custodial Health Service provides health care to people in the care or custody of Victoria Police at the Melbourne Custody Centre and police stations across the state. The service, based at the Melbourne Custody Centre, has 45 permanent staff consisting of doctors, nurses, pharmacists, and administration staff. In regional Victoria, 14 contracted doctors attend to patients in their local police station.

Services are coordinated through the Custodial Health Advice Line, a 24 hour seven days a week telephone service staffed by nurses, which receives calls and emails from all police stations regarding people in custody and their health issues. The health care provided varies, from telephone advice, a nurse assessment or a doctor consultation, depending on the nature of the health problem. The service also conducts telehealth consultations. The in-house pharmacy also dispenses or coordinates with community pharmacies the provision of required medication.

In 2024–25 Victoria Police recorded over 21,859 episodes of care for people in custody. Of those, 7315 underwent an initial face-to-face nurse assessment. There were 21,322 Custodial Health Advice Line assessments received through Detainee Risk Assessment or phone call. Medication packs were dispensed to 2824 people in custody and 1318 people were assessed for the ongoing provision of methadone or buprenorphine treatment.

## Firearms Act 1996

### Section 153C

Section 153C of the *Firearms Act 1996* states that the Chief Commissioner of Police must provide to the Minister, for inclusion in the annual report, under Part 7 of the *Financial Management Act 1994*, a report containing:

- the number of searches without warrant under section 149 conducted
- the number and type of firearms, cartridge ammunition, silencers and prescribed items found during the course of those searches
- any other information requested by the Minister for Police.

### Number of searches without warrant under section 149 conducted in 2024–25

|       | Number |
|-------|--------|
| Total | 456    |

### Number and type of firearms, cartridge ammunition, silencers and prescribed items found during those searches in 2024–25

| Firearms found       | Number |
|----------------------|--------|
| Cartridge ammunition | 540    |
| Handgun              | 3      |
| Other firearm        | 43     |
| Rifle                | 4      |
| Sawn-off firearm     | 3      |
| Shotgun              | 3      |
| Total                | 596    |

#### Note:

Data is based on *modus operandi* data fields, which are not mandatory and can be subjective. Discretion is advised when interpreting the data.

### Section 153C(c) any other information requested by the Minister

In reference to section 153C(c) of the *Firearms Act*, no information was requested by the Minister for Police in the 2024–25 financial year.

### Section 172(1)

Section 172(1) of the *Firearms Act* states that the Chief Commissioner must provide to the Minister for inclusion in the annual report of operations under Part 7 of the *Financial Management Act*, a report containing the following data.

| Provision                                                                                                                 | Number                                                                                                                                                                            |
|---------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a) the number of firearm prohibition orders issued                                                                       | 193                                                                                                                                                                               |
| (b) the number of firearm prohibition orders in operation <sup>(a)</sup>                                                  | 2378                                                                                                                                                                              |
| (c) the number of people under 18 years of age who are subject to firearm prohibition orders <sup>(a)(b)</sup>            | 41                                                                                                                                                                                |
| (d) the number of firearms and firearm-related items seized during any exercise of powers under Part 4A <sup>(c)(d)</sup> | 62 firearms<br>2983 firearm-related items (such as ammunition and firearm accessories)<br>Overall firearms and accessories: 3045<br>Imitation firearms: 58<br>Overall total: 3103 |
| (e) the number of charges laid for offences under this Act connected with searches under Part 4A <sup>(e)</sup>           | 381                                                                                                                                                                               |
| (f) the number of charges laid for other offences connected with searches under Part 4A <sup>(f)(g)</sup>                 | 1449<br>202 Additional charges to be verified.<br>Total: 1651                                                                                                                     |

#### Notes:

- Data against these provisions represent the cumulative total from 8 May 2018 to 30 June 2025 and that remains active at 30 June 2025. All other data is from the period 1 July 2024 to 30 June 2025.
- Data relates to persons who were under the age of 18 and subject to a Firearm Prohibition Order (FPO) from 8 May 2018 and remain active at 30 June 2025.
- Property and Laboratory Management (PaLM) is currently unable to identify property items by seizure type. The FPO Registry is dependent on manual reporting of seizures and return of PaLM receipts to collect data. Data is validated by cross-referencing charges resulting from either FPO searches with an offence category of "weapons/explosives" or FPO-specific offences detected under warrant or another search power. This category includes imitation firearms although, by definition, they are weapons and not firearms.
- This number does not include imitation firearms, however there were 58 imitation firearms seized during the period.
- Data includes offences detected following searches conducted using FPO search powers and due to other search types, which result in detecting FPO breaches and other offences (such as firearms or firearm-related item located and seized under common law when drugs, poisons, controlled substances warrant executed on FPO subject). This information was obtained through SAS Enterprise Guide (using specific offence codes for FPO-related charges) and manually checking the Law Enforcement Assistance Program (LEAP) by the FPO Registry. Police officers are only required to provide field contact data and not incident data where charges are commonly associated. Consequently, the actual number of charges laid may be greater than that being reported.
- All charges laid is set as the search date equal to commit date, but the current system cannot distinguish whether the charge is related to an FPO search. Data includes offences detected following searches conducted using FPO search powers and due to other search types, which result in detecting FPO breaches and other offences (such as firearms or firearm-related item located and seized under common law when drugs, poisons, controlled substances warrant executed on FPO subject). Police officers are only required to provide field contact data and not incident data, where charges are commonly associated. As such, the actual number of charges laid may be greater than that being reported.
- A total of 44 charges were laid relating to specific FPO charges under the *Control of Weapons Act*.

Graffiti Prevention Act 2007

The Chief Commissioner of Police is required to report on searches without a warrant undertaken in accordance with section 17 of the *Graffiti Prevention Act 2007*, including:

- the number of searches without warrant under section 13
- the number and type of graffiti implements found during the course of those searches
- any other information requested by the Minister.

The number of searches without warrant under section 13 conducted in 2024–25

|       | Number |
|-------|--------|
| Total | 198    |

The number and type of graffiti implements found during those searches in 2024–25

| Graffiti implement type  | Total number |
|--------------------------|--------------|
| Aerosol paint container  | 225          |
| Texta/marker             | 109          |
| Other graffiti implement | 98           |
| Total implements         | 432          |

Note:

Data is based on *modus operandi* data fields, which are not mandatory and can be subjective. Discretion is advised when interpreting the data.

Section 17(c) any other information requested by the Minister

In reference to section 17(c) of the *Graffiti Prevention Act*, no information was requested by the Minister for Police in the 2024–25 financial year.

Sentencing Act 1991

In accordance with section 89DH of the *Sentencing Act 1991*, the Chief Commissioner of Police must provide to the Minister for Police, for inclusion in the annual report under Part 7 of the *Financial Management Act*, a report containing information relating to alcohol exclusion orders.

Reporting requirements under section 89DH of the Sentencing Act 1991 for 2024–25

| Reporting Requirement                                                                             | Number                      |
|---------------------------------------------------------------------------------------------------|-----------------------------|
| (a) the number of applications made for alcohol exclusion orders during that financial year.      | Not reported <sup>(a)</sup> |
| (b) the number of applications for alcohol exclusion orders that were withdrawn during that year. | Not reported <sup>(a)</sup> |
| (c) the number of applications for alcohol exclusion orders that were dismissed during that year. | Not reported <sup>(a)</sup> |
| (d) the number of alcohol exclusion orders made during that year.                                 | 9 <sup>(b)</sup>            |

| Reporting Requirement                                                                                                                                                            | Number                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| (e) the number of persons charged with an offence against section 89DF (1) or (2) during that year.                                                                              | 0                           |
| (f) the number of charges for an offence under section 89DF (1) or (2) that resulted in a finding of guilt in that year.                                                         | 0                           |
| (g) the number of contraventions of an alcohol exclusion order that were recorded by members of the police force during that year in respect of which no charge sheet was filed. | Not reported <sup>(a)</sup> |
| (h) a comparison with the immediately preceding three financial years of the information required under this subsection.                                                         | Not reported <sup>(a)</sup> |

Source: Data for requirements (e) and (f) was sourced from the Crime Statistics Agency. All other data was sourced internally. Internal data was extracted on 7 July 2025.

Notes:

- (a) Victoria Police does not separately capture this data as the application is part of a brief of evidence. Data cannot be disaggregated for this purpose.
- (b) The *Sentencing Act* indicates that alcohol exclusion orders made under section 89DE are made by the courts. Victoria Police can only report on exclusion orders made by a court in Victoria, based on the court result data received and subsequently recorded in LEAP.

Sex Offenders Registration Act 2004

In accordance with section 70P(1) of the *Sex Offenders Registration Act 2004*, a report with the following data is required to be submitted by the Chief Commissioner of Police to the Minister for Police on matters relating to registered sex offenders.

Reporting requirements under section 70P(1) of the Sex Offenders Registration Act 2004 for 2024–25

| 70P Chief Commissioner of Police to report to Minister                                                                           | Number                |
|----------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 70P(1)(a) the total number of registrable offenders as at the immediately preceding 30 June [2025]                               | 11,154 <sup>(a)</sup> |
| 70P(1)(b) the number of offenders added to the Register in the financial year ending on the immediately preceding 30 June [2025] | 499                   |
| 70P(1)(ba) the number of prohibition orders made in the financial year ending on the immediately preceding 30 June [2025]        | 13                    |
| 70P(1)(bb) the number of registration orders made in the financial year ending on the immediately preceding 30 June [2025]       | Nil                   |
| 70P(1)(c) any other prescribed information [see table below]                                                                     |                       |

Notes:

- (a) The total number of registrable offenders includes 1093 deceased offenders.

## Prescribed information in the Sex Offenders Registration Regulations 2014

### Total number of registrable offenders included in the Register as at 30 June 2025

|                                                     | Gender               | Number |
|-----------------------------------------------------|----------------------|--------|
| number of registrable offenders by gender           | Male                 | 10,916 |
|                                                     | Female               | 233    |
|                                                     | Self-identified      | 5      |
| number of registrable offenders aged under 18       |                      | 0      |
|                                                     | Reporting period     | Number |
| reporting periods applying to registrable offenders | 4 years              | 18     |
|                                                     | 7.5 years            | 98     |
|                                                     | 8 years              | 3178   |
|                                                     | 15 years             | 3229   |
|                                                     | Life                 | 3850   |
|                                                     | Other <sup>(a)</sup> | 781    |
|                                                     | Total                | 11,154 |

|                                                                                         | Number |
|-----------------------------------------------------------------------------------------|--------|
| number of registrable offenders living in Victoria and subject to reporting obligations | 4667   |
| number of registrable offenders in government custody                                   | 936    |

|                                                                                                                                    | Owning jurisdiction  | Status               | Number |
|------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|--------|
| number of registrable offenders outside Victoria (excluding registrable offenders to whom Division 9 of Part 3 of the Act applies) | Victoria             | Residing overseas    | 288    |
|                                                                                                                                    | Other <sup>(b)</sup> | Interstate           | 804    |
|                                                                                                                                    |                      | Total <sup>(c)</sup> | 1092   |

|                                                                                                                                                                              | Number |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| number of registrable offenders who are the subject of an order under Division 6 of Part 3 of the Act (or an equivalent order made under the laws of a foreign jurisdiction) | 7      |
| number of registrable offenders who are the subject of a notice under section 45A of the Act                                                                                 | 95     |
| number of registrable offenders whose reporting period has ended                                                                                                             | 3280   |
| number of deceased registrable offenders                                                                                                                                     | 1093   |

### Number of offenders added to the Register in the financial year ending on 30 June 2025

|                                                                                                        | Number |
|--------------------------------------------------------------------------------------------------------|--------|
| number of offenders under the age of 18                                                                | 1      |
| number of offenders added to the Register following the making of an order under section 11 of the Act | 13     |
| number of offenders added to the Register because they are corresponding registrable offenders         | 63     |

### Any other prescribed information ending on the immediately preceding 30 June 2025

|                                                                                                                                        | Number |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|
| number of registrable offenders whose reporting period ended in that financial year                                                    | 324    |
| number of orders made under section 40(1A) of the Act in that financial year suspending a registrable offender's reporting obligations | 0      |
| number of orders made under section 44A of the Act in that financial year revoking an order referred to in subparagraph (ii)           | 0      |
| number of notices served under section 45A of the Act in that financial year suspending a registrable offender's reporting obligations | 42     |
| number of registrable offenders who died in that financial year                                                                        | 65     |
| number of persons who ceased to be a registrable offender in the financial year ending on the immediately preceding 30 June [2025]     | 20     |

#### Notes:

- (a) In terms of reporting periods applying to registrable offenders, "other" refers to periods outside those defined in section 34 of the Sex Offenders Registration Act. This includes no reporting, reporting periods set by other jurisdictions prior to being transferred to Victoria and reporting periods for juvenile offenders (Section 35).
- (b) In terms of the number of registrable offenders outside Victoria, "other" refers to cases initially registered in Victoria but have since moved to another jurisdiction
- (c) The number of registrable offenders outside Victoria does not include registrable offenders whose reporting period has ended or who are deceased.



# Environmental performance indicators

## Environmental reporting

We are committed to reducing greenhouse gas emissions, improving energy efficiency and reducing adverse impacts to the environment. We continue to proactively identify, develop, and implement initiatives to reduce greenhouse gas emissions and to build organisational resilience for the impacts of climate change. In line with this commitment, we monitor and report against a range of indicators for energy and water consumption, transportation, waste generation, stationary fuels, and greenhouse gas emissions.

For the purposes of environmental impacts in 2024–25, Victoria Police sites include:

- police stations of various sizes
- support facilities, including facilities used for training, forensic services, central property and document storage, and transport operations.

The following should be considered when reading these results:

- The results are based on the fringe benefit tax year (1 April 2024 to 31 March 2025), unless otherwise specified.
- Data sources include other public sector agencies and external service providers. The reliability and validity of that data is assumed.
- The Australian National Greenhouse Accounts Factors were used to calculate greenhouse gas emissions. The February 2023 factors were used to calculate the 2022–23 results, the August 2023 factors were used to calculate the 2023–24 results, and the August 2024 factors were used to calculate the 2024–25 results.
- Climate Active’s market-based accounting rules were used to calculate greenhouse gas emissions for power consumption.
- Complete data was not always available. Unless otherwise specified, some data has been extrapolated for some sites based on the previous year or average daily use.

- Results previously reported for 2022–23 and 2023–24 have been recalculated where more complete data has become available. This includes greenhouse gas emissions, electricity, stationary fuels, water consumption and waste data.
- Totals may not tally due to rounding.

## Greenhouse gas emissions

In line with the state-wide transition to net zero emissions by 2045, we are participating in actions to reduce emissions from our operations. These actions form part of the whole-of-government pledge under the *Climate Action Act 2017*. Consistent with national and international reporting standards, greenhouse gas emissions are broken down into “scopes”:

- Scope 1: Greenhouse gas emissions are from sources that we own or control, such as burning fossil fuels through use of our vehicles or machinery.
- Scope 2: Greenhouse gas emissions are indirect emissions from our use of electricity from the Victorian electricity grid, where non-renewable power generation is used.
- Scope 3: Greenhouse gas emissions are indirect emissions from corporate air travel and waste disposal.

Our Scope 1 greenhouse gas emissions have declined by 4.6 per cent compared to 2023–24 levels. This is likely due to a combination of factors including improved engine efficiency in road vehicles.

Scope 2 greenhouse gas emissions for 2024–25 increased by 1.4 per cent compared to 2023–24. This increase is likely the result of powering two sites at Benalla while the new station was being built, increased recruit training at the Victoria Police Academy, and increased usage at the Victoria Police Centre relating to the non-operation of its co-generation unit (a highly-efficient energy system that simultaneously produces electricity and useful heat from the same energy source).

Scope 3 greenhouse gas emissions decreased by 17.0 per cent in 2024–25 compared to 2023–24. It is likely that economic and budget pressures have reduced general consumption within the organisation, resulting in less commercial travel and consumption of goods and services that create waste.

| Indicator                                                                                               | 2024–25 | 2023–24               | 2022–23               |
|---------------------------------------------------------------------------------------------------------|---------|-----------------------|-----------------------|
| G1. Total Scope 1 greenhouse gas emissions (Tonnes CO2-e) <sup>(a)</sup>                                | 33,364  | 34,975 <sup>(b)</sup> | 35,039 <sup>(b)</sup> |
| G2. Total Scope 2 greenhouse gas emissions (Tonnes CO2-e) <sup>(a)</sup>                                | 50,194  | 49,479                | 59,694                |
| G3. Total Scope 3 greenhouse gas emissions from commercial air travel and waste disposal (Tonnes CO2-e) | 3194    | 3849                  | 3137                  |

**Notes:**

(a) 2024–25 figures are provisional and may be updated in future reports as more complete data becomes available

(b) Direct comparisons cannot be made for Scope 1 emissions between 2022–23 and 2023–24 due to an increase in data coverage in 2023–24 to areas including buildings and non-road vehicle data.



## Electricity production and consumption

The majority of Victoria Police's electricity consumption falls within three key areas:

- lighting
- heating, ventilation, and air-conditioning
- information and communication technology.

Electricity energy consumption increased by 1.3 per cent from 2023–24 to 2024–25. The establishment of microgrids (with solar photovoltaic (PV) panels, battery storage and backup generators) at the Mallacoota, Omeo and Corryong police stations has reduced the consumption of purchased electricity at these sites.

The 2024–25 data accounts for 97.6 per cent of sites and 98.9 per cent of Victoria Police's FTE staff.

| Indicator                                                                                   | 2024–25       | 2023–24       | 2022–23       |
|---------------------------------------------------------------------------------------------|---------------|---------------|---------------|
| <b>EL1. Total electricity consumption (MWh) <sup>(a)</sup></b>                              | <b>67,382</b> | <b>66,548</b> | <b>68,834</b> |
| Purchased electricity – consolidation                                                       | 67,348        | 66,547        | 68,834        |
| Purchased electricity – charging of Battery Electric Vehicles at Victoria Police facilities | 1             | 1             | 0             |
| Self-generated                                                                              | 33            | N/A           | N/A           |
| <b>EL2. On-site electricity generated (MWh) <sup>(a)</sup></b>                              | <b>73</b>     | <b>29</b>     | <b>27</b>     |
| Solar photovoltaic (PV)                                                                     | 73            | 29            | 27            |
| Consumption behind-the-meter                                                                | 33            | N/A           | N/A           |
| Exports <sup>(b)</sup>                                                                      | 40            | 29            | 27            |
| Other non-renewable (diesel backup generator) <sup>(c)</sup>                                | Not available | Not available | Not available |
| <b>EL3. On-site installed generation capacity (MWh) – Solar PV</b>                          | <b>0.30</b>   | <b>0.27</b>   | <b>0.27</b>   |
| <b>EL4. Total electricity offsets (MWh)</b>                                                 | <b>5381</b>   | <b>5463</b>   | <b>6327</b>   |
| Large-scale Generation Certificates voluntarily retired on the entity's behalf              | 5381          | 5463          | 6327          |
| GreenPower                                                                                  | 0             | 0             | 0             |

### Notes:

(a) 2024–25 figures are provisional and may be updated in future reports as more complete data becomes available.

(b) Solar photovoltaic (PV) exports were calculated using actuals from available billing data. Feed-in kWh values were not estimated for missing periods.

(c) Data for self-generated power from diesel backup generators is currently unavailable.

## Stationary fuel use

Sources of emissions from stationary fuel include natural gas and liquid petroleum gas (LPG) used in some buildings, diesel used for some machinery such as back-up generators for facilities and portable generators for operations. Data was primarily captured through billing information from fuel

suppliers. For natural gas, data accounts for 100 per cent of sites that use gas, which represents accommodation for 94.7 per cent of FTE staff.

Stationary fuel use increased by 7.2 per cent from 2023–24 to 2024–25. Natural gas use increased by 7.1 per cent likely due to the cooler winter than was experienced in 2023–24, which was the warmest on record.

| Indicator                                                                                      | 2024–25            | 2023–24            | 2022–23            |
|------------------------------------------------------------------------------------------------|--------------------|--------------------|--------------------|
| <b>F1. Total Fuels used in buildings and machinery (MJ)</b>                                    | <b>123,239,581</b> | <b>114,970,691</b> | <b>131,216,514</b> |
| <b>Buildings</b>                                                                               | <b>123,125,429</b> | <b>114,886,936</b> | <b>131,081,780</b> |
| Natural gas                                                                                    | 122,901,567        | 114,713,563        | 130,926,122        |
| LPG                                                                                            | 223,862            | 173,373            | 155,658            |
| <b>Machinery</b>                                                                               | <b>114,152</b>     | <b>83,755</b>      | <b>134,733</b>     |
| Diesel                                                                                         | 114,152            | 83,755             | 134,733            |
| <b>F2. Greenhouse gas emissions from stationary fuel consumption (Tonnes CO<sub>2</sub>-e)</b> | <b>6355</b>        | <b>5928</b>        | <b>6766</b>        |

### Notes:

2024–25 figures are provisional and may be updated in future reports as more complete data becomes available.

Totals may not tally due to rounding.

Machinery in buildings powered by natural gas is reported in the 'Buildings' category.

Transportation

The Victoria Police fleet comprised 3557 vehicles on 31 March 2025, 99.0 per cent are road vehicles and 1.0 per cent are non-road vehicles. Of these, 59.3 per cent are diesel-fuelled, 40.5 per cent are unleaded-fuelled, and both electric and aviation gasoline vehicles account for 0.1 per cent of total vehicles each.

Victoria Police has increased its data reporting capability to include metrics on non-road vehicles, that is marine vessels and aircraft which have more robust data records included

for the 2024–25 period, compared to previous years. Consequently, year-on-year comparisons for non-road vehicle emissions are not appropriate due to changes in data coverage. The method and scope of data capture for road vehicles has been consistent over recent years, and the greenhouse gas emissions from road vehicles for 2024–25 have decreased by 2.7 per cent, with a reduction of 59 road vehicles (1.7 per cent) within the fleet.

Commercial air travel decreased by 22.2 per cent from 2023–24 to 2024–25.

| Indicator                                                            | 2024–25 | % of fleet | 2023–24             | % of fleet | 2022–23             | % of fleet |
|----------------------------------------------------------------------|---------|------------|---------------------|------------|---------------------|------------|
| T2. Total number of vehicles                                         | 3557    | 100.0      | 3616 <sup>(a)</sup> | 100.0      | 3579 <sup>(a)</sup> | 100.0      |
| Road vehicles                                                        | 3521    | 99.0       | 3580                | 99.0       | 3543                | 99.0       |
| Goods vehicle – internal combustion <sup>(b)</sup>                   | 1019    | 28.6       | 992                 | 27.4       | 975                 | 27.2       |
| Diesel                                                               | 989     | 27.8       | 962                 | 26.6       | 937                 | 26.3       |
| Unleaded                                                             | 30      | 0.8        | 30                  | 0.8        | 38                  | 1.1        |
| Omnibuses – internal combustion – diesel <sup>(c)</sup>              | 36      | 1.0        | 36                  | 1.0        | 37                  | 1.0        |
| Passenger vehicles <sup>(d)</sup>                                    | 2377    | 66.8       | 2453                | 67.8       | 2450                | 68.9       |
| Battery electric vehicle                                             | 4       | 0.1        | 1                   | 0.0        | 1                   | 0.0        |
| Internal combustion                                                  | 2373    | 66.7       | 2452                | 67.8       | 2449                | 68.9       |
| Diesel                                                               | 1082    | 30.4       | 1085                | 30.0       | 986                 | 27.7       |
| Unleaded                                                             | 1291    | 36.3       | 1367                | 37.8       | 1462                | 41.1       |
| LPG                                                                  | 0       | 0.0        | 0                   | 0.0        | 1                   | 0.0        |
| Two-wheeled vehicles – internal combustion – unleaded <sup>(e)</sup> | 89      | 2.5        | 99                  | 2.7        | 81                  | 2.3        |
| Non-road vehicles <sup>(e)</sup>                                     | 36      | 1.0        | 36                  | 1.0        | 36                  | 1.0        |
| Marine vessels – internal combustion                                 | 32      | 0.9        | 32 <sup>(a)</sup>   | 0.9        | 32 <sup>(a)</sup>   | 0.9        |
| Diesel                                                               | 3       | 0.1        | 3                   | 0.1        | 3                   | 0.1        |
| Unleaded                                                             | 29      | 0.8        | 29 <sup>(a)</sup>   | 0.8        | 29 <sup>(a)</sup>   | 0.8        |
| Aircraft – internal combustion – aviation gasoline                   | 4       | 0.1        | 4                   | 0.1        | 4                   | 0.1        |

Notes:

Totals may not add up due to rounding.

Our vehicles are categorised as special built for purpose vehicles, in line with the Australian Design Rules and have been estimated as follows:

(a) Minor errors in transportation data measurements across multiple years have been identified and corrected in this report

(b) The “goods vehicle” category contains four-wheel drives, all-terrain vehicles, heavy vehicles, utility vehicles and other specialist vehicles.

(c) The “omnibuses” category contains booze buses and other specialist buses.

(d) The “passenger vehicles” category contains sedans, sports utility vehicles (SUVs), four-wheel drives and other specialist vehicles.

(e) The “two-wheeled vehicles” category contains motorcycles.

| Indicator                                    | 2024–25     | 2023–24     | 2022–23     |
|----------------------------------------------|-------------|-------------|-------------|
| T1. Total energy used in transportation (MJ) | 390,607,015 | 420,659,787 | 409,210,641 |
| Road vehicles                                | 314,484,084 | 323,365,734 | 326,081,360 |
| Goods vehicle – internal combustion          | 133,497,301 | 137,357,871 | 136,179,041 |
| Diesel                                       | 132,592,549 | 136,185,405 | 135,078,946 |
| Unleaded                                     | 904,752     | 1,172,466   | 1,100,096   |
| Omnibuses – internal combustion – diesel     | 5,033,827   | 5,099,755   | 4,650,607   |
| Passenger vehicles                           | 174,327,821 | 179,217,447 | 183,776,116 |
| Battery electric vehicle <sup>(a)</sup>      | 7748        | 0           | 0           |
| Internal combustion                          | 174,320,073 | 179,217,447 | 183,776,116 |
| Diesel                                       | 70,985,253  | 68,176,216  | 71,426,320  |
| Unleaded                                     | 103,334,820 | 111,041,231 | 112,348,406 |
| LPG                                          | 0           | 0           | 1390        |

(continued)

## Transportation (continued)

| Indicator                                                                   | 2024–25    | 2023–24    | 2022–23    |
|-----------------------------------------------------------------------------|------------|------------|------------|
| Two-wheeled vehicles – internal combustion – unleaded                       | 1,625,135  | 1,690,662  | 1,475,596  |
| Non-road vehicles <sup>(b)</sup>                                            | 76,122,931 | 97,294,053 | 83,129,281 |
| Marine vessels – internal combustion                                        | 10,073,278 | 12,293,519 | 8,251,256  |
| Diesel                                                                      | 4,256,576  | 5,278,419  | 3,542,808  |
| Unleaded                                                                    | 5,816,702  | 7,015,101  | 4,708,447  |
| Aircraft – internal combustion – aviation gasoline                          | 66,049,653 | 85,000,534 | 74,878,026 |
| T3. Greenhouse gas emissions from vehicle fleet (tonnes CO <sub>2</sub> -e) | 27,009     | 29,047     | 28,273     |
| Road vehicles                                                               | 21,847     | 22,450     | 22,639     |
| Goods vehicle – internal combustion                                         | 9397       | 9668       | 9585       |
| Diesel                                                                      | 9336       | 9589       | 9511       |
| Unleaded                                                                    | 61         | 79         | 74         |
| Omnibuses – internal combustion – diesel                                    | 354        | 359        | 327        |
| Passenger vehicles                                                          | 11,986     | 12,309     | 12,626     |
| Battery electric vehicle <sup>(a)</sup>                                     | 1          | 0          | 0          |
| Internal combustion                                                         | 11,985     | 12,309     | 12,626     |
| Diesel                                                                      | 4998       | 4800       | 5029       |
| Unleaded                                                                    | 6987       | 7509       | 7597       |
| LPG                                                                         | 0          | 0          | 0          |
| Two-wheeled vehicles – internal combustion – unleaded                       | 110        | 114        | 100        |
| Non-road vehicles <sup>(b)</sup>                                            | 5162       | 6597       | 5634       |
| Marine vessels – internal combustion                                        | 693        | 846        | 568        |
| Diesel                                                                      | 300        | 372        | 249        |
| Unleaded                                                                    | 393        | 474        | 318        |
| Aircraft – internal combustion – aviation gasoline                          | 4469       | 5751       | 5066       |
| T4. Total distance travelled by commercial air travel (passenger km)        | 3,105,543  | 3,989,760  | 4,365,922  |

### Notes:

Totals may not add up due to rounding.

(a) Battery electric vehicle emissions reported are for vehicles charged at sites external to Victoria Police. Battery electric vehicles charged at Victoria Police sites are reported under EL1 Total electricity consumption.

(b) For 2024–25, all non-road vehicle data is calculated per trip. From 2023–24, aircraft data is calculated per trip. Otherwise, total fuel invoiced was used for the calculation of non-road vehicles.

## Total energy used

There was a 2.4 per cent reduction in total energy consumption between 2024–25 and 2023–24. Electricity and natural gas consumption increased, though this has been offset by a large reduction in energy used in transportation. This reduction in total energy consumption, once normalised over the FTE, sees a reduction of 534 MJ for each FTE staff.

| Indicator                                                                      | 2024–25     | 2023–24     | 2022–23     |
|--------------------------------------------------------------------------------|-------------|-------------|-------------|
| E1. Total energy usage from fuels (stationery and transportation) (MJ)         | 513,846,596 | 535,630,478 | 540,427,155 |
| E2. Total energy usage from electricity (MJ)                                   | 242,575,200 | 239,572,800 | 247,802,400 |
| E3. Total energy usage segmented into renewable and non-renewable sources (MJ) | 756,421,796 | 775,203,278 | 788,229,555 |
| Renewable sources                                                              | 19,490,400  | 19,666,800  | 22,777,200  |
| Non-renewable sources                                                          | 736,931,396 | 755,536,478 | 765,452,355 |
| E4. Units of energy used normalised by FTE                                     | 35,284      | 35,818      | 37,415      |

### Note:

Direct comparisons to previous reporting periods cannot be made due to differing data coverage within each indicator.

Sustainable buildings and infrastructure

We play a critical role in responding to extreme weather events, such as floods and fires. We have also been directly impacted with loss and damage to police buildings and vehicles. Extreme weather events in recent years, such as the 2019–20 bushfires and the 2020 and 2022 floods demonstrate the importance of addressing climate change risk. This includes the design and management of buildings and infrastructure assets.

We are committed to efficiency and reducing adverse impacts on the environment. We continue to proactively identify, develop, and implement initiatives, to reduce greenhouse gas emissions and adapt to the changing climate.

All our new facilities are designed using sustainable design principles, and resource efficient features. As stipulated in Victoria’s Climate Change Strategy, from 2021, all new Victoria Police buildings and tenancy fit-outs will have embedded environmentally-sustainable design with a minimum five-star Green Star energy performance rating. This increased to six-star in 2025.

New leased premises are acquired through the Department of Government Services’ Accommodation, Carpool and Library Services which ensures fit-outs for new leased premises achieve and maintain a National Australian Built Environment Rating System (NABERS) 5-star rating (without green power), or higher. Industry standards must also be adopted to support best-practice sustainability and user health outcomes throughout the different phases of design, fit-out and ongoing operation. If this rating is not able to be achieved, Accommodation, Carpool and Library Services

must demonstrate that a “best endeavours” approach by implementing as many of the design components of the NABERS five-star rating as possible.

Victoria Police continues to monitor and reduce water and energy consumption, and waste levels and improve the quality of the indoor environment of the Victoria Police Centre. The centre operates as an environmentally-sustainable building that was designed to high environmentally-sustainable design standards using certified products.

The newly-completed Benalla facility exemplifies Victoria Police’s commitment to climate resilience and environmental sustainability. Designed to meet the six-star Green Star energy performance rating, the build incorporates advanced resource-efficient systems and sustainable materials. It supports reduced greenhouse gas emissions and improves indoor environmental quality, aligning with Victoria’s Climate Change Strategy. The site also features robust infrastructure to withstand extreme weather events, ensuring operational continuity during floods and bushfires.

Water consumption

Victoria Police is committed to increasing its water use efficiency. Water consumption for 2024–25 increased by 4.8 per cent from 2023–24. Similiarly, the units of water consumed per FTE staff increased by 0.7 kilolitres per FTE staff in 2024–25, this reflects water leaks behind the meter at several sites.

Data for the 2024–25 period accounts for 93.7 per cent of sites and 92.3 per cent of Victoria Police’s FTE covered by the environmental reporting boundary.

| Indicator                                             | 2024–25 | 2023–24 | 2022–23 |
|-------------------------------------------------------|---------|---------|---------|
| W1. Total water consumption (kilolitres)              | 217,418 | 207,392 | 203,184 |
| Portable water consumption                            | 217,418 | 207,392 | 203,184 |
| Metered reused water consumption                      | 0       | 0       | 0       |
| W2. Units of metered water consumed normalised by FTE | 11.1    | 10.4    | 10.5    |

**Note:**  
Direct comparisons to previous reporting periods cannot be made due to differing data coverage each year. Greater Western Water, formed by merger of Citywest Water and Western Water, was not able to provide 2024–25 water use data for sites serviced by them.

Waste and recycling

We are committed to the effective management of waste to reduce operational costs and environmental impacts, as well as potential health risks to staff and the broader Victorian community. Data for the 2024–25 period accounts for 38.5 per cent of sites and 92.5 per cent of Victoria Police’s FTE. The Victoria Police Centre accommodates 33.5 per cent of FTE, and has dedicated collection services for:

- coffee cups
- e-waste
- printer cartridges
- batteries
- soft plastics.

The Simply Cups Australia program at the Victoria Police Centre saw 26,261 coffee cups diverted from landfill between 1 April 2024 and 31 March 2025. Under the program, takeaway cups are upcycled to produce other items, such as re-usable cups, car park stops and roadside kerbing, outdoor furniture, air-conditioning mounting blocks, road surfacing and lightweight concrete.

| Indicator                                                                                                   | 2024–25   | %   | 2023–24   | %   | 2022–23   | %   |
|-------------------------------------------------------------------------------------------------------------|-----------|-----|-----------|-----|-----------|-----|
| WR1. Total units of waste disposed (kg and %)                                                               | 1,964,674 | 100 | 2,247,320 | 100 | 1,709,538 | 100 |
| Landfill                                                                                                    | 1,628,722 | 83  | 1,851,780 | 82  | 1,402,665 | 82  |
| Recycling                                                                                                   | 335,952   | 17  | 395,541   | 18  | 306,876   | 18  |
| Cardboard                                                                                                   | 165,509   |     | 176,401   |     | 142,293   |     |
| Commingled                                                                                                  | 45,746    |     | 68,761    |     | 50,459    |     |
| Food and garden organics                                                                                    | 26,634    |     | 31,027    |     | 37,727    |     |
| Paper                                                                                                       | 42,072    |     | 69,315    |     | 42,732    |     |
| Other                                                                                                       | 32,160    |     | 29,097    |     | 20,966    |     |
| Batteries                                                                                                   | 282       |     | 163       |     | 83        |     |
| Coffee cups                                                                                                 | 2038      |     | 2270      |     | 2632      |     |
| E-waste                                                                                                     | 5116      |     | 5669      |     | 4364      |     |
| Fluorescent tubes                                                                                           | 75        |     | 10        |     | 105       |     |
| Metal                                                                                                       | 1260      |     | 0         |     | 70        |     |
| Printer cartridges                                                                                          | 822       |     | 858       |     | 1103      |     |
| Uniforms                                                                                                    | 100       |     | 1259      |     | 4342      |     |
| Coffee ground                                                                                               | 12,249    |     | 10,180    |     | –         |     |
| Green collect                                                                                               | 1890      |     | 531       |     | –         |     |
| WR2. Percentage of office sites which are covered by dedicated commercial waste collection services for (%) |           |     |           |     |           |     |
| Printer cartridges                                                                                          | 0.5       |     | 0.5       |     | 0.5       |     |
| Batteries                                                                                                   | 0.5       |     | 0.5       |     | 0.5       |     |
| E-waste                                                                                                     | 0.5       |     | 0.5       |     | 0.5       |     |
| Soft plastics                                                                                               | 0.5       |     | 0.5       |     | 0.5       |     |
| Percentage of FTE at office sites covered by dedicated commercial waste collection services                 | 33.5      |     | 32.8      |     | 32.7      |     |
| WR3. Total units of waste disposed by normalised FTE (kg/FTE)                                               | 99        |     | 109       |     | 85        |     |
| WR4. Recycling rate (%)                                                                                     |           | 17  |           | 18  |           | 18  |
| WR5. Greenhouse gas emissions associated with waste disposal (tonnes CO <sub>2</sub> -e)                    | 2606      |     | 2963      |     | 2244      |     |

**Notes:**

Totals may not add up due to rounding.

A direct comparison between the reporting periods should not be made as new service providers were used and data coverage has changed. Collection services data is currently not available for all sites.

## Sustainable procurement

Victoria Police's procurement activities align with the mandatory whole-of-Victorian Government policy, strategy and commitments—including a requirement for all suppliers to commit to a Supplier Code of Conduct. The code aims to ensure all suppliers adhere to minimum standards of ethical, sustainable, and socially-responsible practices when providing goods or services. Under these requirements, suppliers must attest to their compliance with the code as part of the procurement process and if successful, as part of their supply of the goods and services.

Victoria Police is committed to and supports environmental sustainability. Consistent with the sustainable procurement objectives of the Victorian Social Procurement Framework,

Victoria Police has incorporated environmental considerations into procurement decision-making where possible.

Factors such as material minimisation, use of recycled materials and material re-use are incorporated along with mandatory requirements of product handling, distribution and system processing when assessing tender responses. While no weighting is apportioned to these considerations unless minimum thresholds apply, tenderers are asked to describe how they incorporate environmental sustainability into their business practices. Standard Request for Tender clauses address options to recycle and/or reduce the environmental impact of packaging and minimise the amount of waste that goes to landfill.

In 2024–25:

- 17 suppliers confirmed commitment to the mandatory Supplier Code of Conduct
- 10 contracts were established under mandated whole-of-Victorian Government purchase contracts where corporate, social, and environmental requirements already apply
- 18 Victoria Police construction projects contractually required contractors to comply with Volume One, Section J (Energy Efficiency) of the National Construction Code.

## Additional information available on request

In compliance with the requirement of the Standing Directions 2018 under the Financial Management Act, certain categories of information not contained in the annual report have been retained by Victoria Police and are available on request, subject to the provisions of the *Freedom of Information Act 1982*. The information is available on request by writing to:

Executive Director  
Investment, Governance and Assurance Department  
Corporate and Regulatory Services  
Victoria Police Centre  
GPO Box 913  
MELBOURNE, VIC 3001

## Victoria Police financial management compliance attestation statement 2024–25

This attestation is in accordance with Standing Direction 5.1.4 of Standing Directions 2018 under the *Financial Management Act 1994*.

I, Mike Bush, Chief Commissioner on behalf of Victoria Police, certify that Victoria Police has no Material Compliance Deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994* and Instructions.



Mike Bush CNZM  
Chief Commissioner of Victoria Police  
11 September 2025

## Compliance with DataVic access policy

Consistent with the DataVic Access Policy issued by the Victorian Government in 2012, Victoria Police made four data sets available on the DataVic website in 2024–25. Information included in this annual report will also be available at [data.vic.gov.au](https://data.vic.gov.au) in electronic readable format.

## Licensing and regulation

Victoria Police continues to play a key role in licensing and regulation activities across the firearms, private security and weapons industries in Victoria.

### Progress against Statement of Expectations

Victoria Police is guided by the Minister's Statement of Expectations that sets objectives and informs business plans and projects for the division.

In 2024–2025, Victoria Police:

- progressed Victoria's role in the National Firearms Register program, reinforcing the Commonwealth commitment to enable near-real time firearms information sharing across the country
- implemented changes to the *Private Security Act 2004*, including commencing the transition of private security registration holders to licences and developing new training requirements and risk assessments
- worked towards the first release of an end-to-end digital renewal application for firearms licences and the introduction of digital licence capabilities.

The benefits of these essential regulatory developments and the digital transformation strategy will come into effect in the future. Victoria Police's objective is to deliver positive community safety outcomes as well as reducing the administrative burden for the benefit of the whole community.

The Licensing and Regulation Division (LRD), in collaboration with regional operational police, has undertaken significant risk-based compliance and enforcement activities across the state. In partnership with firearms owners, the LRD has focussed on regular firearm storage checks, inspecting firearms collections, shooting ranges and clubs. The LRD has also engaged with the community to support the transfer of firearms from deceased estates and facilitating the destruction of unwanted firearms.



## Regulating the firearms, weapons and private security industries

Victoria Police continues to work with and for the community to regulate the firearms, weapons and private security industries in Victoria. We monitor and assess current and developing issues so participants in these higher risk pursuits can continue to play their part in keeping Victorians safe from harm.

We connect with a diverse group of stakeholders, including licensed firearms dealers, private security organisations, recreational shooting groups, firearms and weapons collectors clubs and registered training organisations. Each of these groups have a vital role to play in public safety while pursuing their personal and business interests within the legislative and regulatory frameworks.

Victoria Police provides a range of services to enable legitimate access and participation in these industries through licences, authorities and permits.

As at 30 June 2025, there are:

- 239,608 current Victorian firearm licences
- 976,217 registered firearms attached to 233,377 current firearm licences
- 48,950 current private security licences and registrations
- 784 current Chief Commissioner of Police weapons approvals.

From 19 June 2025 private security registrations transitioned to licenses, with registrations being phased out in 2026.

In 2024–25, we processed 149,910 new and renewal applications for firearm permits and licences, private security licences and registrations and Chief Commissioner of Police weapons approvals. Of the applications processed in 2024–25, 131,815 (87.9 per cent) were approved.

### Licence, registration and permit application outcomes in 2024–25

| Type of request                                             | Approved       | Refused    |
|-------------------------------------------------------------|----------------|------------|
| New and renewal firearm licences                            | 46,078         | 428        |
| New and renewal private security licences and registrations | 15,481         | 53         |
| Firearm permits                                             | 70,064         | 252        |
| Chief Commissioner of Police weapons approvals              | 192            | 2          |
| <b>Total<sup>(a)</sup></b>                                  | <b>131,815</b> | <b>735</b> |

Note:

(a) The total number of application outcomes do not include applications that are yet to be assessed. Therefore, the total number of "approved" and "refused" requests may not add up to the total processed number of applications.

### Total number of licences and registrations suspended or cancelled in 2024–25

| Type of Request                             | Suspended   | Cancelled   |
|---------------------------------------------|-------------|-------------|
| Firearm licences                            | 1645        | 1852        |
| Private security licences and registrations | 117         | 176         |
| <b>Total</b>                                | <b>1762</b> | <b>2028</b> |

## Drink driving detection

### Drink driving detections of Victoria Police officers during 2024–25

| Blood alcohol reading | Was there a collision? (yes/no) | Determination                                                                                                                                       |
|-----------------------|---------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| 0.062                 | No                              | Employee resigned while under investigation.                                                                                                        |
| 0.130                 | No                              | Substantiated – Discipline Intervention Program. Not heard – employee resigned prior to the discipline hearing.                                     |
| 0.079                 | No                              | Substantiated – Discipline Intervention Program. Employee received a Good Behaviour Bond and the sanction of being ineligible for promotion.        |
| 0.147                 | No                              | Substantiated – Discipline Intervention Program. Not heard – Employee resigned prior to the discipline hearing.                                     |
| 0.085                 | No                              | Under investigation.                                                                                                                                |
| 0.089                 | No                              | Substantiated – Discipline Intervention Program. Employee received a Good Behaviour Bond, fined and the sanction of being ineligible for promotion. |
| 0.159                 | Yes                             | Employee resigned while under investigation.                                                                                                        |

Comparative workforce data

The following table discloses the head count and FTE of all active public service employees of Victoria Police employed in the last full pay period in June of the current reporting period, and in the last full pay period in June of the previous reporting period.

Details of employment levels in June 2024 and 2025

|                        | June 2025          |                 |                       |                       | June 2024          |                 |                       |                       |
|------------------------|--------------------|-----------------|-----------------------|-----------------------|--------------------|-----------------|-----------------------|-----------------------|
|                        | All employees      |                 | Fixed term and casual |                       | All employees      |                 | Ongoing               |                       |
|                        | Number (headcount) | FTE (headcount) | Full-time (headcount) | Part-time (headcount) | Number (headcount) | FTE (headcount) | Full-time (headcount) | Part-time (headcount) |
| Gender                 |                    |                 |                       |                       |                    |                 |                       |                       |
| Women                  | 7655               | 7242            | 6127                  | 1391                  | 7113               | 137             | 129                   | 1401                  |
| Men                    | 14,128             | 14,041          | 13,701                | 314                   | 13,929             | 113             | 112                   | 310                   |
| Self-described         | 49                 | 49              | 46                    | 1                     | 47                 | 2               | 2                     | 1                     |
| Age                    |                    |                 |                       |                       |                    |                 |                       |                       |
| 15–24                  | 851                | 844             | 820                   | 17                    | 831                | 14              | 13                    | 19                    |
| 25–34                  | 6000               | 5911            | 5642                  | 296                   | 5850               | 62              | 61                    | 294                   |
| 35–44                  | 6533               | 6327            | 5775                  | 703                   | 6273               | 55              | 54                    | 702                   |
| 45–54                  | 4968               | 4857            | 4511                  | 403                   | 4805               | 54              | 51                    | 405                   |
| 55–64                  | 3110               | 3042            | 2823                  | 228                   | 2986               | 59              | 55                    | 246                   |
| 65+                    | 370                | 351             | 303                   | 59                    | 343                | 8               | 8                     | 46                    |
| Police                 | 16,180             | 15,909          | 15,156                | 1001                  | 15,886             | 23              | 23                    | 1016                  |
| Chief Commissioner     | 2                  | 2               | 0                     | 0                     | 0                  | 2               | 2                     | 0                     |
| Deputy Commissioner    | 4                  | 4               | 0                     | 0                     | 0                  | 4               | 4                     | 0                     |
| Assistant Commissioner | 17                 | 17              | 0                     | 0                     | 0                  | 17              | 17                    | 0                     |
| Commander              | 12                 | 12              | 12                    | 0                     | 12                 | 0               | 0                     | 0                     |
| Superintendent         | 96                 | 96              | 96                    | 0                     | 96                 | 0               | 0                     | 0                     |
| Inspector              | 346                | 345             | 344                   | 2                     | 345                | 0               | 0                     | 4                     |
| Senior Sergeant        | 903                | 900             | 892                   | 11                    | 900                | 0               | 0                     | 12                    |
| Sergeant               | 3011               | 2974            | 2864                  | 147                   | 2974               | 0               | 0                     | 147                   |
| Senior Constable       | 9021               | 8800            | 8209                  | 812                   | 8800               | 0               | 0                     | 818                   |
| Constable              | 2768               | 2758            | 2739                  | 29                    | 2758               | 0               | 0                     | 35                    |
| (continued)            |                    |                 |                       |                       |                    |                 |                       |                       |

## Details of employment levels in June 2024 and 2025 (continued)

| Classification data               | June 2025          |      |                       |                       |      |                    | June 2024     |                    |      |                    |                       |                       |                       |                    |             |
|-----------------------------------|--------------------|------|-----------------------|-----------------------|------|--------------------|---------------|--------------------|------|--------------------|-----------------------|-----------------------|-----------------------|--------------------|-------------|
|                                   | All employees      |      |                       | Fixed term and casual |      |                    | All employees |                    |      | Ongoing            |                       |                       | Fixed term and casual |                    |             |
|                                   | Number (headcount) | FTE  | Full-time (headcount) | Part-time (headcount) | FTE  | Number (headcount) | FTE           | Number (headcount) | FTE  | Number (headcount) | Full-time (headcount) | Part-time (headcount) | FTE                   | Number (headcount) | FTE         |
| Protective service officers (PSO) | 1487               | 1462 | 1403                  | 84                    | 1462 | 0                  | 0             | 1439               | 1417 | 1359               | 80                    |                       | 1417                  | 0                  | 0           |
| PSO senior super                  | 4                  | 4    | 4                     | 0                     | 4    | 0                  | 0             | 3                  | 3    | 3                  | 0                     |                       | 3                     | 0                  | 0           |
| PSO supervisor                    | 138                | 137  | 134                   | 4                     | 137  | 0                  | 0             | 140                | 139  | 136                | 4                     |                       | 139                   | 0                  | 0           |
| PSO senior                        | 742                | 726  | 687                   | 55                    | 726  | 0                  | 0             | 748                | 734  | 697                | 51                    |                       | 734                   | 0                  | 0           |
| PSO first class                   | 65                 | 63   | 60                    | 5                     | 63   | 0                  | 0             | 75                 | 72   | 65                 | 10                    |                       | 72                    | 0                  | 0           |
| PSO                               | 538                | 532  | 518                   | 20                    | 532  | 0                  | 0             | 473                | 468  | 458                | 15                    |                       | 468                   | 0                  | 0           |
| Other sworn employees             | 112                | 112  | 112                   | 0                     | 112  | 0                  | 0             | 102                | 102  | 102                | 0                     |                       | 102                   | 0                  | 0           |
| Recruits                          | 110                | 110  | 110                   | 0                     | 110  | 0                  | 0             | 100                | 100  | 100                | 0                     |                       | 100                   | 0                  | 0           |
| Reservists                        | 2                  | 2    | 2                     | 0                     | 2    | 0                  | 0             | 2                  | 2    | 2                  | 0                     |                       | 2                     | 0                  | 0           |
| Police custody officers (PCO)     | 328                | 321  | 302                   | 26                    | 321  | 0                  | 0             | 332                | 325  | 308                | 24                    |                       | 325                   | 0                  | 0           |
| PCO-1                             | 9                  | 9    | 9                     | 0                     | 9    | 0                  | 0             | 0                  | 0    | 0                  | 0                     |                       | 0                     | 0                  | 0           |
| PCO-2                             | 258                | 253  | 239                   | 19                    | 253  | 0                  | 0             | 272                | 267  | 254                | 18                    |                       | 267                   | 0                  | 0           |
| PCO-3                             | 61                 | 59   | 54                    | 7                     | 59   | 0                  | 0             | 60                 | 58   | 54                 | 6                     |                       | 58                    | 0                  | 0           |
| VPS 1 – 6 grades                  | 3366               | 3189 | 2646                  | 532                   | 3010 | 188                | 179           | 3648               | 3465 | 2848               | 519                   |                       | 3200                  | 281                | 265         |
| VPS 1                             | 0                  | 0    | 0                     | 0                     | 0    | 0                  | 0             | 0                  | 0    | 0                  | 0                     |                       | 0                     | 0                  | 0           |
| VPS 2                             | 1038               | 954  | 772                   | 228                   | 922  | 38                 | 32            | 1146               | 1058 | 852                | 225                   |                       | 1000                  | 69                 | 58          |
| VPS 3                             | 900                | 859  | 734                   | 112                   | 807  | 54                 | 52            | 953                | 912  | 769                | 112                   |                       | 842                   | 72                 | 70          |
| VPS 4                             | 702                | 670  | 539                   | 116                   | 623  | 47                 | 47            | 770                | 738  | 594                | 107                   |                       | 670                   | 69                 | 68          |
| VPS 5                             | 418                | 405  | 340                   | 51                    | 378  | 27                 | 27            | 456                | 441  | 363                | 49                    |                       | 399                   | 44                 | 43          |
| VPS 6                             | 308                | 302  | 261                   | 25                    | 280  | 22                 | 22            | 323                | 316  | 270                | 26                    |                       | 290                   | 27                 | 26          |
|                                   |                    |      |                       |                       |      |                    |               |                    |      |                    |                       |                       |                       |                    | (continued) |

(continued)

## Details of employment levels in June 2024 and 2025 (continued)

|                             | June 2025          |               |                       |                       |               |                    | June 2024          |               |                       |                       |                    |            |
|-----------------------------|--------------------|---------------|-----------------------|-----------------------|---------------|--------------------|--------------------|---------------|-----------------------|-----------------------|--------------------|------------|
|                             | All employees      |               |                       | Fixed term and casual |               |                    | All employees      |               |                       | Ongoing               |                    |            |
|                             | Number (headcount) | FTE           | Full-time (headcount) | Part-time (headcount) | FTE           | Number (headcount) | Number (headcount) | FTE           | Full-time (headcount) | Part-time (headcount) | Number (headcount) | FTE        |
| Forensic Officers (FO)      | 294                | 277           | 233                   | 57                    | 273           | 4                  | 4                  | 281           | 231                   | 68                    | 3                  | 3          |
| FO-1                        | 0                  | 0             | 0                     | 0                     | 0             | 0                  | 0                  | 0             | 0                     | 0                     | 0                  | 0          |
| FO-2                        | 62                 | 60            | 52                    | 7                     | 57            | 3                  | 3                  | 67            | 60                    | 8                     | 2                  | 2          |
| FO-3                        | 82                 | 78            | 68                    | 13                    | 77            | 1                  | 1                  | 77            | 64                    | 18                    | 1                  | 1          |
| FO-4                        | 96                 | 87            | 68                    | 28                    | 87            | 0                  | 0                  | 91            | 68                    | 32                    | 0                  | 0          |
| FO-5                        | 39                 | 37            | 31                    | 8                     | 37            | 0                  | 0                  | 33            | 25                    | 10                    | 0                  | 0          |
| FO-6                        | 15                 | 15            | 14                    | 1                     | 15            | 0                  | 0                  | 14            | 14                    | 0                     | 0                  | 0          |
| Senior VPS Employees        | 65                 | 62            | 22                    | 6                     | 26            | 37                 | 36                 | 65            | 21                    | 5                     | 41                 | 41         |
| Senior Technical Specialist | 22                 | 22            | 16                    | 0                     | 16            | 6                  | 6                  | 21            | 15                    | 0                     | 6                  | 6          |
| FO-7                        | 2                  | 2             | 2                     | 0                     | 2             | 0                  | 0                  | 2             | 2                     | 0                     | 0                  | 0          |
| Senior Medical Advisor      | 10                 | 8             | 4                     | 6                     | 8             | 0                  | 0                  | 9             | 8                     | 4                     | 0                  | 0          |
| Senior Executive Service    | 31                 | 30            | 0                     | 0                     | 0             | 31                 | 30                 | 35            | 0                     | 0                     | 35                 | 35         |
| <b>Total employees</b>      | <b>21,832</b>      | <b>21,332</b> | <b>19,874</b>         | <b>1706</b>           | <b>21,089</b> | <b>252</b>         | <b>242</b>         | <b>21,715</b> | <b>20,169</b>         | <b>1712</b>           | <b>347</b>         | <b>331</b> |

### Notes:

This table is prepared in accordance with Financial Reporting Direction 29C – Workforce data disclosure requirements. It excludes staff members who were not on salary at the end of the last pay period of the financial year (which ended 28 June 2025 and 29 June 2024). It also excludes staff members who were employed within statutory- and nationally-funded bodies administered by Victoria Police. Due to rounding, FTE totals may not tally as the figures have been rounded to the nearest whole number. Consequently, the FTE breakdowns by rank/grade does not always align with the totals for each employee type category.

## Annualised total salary, by \$20,000 bands, for executives and other senior non-executive staff

| Income band (salary)  | Executives | Senior Technical Specialist | Principal Scientists | Senior Medical Advisor | Senior Regulatory Analyst | Other    |
|-----------------------|------------|-----------------------------|----------------------|------------------------|---------------------------|----------|
| < \$160 000           | 0          | 0                           | 0                    | 2                      | 0                         | 0        |
| \$160 000 – \$179 999 | 0          | 3                           | 0                    | 0                      | 0                         | 0        |
| \$180 000 – \$199 999 | 4          | 10                          | 0                    | 2                      | 0                         | 0        |
| \$200 000 – \$219 999 | 9          | 3                           | 0                    | 1                      | 0                         | 0        |
| \$220 000 – \$239 999 | 7          | 2                           | 0                    | 0                      | 0                         | 0        |
| \$240 000 – \$259 999 | 6          | 5                           | 0                    | 0                      | 0                         | 0        |
| \$260 000 – \$279 999 | 7          | 0                           | 0                    | 1                      | 0                         | 0        |
| \$280 000 – \$299 999 | 6          | 0                           | 0                    | 2                      | 0                         | 0        |
| \$300 000 – \$319 999 | 4          | 0                           | 0                    | 1                      | 0                         | 0        |
| \$320 000 – \$339 999 | 5          | 0                           | 0                    | 0                      | 0                         | 0        |
| \$340 000 – \$359 999 | 2          | 0                           | 0                    | 0                      | 0                         | 0        |
| \$360 000 – \$379 999 | 0          | 0                           | 0                    | 0                      | 0                         | 0        |
| \$380 000 – \$399 999 | 1          | 0                           | 0                    | 0                      | 0                         | 0        |
| \$400 000 – \$419 999 | 0          | 0                           | 0                    | 0                      | 0                         | 0        |
| \$420 000 – \$439 999 | 3          | 0                           | 0                    | 0                      | 0                         | 0        |
| \$440 000 – \$459 999 | 1          | 0                           | 0                    | 0                      | 0                         | 0        |
| \$460 000 – \$479 999 | 1          | 0                           | 0                    | 0                      | 0                         | 0        |
| \$480 000 – \$499 999 | 0          | 0                           | 0                    | 0                      | 0                         | 0        |
| <b>Total</b>          | <b>56</b>  | <b>23</b>                   | <b>0</b>             | <b>9</b>               | <b>0</b>                  | <b>0</b> |

### Notes:

This table excludes staff members who were not on salary at the end of the last pay period of the financial year (which ended 28 June 2025). The salaries reported above are for the full financial year, at a 1.0 FTE rate and excludes superannuation. Executives include Assistant Commissioners. Senior Medical Advisors are Victorian Public Service (VPS) employees. Level seven forensic officers (FO-7s) are also included in the Senior Technical Specialist category in this table.

### List of statutory authorities/offices

- Office of the Chief Examiner
- Australia and New Zealand Policing Advisory Agency (ANZPAA)
- Police Registration and Services Board (PRSB)

### Workforce data: statutory authorities and/or offices that fall under Victoria Police

| Public servant classification                                  | Headcount |           | Full time equivalent (FTE) |           |
|----------------------------------------------------------------|-----------|-----------|----------------------------|-----------|
|                                                                | June 2025 | June 2024 | June 2025                  | June 2024 |
| Senior public servants                                         | 7         | 8         | 7                          | 8         |
| Governor in Council                                            | 3         | 4         | 3                          | 4         |
| Senior Executive Service (SES) 3                               | 0         | 0         | 0                          | 0         |
| SES 2                                                          | 1         | 1         | 1                          | 1         |
| SES 1                                                          | 2         | 2         | 2                          | 2         |
| SMA                                                            | 0         | 0         | 0                          | 0         |
| Forensic Officer (FO)-7 (includes Senior Technical Specialist) | 1         | 1         | 1                          | 1         |
| <b>Other public servants</b>                                   | <b>42</b> | <b>33</b> | <b>35</b>                  | <b>27</b> |
| FO-6                                                           | 0         | 0         | 0                          | 0         |
| FO-5                                                           | 0         | 0         | 0                          | 0         |
| FO-4                                                           | 0         | 0         | 0                          | 0         |
| FO-3                                                           | 0         | 0         | 0                          | 0         |
| FO-2                                                           | 0         | 0         | 0                          | 0         |
| FO-1                                                           | 0         | 0         | 0                          | 0         |
| Victorian Public Service (VPS)-6                               | 5         | 7         | 5                          | 5         |
| VPS-5                                                          | 20        | 10        | 20                         | 7         |
| VPS-4                                                          | 11        | 11        | 11                         | 10        |
| VPS-3                                                          | 6         | 4         | 6                          | 4         |

(continued)

Workforce data: statutory authorities and/or offices that fall under Victoria Police (continued)

| Public servant classification  | Headcount |           | Full time equivalent (FTE) |           |
|--------------------------------|-----------|-----------|----------------------------|-----------|
|                                | June 2025 | June 2024 | June 2025                  | June 2024 |
| VPS-2                          | 0         | 1         | 0                          | 1         |
| VPS-1                          | 0         | 0         | 0                          | 0         |
| Police Custody Officer (PCO)-2 | 0         | 0         | 0                          | 0         |
| PCO-1                          | 0         | 0         | 0                          | 0         |
| Total workforce                | 49        | 41        | 42                         | 35        |

Notes:

This excludes staff members who were not on salary at the end of the last pay period of the financial year (29 June 2024 and 28 June 2025). Due to rounding, FTE totals may not tally as the figures have been rounded to the nearest whole number in line with Financial Reporting Direction 29C. PCOs are VPS employees but are listed separately. Senior Medical Advisors are VPS employees. Senior Technical Specialists are referred to as Forensics Officers FO-7 and captured as this in the above table.

Employment and conduct principles

Victoria Police is committed to applying merit and equity principles when appointing staff. Our selection processes ensure applicants are assessed and evaluated fairly and equitably on the basis of the key selection criteria and other accountabilities without discrimination.

Executive data

A member of the Senior Executive Service (SES) is defined as a person employed as an executive under Part 3 of the *Public Administration Act 2004*. All figures reflect employment levels at the end of the financial year.

Total number of SES for Victoria Police, broken down in gender in 2024–25

| Class | All |      | Men |      | Women |      | Self-described |      |
|-------|-----|------|-----|------|-------|------|----------------|------|
|       | No. | Var. | No. | Var. | No.   | Var. | No.            | Var. |
| SES-3 | 2   | 0    | 1   | 0    | 1     | 0    | 0              | 0    |
| SES-2 | 9   | 0    | 7   | 0    | 2     | 0    | 0              | 0    |
| SES-1 | 20  | -4   | 6   | -3   | 14    | -1   | 0              | 0    |
| Total | 31  | -4   | 14  | -3   | 17    | -1   | 0              | 0    |

Notes:

This table has been prepared in accordance with Financial Reporting Direction 15 – Executive officer disclosures and Financial Reporting Direction 29C – Workforce data disclosure requirements. It excludes staff members who were not on salary at the end of the last pay period of the financial year (which ended 28 June 2025). “Var” indicates a variance between the current (2024–25) and previous (2023–24) reporting periods. The data in this table is reflective of headcount, not FTE, and may include part-time staff.

Reconciliation of executive numbers in 2024 and 2025

|                                                          | 2025 | 2024 |
|----------------------------------------------------------|------|------|
| Executives (financial statement Note 9.8) <sup>(a)</sup> | 60   | 64   |
| Accountable Officer (Secretary)                          | 2    | 1    |
| Less Separations <sup>(b)</sup>                          | 6    | 6    |
| Total executive numbers at 28 June 2025                  | 56   | 59   |

Notes:

Data extracted on 2 July 2025, utilising Executive Remuneration data for the last pay period ending 28 June 2025 and covers all staff paid as referenced in note (a) below. This excludes staff members who were not on salary at the end of the last pay period of the financial year (which ended 28 June 2025 and 29 June 2024). The data in this table is reflective of headcount, not FTE and may include part-time staff.

(a) Executives includes only Victoria Police SES and Assistant Commissioners, and anyone acting in an SES or Assistant Commissioner role for a period of three or more consecutive months.

(b) Separations are executives who left the Victoria Police during the 2024–25 reporting period.

Number of SES for the Victoria Police’s portfolio agencies in 2024–25

| Portfolio agencies           | Total |      | Women |      | Men |      | Self-described |     |
|------------------------------|-------|------|-------|------|-----|------|----------------|-----|
|                              | No.   | Var. | No.   | Var. | No. | Var. | No.            | No. |
| Office of the Chief Examiner | 0     | 0    | 0     | 0    | 0   | 0    | 0              | 0   |
| ANZPAA                       | 3     | 1    | 2     | 1    | 1   | 0    | 0              | 0   |
| PRSB                         | 0     | 0    | 0     | 0    | 0   | 0    | 0              | 0   |
| Total                        | 3     | 1    | 2     | 1    | 1   | 0    | 0              | 0   |

Notes:

Data extracted on 2 July 2025, utilising Executive Remuneration data for the last pay period ending 28 June 2025.

This table includes all staff who are in receipt of executive remuneration for the 2425GY. Portfolio agencies are statutory bodies, and include the Office of the Chief Examiner, ANZPAA and the PRSB. ANZPAA is the only statutory body that has SES classifications.

“Var” denotes variance between the current (2024–25) and previous (2023–24) reporting periods. The data in this table is reflective of headcount, not FTE, and may include part-time staff.



# ABORIGINAL-FOCUSED INITIATIVES AND OUTCOMES

The Chief Commissioner's commitment to the Yoorrook Justice Commission that real change would take place in Victoria Police in its dealings with the Victoria Aboriginal community continued in 2024–25. This chapter reports on these actions, initiatives and outcomes.

## Victoria Police First Peoples Committee

The Victoria Police First Peoples Committee oversees the implementation and delivery of actions in the Chief Commissioner's Statement of Commitment. The First Peoples Committee is made up of senior leaders who have responsibility for Statement of Commitment actions. The committee is co-chaired by a Senior Aboriginal Community Representative and the Deputy Commissioner, Capability.

As at 30 June 2025, 64 of the 79 actions had been delivered by the Committee, including:

- improving the transparency of policing outcomes affecting First Peoples including enabling increased understanding of risks and impacts of laws and reforms (Actions 5, 6, 9, 11, 12, 15, 16, 20)
- completing a review of the methodology and output of Victoria Police's predictive tools to ensure they are free from bias (Action 7)
- improving, and formalising with the Coroners Court of Victoria, the process for delivery of the Victoria Police apology to families affected by Victoria Police's actions or inactions during an investigation into the passing of Aboriginal community members (Action 18)
- completing an audit of the implementation status of all Aboriginal-related recommendations directed to Victoria Police by external reviews and inquiries since 1991 (Action 59)
- reviewing all 332 policies in the Victoria Police Manual for disproportionate impact on Aboriginal people with consideration underway of 49 recommendations impacting 39 policies (Action 75).

Victoria Police has committed to seeking acquittal from the committee for all actions in the Statement of Commitment by 31 December 2025.

## Aboriginal Community Liaison Officers

The Aboriginal Community Liaison Officer (ACLO) program was established to address recommendation 231 of the 1991 Royal Commission into Aboriginal Deaths in Custody—'That different jurisdictions pursue their chosen initiatives for improving relations between police and

Aboriginal people in the form of police aides, police liaison officers and in other ways.'

ACLOs are Victorian Public Service (VPS) employees whose role is to foster trust, understanding and respect between Victoria Police and the Aboriginal community. They do this by consulting with the community, providing advice to senior police on local Aboriginal issues, and encouraging Aboriginal communities to engage with police to resolve issues. ACLOs assist with delivering Victoria Police Aboriginal programs including the Aboriginal Youth Cautioning Program, Aboriginal Community Justice Panels, Police and Aboriginal Community Protocols Against Family Violence, and Aboriginal Cultural Awareness Training. As at 30 June 2025, there were 17 ACLO positions in regional and metropolitan Victoria.

## Senior Aboriginal Programs Coordinator

The Police Aboriginal Liaison Officer (PALO) Program was implemented to address Recommendation 231 of the Royal Commission into Aboriginal Deaths in Custody, to strengthen relationships and facilitate communication between Victoria Police and Aboriginal people across the State.

PALOs are police who are considered to have extensive knowledge and expertise in community networking, community development, and liaison, which is the basis for their work with police and communities.

As at 30 June 2025 there were 275 PALOs across Victoria.

A PALO forum was held on 29 November 2024. The forum is the first in a series of communities of practice.

In 2025, Victoria Police recruited a Senior Aboriginal Programs Coordinator to support the ACLO and the PALO networks.

## Aboriginal Youth Cautioning Program

Since 2020, the Aboriginal Youth Cautioning Program (AYCP) has given Aboriginal children aged 10–17 years the option to access support from Aboriginal community representatives after receiving a caution from police. The AYCP is consent-based and aims to reduce offending by addressing factors underlying problem behaviours.

In 2025, the AYCP consists of primary sites located in 25 local government areas supported by additional sites in 34 surrounding local government areas. Victoria Police engaged Victorian Aboriginal consultancy, Karabena Consulting Trust, to review the AYCP and identify opportunities for improvement. The completed evaluation report provides feedback that will enhance the effectiveness of the AYCP.

### Police and Aboriginal Community Protocols Against Family Violence

In accordance with the Dhelk Dja *Safe Our Way – Strong Culture, Strong Peoples, Strong Families Agreement 2018–2028*, Victoria Police participates in Aboriginal-led initiatives and actions to ensure that Aboriginal people, families and communities are stronger, safer, thriving and free from family violence. Current organisational commitments are documented in the second *Dhelk Dja Action Plan 2023–2025* and are complemented by the Chief Commissioner’s Statement of Commitment.

One of our key strategies to address family violence in Aboriginal communities is the Police and Aboriginal Community Protocols Against Family Violence. The protocols are an agreement between local Aboriginal communities and Victoria Police that document the local police response to family violence where a person identifies as Aboriginal. The protocols are now established state-wide across 17 localised partnerships between Aboriginal communities, Dhelk Dja representatives and Victoria Police. These protocols provide an ongoing mechanism for the delivery of localised Aboriginal-led initiatives and actions in accordance with the second Dhelk Dja Action Plan and Action 54 of the Statement of Commitment.

### Aboriginal Cultural Awareness Training

Aboriginal Cultural Awareness Training (ACAT) highlights the importance of working in partnership with Aboriginal communities using self-determination principles to develop culturally competent policing responses. ACAT aims to improve Victoria Police employees’ awareness and understanding of Aboriginal Victorian peoples, culture, history and contemporary issues, and how these continue to impact the circumstances of Aboriginal people today. The training encourages employees to reflect on and challenge existing beliefs, biases and assumptions about Aboriginal Victorians. ACAT was endorsed by the Aboriginal Justice Caucus in May 2022 and is mandatory for police officers, protective services officers (PSOs) and police custody officers (PCOs). Since then, Victoria Police have extended this program to include VPS employees as well.

As at 30 June 2025, 17,120 police officers, PSOs and PCOs (94 per cent) had completed the training.

Victoria Police has begun preparing an ACAT refresher package, engaging Neenann partnership in April 2025 to review ACAT and develop a new package. A Steering Committee established to oversee the project held its first meeting on 5 June 2025. The Steering Committee membership includes Aboriginal Justice Caucus representatives.

## Complaints handling

### Aboriginal Complaints Support Officer

To strengthen the approach to the management of Aboriginal-identified complaints in 2024–25, the Aboriginal Complaints Support Officer (ACSO) position was created in Victoria Police’s Professional Standards Command and a PALO network was introduced into the complaints process. These initiatives were aimed at providing timely and culturally-appropriate complaint-handling experience.

The creation of the ACSO position was in response to Action 34 of the Statement of Commitment and provides the following benefits:

- keeping complainants updated on progress at key stages of the investigation
- improved communication with Aboriginal complainants
- culturally-safe practices across all stages of police complaint and oversight investigations
- improved organisational capacity.

### Complaints data

This section details the reporting of complaints data as an outcome of Recommendation 7 of the 2016 audit of Victoria Police complaints handling processes by the IBAC, and Action 15 of the Chief Commissioner’s Statement of Commitment. A complaint may consist of one or more allegations against one or more employees.

Under the Yoorrook Justice Commission’s findings and the Statement of Commitment, all complaints involving Aboriginal or Torres Strait Islander persons must be recorded on the Victoria Police Register of Complaints Serious Incidents and Discipline, regardless of outcome. Complaints that can be resolved in the first instance by the Police Conduct Unit in Professional Standards Command and assessed as requiring no formal investigation are now recorded as incidents. This additional recording process ensures improved governance, engagement and recording of complaints by Aboriginal complainants.

We have further improved our data capture in the 2024–25, with additional metrics included in the Register of Complaints Serious Incidents and Discipline to more accurately record when a complainant identifies as Aboriginal or Torres Strait Islander. This ensures the ACSO and PALOs can quickly respond to complaints where Aboriginal people have self-identified. The ACSO is also undertaking quality control to improve Victoria Police data holdings to accurately identify Aboriginal complainants.

A complaint can be submitted directly by an Aboriginal person or on their behalf by another party. For reporting purposes, the complainant identity is triaged and forwarded to the ACSO during the assessment period for early engagement.

## Complaint classifications

| Classification                                                | Definition                                                                                                                              | Complaint identity | 2024–25 | 2023–24 | 2022–23 |
|---------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|--------------------|---------|---------|---------|
| Management Intervention Model and Local Management Resolution | Allegations of minor nature regarding service delivery, performance management or professional conduct.                                 | Aboriginal         | 7       | 0       | 3       |
|                                                               |                                                                                                                                         | Non-Aboriginal     | 298     | 342     | 518     |
|                                                               |                                                                                                                                         | Total              | 305     | 342     | 521     |
| Misconduct— minor/ serious/corruption                         | Misconduct under section 166, of the <i>Victoria Police Act 2013</i> and section 4 of the <i>Public Administration Act 2004</i>         | Aboriginal         | 9       | 5       | 3       |
|                                                               |                                                                                                                                         | Non-Aboriginal     | 809     | 925     | 1139    |
|                                                               |                                                                                                                                         | Total              | 818     | 930     | 1142    |
| Complaints registered as incidents and resolved immediately   | Resolved in the first instance by the Police Conduct Unit, Professional Standards Command and no further formal investigation required. | Aboriginal         | 49      | 3       | 0       |
|                                                               |                                                                                                                                         | Non-Aboriginal     | 635     | 330     | 327     |
|                                                               |                                                                                                                                         | Total              | 684     | 333     | 327     |
| Total                                                         |                                                                                                                                         | Aboriginal         | 65      | 8       | 6       |
|                                                               |                                                                                                                                         | Non-Aboriginal     | 1742    | 1597    | 1984    |
|                                                               |                                                                                                                                         | Total              | 1807    | 1605    | 1990    |

### Notes:

Incidents are complaint reports received by the Police Conduct Unit that are assessed to be minor and can be resolved immediately. These are recorded as an incident only.

Percentages have been rounded to simplify the data shown.

## Complaint allegations by category and determination per financial year finalised

|                                                 |                                | 2024–25     |      | 2023–24 |      | 2022–23 |      |
|-------------------------------------------------|--------------------------------|-------------|------|---------|------|---------|------|
| Category                                        | Determination                  | Count       | %    | Count   | %    | Count   | %    |
| Complaint allegations made by Aboriginal people |                                |             |      |         |      |         |      |
| Case to answer                                  | Established                    | 19          | 28.8 | 3       | 9.4  | 4       | 22.2 |
|                                                 | Lesser deficiency found        | 0           | 0    | 0       | 0    | 0       | 0    |
|                                                 | Sub total                      | 19          | 28.8 | 3       | 9.4  | 4       | 22.2 |
| No case to answer                               | False report                   | 0           | 0    | 0       | 0    | 0       | 0    |
|                                                 | For intelligence purposes only | 0           | 0    | 0       | 0    | 0       | 0    |
|                                                 | Member exonerated              | 15          | 22.7 | 17      | 53.1 | 4       | 22.2 |
|                                                 | No complaint                   | 0           | 0    | 0       | 0    | 2       | 11.1 |
|                                                 | Not established                | 30          | 45.5 | 4       | 12.5 | 8       | 44.4 |
|                                                 | Unable to determine            | 2           | 3.0  | 6       | 18.8 | 0       | 0    |
|                                                 | Unfounded                      | 0           | 0    | 0       | 0    | 0       | 0    |
|                                                 | Withdrawn                      | 0           | 0    | 0       | 0    | 0       | 0    |
|                                                 | Sub total                      | 47          | 71.2 | 27      | 84.4 | 14      | 77.8 |
|                                                 | Other                          | Conciliated | 0    | 0       | 0    | 0       | 0    |
| Not finalised                                   |                                | 0           | 0    | 0       | 0    | 0       | 0    |
| Not proceeded with                              |                                | 0           | 0    | 0       | 0    | 0       | 0    |
| Sub total                                       |                                | 0           | 0    | 0       | 0    | 0       | 0    |
| Other (local management actions)                | Not resolved                   | 0           | 0    | 0       | 0    | 0       | 0    |
|                                                 | Resolved                       | 0           | 0    | 0       | 0    | 0       | 0    |
|                                                 | Sub total                      | 0           | 0    | 0       | 0    | 0       | 0    |
| Other (oversight matters)                       | No complaint (oversight)       | 0           | 0    | 2       | 6.3  | 0       | 0    |
|                                                 | Oversight completed            | 0           | 0    | 0       | 0    | 0       | 0    |
|                                                 | Sub total                      | 0           | 0    | 2       | 6.3  | 0       | 0    |
| Total                                           |                                | 66          | 100  | 32      | 100  | 18      | 100  |

(continued)

Complaint allegations by category and determination per financial year finalised (continued)

| Category                                            | Determination                  | 2024-25       |      | 2023-24 |      | 2022-23 |      |     |
|-----------------------------------------------------|--------------------------------|---------------|------|---------|------|---------|------|-----|
|                                                     |                                | Count         | %    | Count   | %    | Count   | %    |     |
| Complaint allegations made by non-Aboriginal people |                                |               |      |         |      |         |      |     |
| Case to answer                                      | Established                    | 1117          | 39.3 | 1302    | 28.4 | 1332    | 28.5 |     |
|                                                     | Lesser deficiency found        | 0             | 0    | 2       | 0.04 | 7       | 0.2  |     |
|                                                     | Sub total                      | 1117          | 39.3 | 1304    | 28.5 | 1339    | 28.6 |     |
| No case to answer                                   | False report                   | 0             | 0    | 0       | 0    | 0       | 0    |     |
|                                                     | For intelligence purposes only | 7             | 0.3  | 1       | 0.02 | 12      | 0.3  |     |
|                                                     | Member exonerated              | 505           | 17.8 | 1155    | 25.2 | 736     | 15.7 |     |
|                                                     | No complaint                   | 22            | 0.8  | 41      | 0.9  | 289     | 6.2  |     |
|                                                     | Not established                | 775           | 27.2 | 1306    | 28.5 | 968     | 20.7 |     |
|                                                     | Unable to determine            | 186           | 6.5  | 370     | 8.1  | 311     | 6.7  |     |
|                                                     | Unfounded                      | 0             | 0    | 8       | 0.2  | 303     | 6.5  |     |
|                                                     | Withdrawn                      | 6             | 0.2  | 3       | 0.1  | 24      | 0.5  |     |
|                                                     | Sub total                      | 1501          | 52.8 | 2884    | 63.0 | 2643    | 56.5 |     |
|                                                     | Other                          | Conciliated   | 0    | 0       | 0    | 0       | 0    | 0   |
|                                                     |                                | Not finalised | 0    | 0       | 5    | 0.1     | 5    | 0.1 |
| Not proceeded with                                  |                                | 1             | 0.04 | 15      | 0.3  | 100     | 2.1  |     |
| Sub total                                           |                                | 1             | 0.04 | 20      | 0.4  | 105     | 2.2  |     |
| Other (local management actions)                    | Not resolved                   | 0             | 0    | 0       | 0    | 69      | 1.5  |     |
|                                                     | Resolved                       | 0             | 0    | 2       | 0.04 | 198     | 4.2  |     |
|                                                     | Sub total                      | 0             | 0    | 2       | 0.04 | 267     | 5.7  |     |
| Other (oversight matters)                           | No complaint (oversight)       | 0             | 0    | 0       | 0    | 7       | 0.15 |     |
|                                                     | Oversight completed            | 226           | 7.9  | 367     | 8.0  | 319     | 6.8  |     |
|                                                     | Sub total                      | 226           | 7.9  | 367     | 8.0  | 326     | 7.0  |     |
| Total                                               |                                | 2845          | 100  | 4577    | 100  | 4680    | 100  |     |
| Total complaint allegations (aggregated)            |                                |               |      |         |      |         |      |     |
| Case to answer                                      | Established                    | 1136          | 39.0 | 1305    | 28.3 | 1336    | 28.4 |     |
|                                                     | Lesser deficiency found        | 0             | 0    | 2       | 0.04 | 7       | 0.15 |     |
|                                                     | Sub total                      | 1136          | 39.0 | 1307    | 28.4 | 1343    | 28.6 |     |
| No case to answer                                   | False report                   | 0             | 0    | 0       | 0    | 0       | 0    |     |
|                                                     | For intelligence purposes only | 7             | 0.2  | 1       | 0.02 | 12      | 0.3  |     |
|                                                     | Member exonerated              | 520           | 17.9 | 1172    | 25.4 | 740     | 15.8 |     |
|                                                     | No complaint                   | 22            | 0.8  | 41      | 0.9  | 291     | 6.2  |     |
|                                                     | Not established                | 805           | 27.7 | 1310    | 28.4 | 976     | 20.8 |     |
|                                                     | Unable to determine            | 188           | 6.5  | 376     | 8.2  | 311     | 6.6  |     |
|                                                     | Unfounded                      | 0             | 0    | 8       | 0.2  | 303     | 6.5  |     |
|                                                     | Withdrawn                      | 6             | 0.2  | 3       | 0.1  | 24      | 0.5  |     |
|                                                     | Sub total                      | 1548          | 53.2 | 2911    | 63.2 | 2657    | 56.6 |     |

(continued)

## Complaint allegations by category and determination per financial year finalised (continued)

| Category                         | Determination            | 2024–25 |      | 2023–24 |      | 2022–23 |      |
|----------------------------------|--------------------------|---------|------|---------|------|---------|------|
|                                  |                          | Count   | %    | Count   | %    | Count   | %    |
| Other                            | Conciliated              | 0       | 0    | 0       | 0    | 0       | 0    |
|                                  | Not finalised            | 0       | 0    | 5       | 0.1  | 5       | 0.1  |
|                                  | Not proceeded with       | 1       | 0.03 | 15      | 0.3  | 100     | 2.1  |
|                                  | Sub total                | 1       | 0.03 | 20      | 0.4  | 105     | 2.2  |
| Other (local management actions) | Not resolved             | 0       | 0    | 2       | 0.04 | 198     | 4.2  |
|                                  | Resolved                 | 0       | 0    | 0       | 0    | 69      | 1.5  |
|                                  | Sub total                | 0       | 0    | 2       | 0.04 | 267     | 5.7  |
| Other (oversight matters)        | No complaint (oversight) | 0       | 0    | 0       | 0    | 7       | 0.15 |
|                                  | Oversight completed      | 226     | 7.8  | 369     | 8.0  | 319     | 6.8  |
|                                  | Sub total                | 226     | 7.8  | 369     | 8.0  | 326     | 6.9  |
| Grand total                      |                          | 2911    | 100  | 4609    | 100  | 4698    | 100  |

## Notes:

Totals may not add up due to rounding.

A complaint may consist of one or more allegations against one or more employees. The figures in this table reflect the determination for each allegation not the outcome of a single complaint.

Figures in the table represent all allegations determined (finalised) by financial year and may include complaints lodged in previous financial years.

Data provided for earlier financial years may vary from that previously published due to quality control processes that include capturing historical information.

Percentages have been rounded to simplify the data shown.

## Recommended actions for complaint allegations for each financial year finalised

| Recommendations                                            | 2024–25 |      | 2023–24 |      | 2022–23 |      |
|------------------------------------------------------------|---------|------|---------|------|---------|------|
|                                                            | Count   | %    | Count   | %    | Count   | %    |
| <b>Complaint allegations made by Aboriginal people</b>     |         |      |         |      |         |      |
| Admonishment                                               | 0       | 0    | 0       | 0    | 0       | 0    |
| Criminal charges                                           | 0       | 0    | 0       | 0    | 0       | 0    |
| Discipline charges                                         | 0       | 0    | 0       | 0    | 0       | 0    |
| Management actions                                         | 17      | 25.8 | 3       | 9.4  | 3       | 16.7 |
| No data recorded                                           | 0       | 0    | 0       | 0    | 0       | 0    |
| No action                                                  | 49      | 74.2 | 29      | 90.6 | 15      | 83.3 |
| Resigned/retired                                           | 0       | 0    | 0       | 0    | 0       | 0    |
| Terminated                                                 | 0       | 0    | 0       | 0    | 0       | 0    |
| Total                                                      | 66      | 100  | 32      | 100  | 18      | 100  |
| <b>Complaint allegations made by non-Aboriginal people</b> |         |      |         |      |         |      |
| Admonishment                                               | 230     | 8.1  | 266     | 5.8  | 231     | 4.9  |
| Criminal charges                                           | 26      | 0.9  | 53      | 1.2  | 71      | 1.5  |
| Discipline charges                                         | 45      | 1.6  | 56      | 1.2  | 78      | 1.7  |
| Management actions                                         | 690     | 24.3 | 855     | 18.7 | 1004    | 21.5 |
| No data recorded                                           | 2       | 0.07 | 5       | 0.1  | 7       | 0.2  |
| No action                                                  | 1734    | 61.0 | 3197    | 69.9 | 3086    | 65.9 |
| Resigned/retired                                           | 111     | 3.9  | 135     | 3.0  | 192     | 4.1  |
| Terminated                                                 | 7       | 0.3  | 10      | 0.2  | 11      | 0.2  |
| Total                                                      | 2845    | 100  | 4577    | 100  | 4680    | 100  |

(continued)

Recommended actions for complaint allegations for each financial year finalised (continued)

| Recommendations                          | 2024–25 |      | 2023–24 |      | 2022–23 |      |
|------------------------------------------|---------|------|---------|------|---------|------|
|                                          | Count   | %    | Count   | %    | Count   | %    |
| Total complaint allegations (aggregated) |         |      |         |      |         |      |
| Admonishment                             | 230     | 7.9  | 266     | 5.8  | 231     | 4.9  |
| Criminal charges                         | 26      | 0.9  | 53      | 1.2  | 71      | 1.5  |
| Discipline charges                       | 45      | 1.6  | 56      | 1.2  | 78      | 1.7  |
| Management actions                       | 707     | 24.3 | 858     | 18.6 | 1007    | 21.4 |
| No data recorded                         | 2       | 0.07 | 5       | 0.1  | 7       | 0.2  |
| No action                                | 1783    | 61.3 | 3226    | 70.0 | 3101    | 66.0 |
| Resigned/retired                         | 111     | 3.8  | 135     | 2.9  | 192     | 4.1  |
| Terminated                               | 7       | 0.3  | 10      | 0.2  | 11      | 0.2  |
| Total                                    | 2911    | 100  | 4609    | 100  | 4698    | 100  |

**Notes:**  
Totals may not add up due to rounding  
Figures in tables represent outcome actions made against allegations determined (finalised) by financial year and may include outcome actions for complaints lodged in previous financial years.  
Data provided for earlier financial years may vary from that previously published due to quality control processes that may capture historical information.  
Percentages have been rounded to simplify the data shown.

Cautions

Recommendation 28 of the *Yoorrook for Justice* report provides that access to pre-charge cautions in the adult criminal legal system in the appropriate cases should be increased by all necessary legislation and administrative means. This section details the reporting of cautions issued by police in accordance with Victoria Police’s commitment to progress implementation of recommendation 28(c) of the *Yoorrook for Justice* report.

Cautions issued by Victoria Police

| Indigenous status <sup>(a)</sup> | 2024–25 | 2023–24 | 2022–23 | 2021–22 | 2020–21 | Change from 2023–24 (%) | Change over 5 years (%) |
|----------------------------------|---------|---------|---------|---------|---------|-------------------------|-------------------------|
| Aboriginal                       | 1862    | 1864    | 1477    | 845     | 518     | –0.1                    | 259.5                   |
| Non-Aboriginal                   | 13,539  | 12,895  | 11,981  | 9210    | 8282    | 5.0                     | 63.5                    |
| Unknown                          | 586     | 525     | 470     | 395     | 378     | 11.6                    | 55.0                    |

**Source:** Crime Statistics Agency – September 2025 release  
**Notes:**  
Caution data includes both cautions and warnings.  
(a) Indigenous status is derived using the status that Victoria (a) Police has most frequently recorded for that individual and may not represent the status recorded at the time of the incident.



# FINANCIAL PERFORMANCE AND FINANCIAL STATEMENTS

The Chief Commissioner of Police presents the audited general purpose financial statement for the financial year that ended on 30 June 2025

## Report structure

The Chief Commissioner of Victoria Police has the pleasure of presenting the audited general purpose financial statements of Victoria Police for the financial year ended 30 June 2025. These financial statements provide users with information about Victoria Police's stewardship of resources entrusted to it. It is presented in the following structure:

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VICTORIA POLICE

## Accountable Officer's and Chief Finance Officer's Declaration

The attached financial statements for Victoria Police have been prepared in accordance with Direction 5.2 of the Standing Directions of the Minister for Finance under the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian Accounting Standards, including interpretations, and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement and accompanying notes, present fairly the financial transactions during the year ended 30 June 2025 and financial position of Victoria Police at 30 June 2025.

At the time of signing, we are not aware of any circumstance which would render any particulars included in the financial statements to be misleading or inaccurate.

We authorise the attached financial statements for issue on 11 September 2025.

Mike Bush CNZM  
Chief Commissioner  
Victoria Police

Melbourne  
11 September 2025

Michael Crevola  
Chief Finance Officer  
Victoria Police

Melbourne  
11 September 2025

# Independent Auditor's Report

## To the Chief Commissioner of Victoria Police

|                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|--------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Opinion                                                            | <p>I have audited the financial report of Victoria Police which comprises the:</p> <ul style="list-style-type: none"><li>• balance sheet as at 30 June 2025</li><li>• comprehensive operating statement for the year then ended</li><li>• statement of changes in equity for the year then ended</li><li>• cash flow statement for the year then ended</li><li>• notes to the financial statements, including material accounting policy information</li><li>• accountable officer's and chief finance officer's declaration.</li></ul> <p>In my opinion the financial report presents fairly, in all material respects, the financial position of Victoria Police as at 30 June 2025 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of part 7 of the <i>Financial Management Act 1994</i> and applicable Australian Accounting Standards.</p>                                       |
| Basis for opinion                                                  | <p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the Financial Report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of Victoria Police in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants</i> (including Independence Standards) (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p> |
| The Chief Commissioner's responsibilities for the financial report | <p>The Chief Commissioner is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the <i>Financial Management Act 1994</i>, and for such internal control as the Chief Commissioner determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Chief Commissioner is responsible for assessing Victoria Police's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.</p>                                                                                                                                                                                                             |

**Auditor's  
responsibilities  
for the audit of  
the financial  
report**

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Victoria Police's internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Chief Commissioner.
- conclude on the appropriateness of the Chief Commissioner's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Victoria Police's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause Victoria Police to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Chief Commissioner regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

MELBOURNE  
2 October 2025



Andrew Greaves  
Auditor-General



## Comprehensive Operating Statement

For the financial year ended 30 June 2025

|                                                                                   |       | (\$ thousand)    |                  |
|-----------------------------------------------------------------------------------|-------|------------------|------------------|
|                                                                                   | Notes | 2025             | 2024             |
| <b>Income From Transactions</b>                                                   |       |                  |                  |
| Grants from Victorian Government                                                  | 2.2   | 4,531,976        | 4,294,311        |
| Sale of goods and services                                                        |       | 14,601           | 2,897            |
| Other grants                                                                      |       | 24,613           | 15,667           |
| Fair value of assets received free of charge or for nominal consideration         |       | 902              | –                |
| Interest income                                                                   |       | 180              | 172              |
| Other income                                                                      |       | 2,539            | 4,132            |
| <b>Total Income From Transactions</b>                                             |       | <b>4,574,811</b> | <b>4,317,179</b> |
| <b>Expenses From Transactions</b>                                                 |       |                  |                  |
| Employee expenses                                                                 | 3.1.1 | 3,668,281        | 3,424,923        |
| Depreciation and amortisation                                                     | 5.1.1 | 270,196          | 265,424          |
| Interest expense                                                                  | 7.1   | 61,007           | 58,797           |
| Operating expenses                                                                | 3.2   | 610,857          | 601,066          |
| <b>Total Expenses From Transactions</b>                                           |       | <b>4,610,341</b> | <b>4,350,210</b> |
| <b>Net Result From Transactions (Net Operating Balance)</b>                       |       | <b>(35,530)</b>  | <b>(33,031)</b>  |
| <b>Other Economic Flows Included in Net Result</b>                                |       |                  |                  |
| Net gain/(loss) on non-financial assets                                           | 9.1   | 8,986            | 10,216           |
| Net gain/(loss) from other economic flows                                         | 9.1   | (10,559)         | 18,227           |
| <b>Total Other Economic Flows Included in Net Result</b>                          |       | <b>(1,573)</b>   | <b>28,443</b>    |
| <b>Net Result</b>                                                                 |       | <b>(37,103)</b>  | <b>(4,588)</b>   |
| <b>Other Economic Flows – Other Comprehensive Income</b>                          |       |                  |                  |
| <b>Items that may be reclassified subsequently to net result</b>                  |       |                  |                  |
| Fair value gain/(loss) arising from cash flow hedging instruments during the year |       | 800              | 4                |
| <b>Items that will not be reclassified to net result</b>                          |       |                  |                  |
| Changes in physical asset revaluation surplus                                     | 5.3   | (721)            | –                |
| <b>Total Other Economic Flows – Other Comprehensive Income</b>                    |       | <b>79</b>        | <b>4</b>         |
| <b>Comprehensive Result</b>                                                       |       | <b>(37,024)</b>  | <b>(4,584)</b>   |

**Note:**

The above Comprehensive Operating Statement should be read in conjunction with the accompanying notes.



## Balance Sheet

As at 30 June 2025

|                                                           |       | (\$ thousand)    |                  |
|-----------------------------------------------------------|-------|------------------|------------------|
|                                                           | Notes | 2025             | 2024             |
| <b>Assets</b>                                             |       |                  |                  |
| <b>Financial Assets</b>                                   |       |                  |                  |
| Cash and deposits                                         | 7.3   | 40,335           | 73,688           |
| Receivables                                               | 6.1   | 1,407,095        | 1,266,830        |
| <b>Total Financial Assets</b>                             |       | <b>1,447,430</b> | <b>1,340,518</b> |
| <b>Non-Financial Assets</b>                               |       |                  |                  |
| Inventories                                               |       | 12,967           | 8,603            |
| Non-financial physical assets classified as held-for-sale |       | 2,234            | 2,029            |
| Property, plant and equipment                             | 5.1   | 3,470,951        | 3,534,825        |
| Intangible assets                                         | 5.2   | 24,326           | 42,226           |
| Other non-financial assets                                | 6.3   | 42,967           | 49,809           |
| <b>Total Non-Financial Assets</b>                         |       | <b>3,553,445</b> | <b>3,637,492</b> |
| <b>Total Assets</b>                                       |       | <b>5,000,875</b> | <b>4,978,010</b> |
| <b>Liabilities</b>                                        |       |                  |                  |
| Payables                                                  | 6.2   | 230,207          | 175,342          |
| Borrowings                                                | 7.1   | 1,769,030        | 1,797,675        |
| Employee related provisions                               | 3.1.2 | 939,625          | 907,369          |
| Other provisions                                          | 6.4   | 53,634           | 56,936           |
| <b>Total Liabilities</b>                                  |       | <b>2,992,496</b> | <b>2,937,322</b> |
| <b>Net Assets</b>                                         |       | <b>2,008,379</b> | <b>2,040,687</b> |
| <b>Equity</b>                                             |       |                  |                  |
| Accumulated surplus                                       |       | 136,244          | 173,347          |
| Hedging reserves                                          |       | (3,300)          | (4,100)          |
| Physical asset revaluation reserves                       | 5.3   | 874,076          | 874,797          |
| Contributed capital                                       |       | 1,001,359        | 996,643          |
| <b>Net worth</b>                                          |       | <b>2,008,379</b> | <b>2,040,687</b> |

**Note:**

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

# Statement of Changes in Equity

For the financial year ended 30 June 2025

| (\$ thousand)                                                                     |       |                                          |                     |                        |                        |           |
|-----------------------------------------------------------------------------------|-------|------------------------------------------|---------------------|------------------------|------------------------|-----------|
|                                                                                   | Notes | Physical Asset<br>Revaluation<br>Reserve | Hedging<br>Reserves | Accumulated<br>Surplus | Contributed<br>Capital | Total     |
| Balance at 1 July 2023                                                            |       | 874,797                                  | (4,104)             | 177,931                | 968,396                | 2,017,020 |
| Net result for the year                                                           |       |                                          |                     | (4,584)                |                        | (4,584)   |
| Capital contribution from/(to) other State departments/entities                   |       |                                          |                     |                        | (1,614)                | (1,614)   |
| Capital contribution by Victorian Government as part of annual grants             |       |                                          |                     |                        | 29,861                 | 29,861    |
| Cost of hedging                                                                   |       |                                          | (227)               |                        |                        | (227)     |
| Fair value gain/(loss) arising from cash flow hedging instruments during the year |       |                                          | 231                 |                        |                        | 231       |
| Balance at 30 June 2024                                                           |       | 874,797                                  | (4,100)             | 173,347                | 996,643                | 2,040,687 |
| Net result for the year                                                           |       |                                          |                     | (37,103)               |                        | (37,103)  |
| Capital contribution from/(to) other State departments/entities                   |       |                                          |                     |                        | (184)                  | (184)     |
| Capital contribution by Victorian Government as part of annual grants             |       |                                          |                     |                        | 4,900                  | 4,900     |
| Cost of hedging                                                                   |       |                                          | 44                  |                        |                        | 44        |
| Fair value gain/(loss) arising from cash flow hedging instruments during the year |       |                                          | 756                 |                        |                        | 756       |
| Revaluation surplus adjustment                                                    | 5.3   | (721)                                    |                     |                        |                        | (721)     |
| Balance at 30 June 2025                                                           |       | 874,076                                  | (3,300)             | 136,244                | 1,001,359              | 2,008,379 |

**Note:**  
The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

## Cash Flow Statement

For the financial year ended 30 June 2025

|                                                                                                |              | (\$ thousand)      |                    |
|------------------------------------------------------------------------------------------------|--------------|--------------------|--------------------|
|                                                                                                | Notes        | 2025               | 2024               |
| <b>Cash Flows From Operating Activities</b>                                                    |              |                    |                    |
| <b>Receipts</b>                                                                                |              |                    |                    |
| Receipts from Victorian Government                                                             |              | 4,409,037          | 4,183,198          |
| Grants and other income                                                                        |              | 21,513             | 19,184             |
| Sales of goods and services                                                                    |              | 14,433             | 1,848              |
| Interest received                                                                              |              | 180                | 172                |
| Goods and Services Tax (GST) received from the Australian Taxation Office (ATO) <sup>(a)</sup> |              | 109,878            | 100,489            |
| <b>Total Receipts</b>                                                                          |              | <b>4,555,041</b>   | <b>4,304,891</b>   |
| <b>Payments</b>                                                                                |              |                    |                    |
| Payments to suppliers and employees                                                            |              | (4,322,197)        | (4,052,666)        |
| Interest and other costs of finance paid                                                       |              | (61,007)           | (58,797)           |
| <b>Total Payments</b>                                                                          |              | <b>(4,383,204)</b> | <b>(4,111,463)</b> |
| <b>Net Cash Flows From Operating Activities</b>                                                | <b>7.3.1</b> | <b>171,837</b>     | <b>193,428</b>     |
| <b>Cash Flows From Investing Activities</b>                                                    |              |                    |                    |
| Proceeds from sale of property, motor vehicles, plant and equipment                            |              | 33,225             | 33,185             |
| Payments for property, plant and equipment                                                     |              | (118,059)          | (165,353)          |
| <b>Net Cash Flows (Used In) Investing Activities</b>                                           |              | <b>(84,834)</b>    | <b>(132,168)</b>   |
| <b>Cash flows from Financing Activities</b>                                                    |              |                    |                    |
| Proceeds from capital contributed by Victorian Government                                      |              | 4,900              | 28,247             |
| Repayment of borrowings and principal portion of lease liabilities                             | 7.2.1        | (125,256)          | (86,632)           |
| <b>Net Cash Flows From Financing Activities</b>                                                |              | <b>(120,356)</b>   | <b>(58,385)</b>    |
| <b>Net Increase In Cash And Cash Equivalents</b>                                               |              | <b>(33,353)</b>    | <b>2,875</b>       |
| Cash and cash equivalents at the beginning of the financial year                               |              | 73,688             | 70,813             |
| <b>Cash and Cash Equivalents At The End Of The Financial Year</b>                              | <b>7.3</b>   | <b>40,335</b>      | <b>73,688</b>      |

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

**Note:**

(a) Goods and Services Tax is presented on a net basis.

## 1. About this report

Victoria Police is the primary law enforcement agency of Victoria, Australia that provides policing services to the community. It was formed in 1853 and operates under the *Victoria Police Act 2013*. Victoria Police is an administrative agency acting on behalf of the Crown. A description of the nature of its operations and its principal activities is included in the Report of Operations, which does not form part of these financial statements. Its principal address is:

Victoria Police Centre  
311 Spencer Street  
Docklands VIC 3008

The annual financial statements represent the audited general purpose financial statements of Victoria Police for the year ended 30 June 2025. The purpose of the report is to provide users with information about Victoria Police's stewardship of resources entrusted to it.

### Basis of preparation

These financial statements are prepared in accordance with the historical cost convention except for non-financial physical assets and provisions which, subsequent to acquisition, are measured at a revalued amount being their fair value at the date of the revaluation less any subsequent accumulated depreciation and subsequent impairment losses. Refer to Note 8.3.2 Fair Value Determination: Non-Financial Physical Assets.

The accrual basis of accounting has been applied in the preparation of these financial statements whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

Consistent with the requirements of Australian Accounting Standards Board (AASB) 1004 *Contributions*, contributions by owners (that is, contributed capital and its repayment) are treated as equity transactions and therefore, do not form part of the income and expenses of Victoria Police.

Additions to net assets which have been designated as contributions by owners are recognised as contributed capital.

Other transfers that are in the nature of contributions to or distributions by owners have also been designated as contributions by owners.

Judgements, estimates and assumptions are required to be made about the financial information being presented. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in the application of Australian Accounting Standards (AASs) that have significant effects on the financial statements and estimates relate to:

- the fair value of land, buildings, plant and equipment – refer to Note 5.1 Property, Plant and Equipment and Note 8.3 Fair Value Determination
- actuarial assumptions for employee benefit provisions based on likely tenure of existing staff, patterns of leave claims, future salary movements and future discount rates – refer to Note 3.1.2 Employee Related Provisions
- exercising of lease options under AASB 16 *Leases*
- Provisions.

The primary financial statements show controlled items which generally reflect the capacity of Victoria Police to benefit from that item in the pursuit of its objectives and to deny or regulate the access of others to that benefit.

Administered items as disclosed in Note 4 are transactions and activities that are managed or administered by Victoria Police on behalf of the State or another entity. Generally, Victoria Police would lack the capacity to benefit from such transactions in pursuit of the State or other entity's objectives and deny or regulate access of others to that benefit. Administered transactions give rise to income, expenses, assets and liabilities.

Amounts have been rounded to the nearest thousand dollars unless otherwise stated. The functional and presentation currency of Victoria Police is Australian dollars.

### Compliance information

These general-purpose financial statements have been prepared in accordance with the *Financial Management Act 1994* and applicable Australian Accounting Standards (AASs) which include Interpretations, issued by the AASB. In particular, they are presented in a manner consistent with the requirements of the AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

Where appropriate, those AASs paragraphs applicable to not-for-profit entities have been applied. Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance

and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

The style conventions used in this report can be found in Note 9.8.

The annual financial statements were authorised for issue by the Chief Commissioner of Police on 11 September 2025.

### Reporting entity

The financial statements cover Victoria Police as an individual reporting entity.

The financial statements include all the controlled activities of Victoria Police, including all funds through which Victoria Police controls the resources to carry on its functions.

### Basis of consolidation

In accordance with AASB 10 *Consolidated Financial Statements*, the financial statements exclude bodies within Victoria Police's portfolio that are not controlled by Victoria Police, and therefore are not consolidated. Bodies such as the Australia New Zealand Policing Advisory Agency (ANZPAA) and activities that are administered are also not controlled and not consolidated. Details of this are disclosed in Note 4.1 Administered Items.

### Accounting for the goods and services tax

Income, expenses and assets are recognised net of the amount of associated Goods and Services Tax (GST), except where GST incurred is not recoverable from the Australian Tax Office (ATO). In this case, the GST payable is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the Balance Sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the ATO are presented as cashflow from operating activities.

Commitments and contingent liabilities are also stated inclusive of GST.

## 2. Funding delivery of our services

### Introduction

Victoria Police’s role is to provide effective police and law enforcement services that aim to prevent, detect, investigate and prosecute crime, and promote safer road user behaviour. It focuses on activities which enable Victorians to undertake their lawful pursuits confidently, safely and without fear of crime.

This section presents the sources and amounts of revenue raised to enable Victoria Police to deliver its services.

| Structure                                                           | Pages |
|---------------------------------------------------------------------|-------|
| 2.1 Summary of Income that Funds the Delivery of Our Services ..... | 76    |
| 2.2 Grants from Victorian Government.....                           | 76    |
| 2.3 Annotated Income Agreements.....                                | 77    |

### 2.1 Summary of Income that Funds the Delivery of Our Services

| (\$ thousand)                                                             |       |                  |                  |
|---------------------------------------------------------------------------|-------|------------------|------------------|
|                                                                           | Notes | 2025             | 2024             |
| Sale of goods and services                                                |       | 14,601           | 2,897            |
| Other grants                                                              |       | 24,613           | 15,667           |
| Fair value of assets received free of charge or for nominal consideration |       | 902              | –                |
| Grants from Victorian Government                                          | 2.2   | 4,531,976        | 4,294,311        |
| Interest income                                                           |       | 180              | 172              |
| Other income                                                              |       | 2,539            | 4,132            |
| <b>Total Income From Transactions</b>                                     |       | <b>4,574,811</b> | <b>4,317,179</b> |

### Income Recognition and Measurement

Revenue and income that fund the delivery of Victoria Police’s services are consistently accounted for with the requirements of the relevant accounting standards disclosed in the respective notes in this section. All amounts of income over which Victoria Police does not have control are disclosed as administered income in Note 4.1 Administered Items.

### 2.2 Grants from Victorian Government

| (\$ thousand)                                 |                  |                  |
|-----------------------------------------------|------------------|------------------|
|                                               | 2025             | 2024             |
| Grants from Victorian Government              | 4,531,976        | 4,293,254        |
| Grants from Commonwealth Government           | –                | 1,057            |
| <b>Total Grants from Victorian Government</b> | <b>4,531,976</b> | <b>4,294,311</b> |

### Grants Received from Victorian Government

Income from grants received is based on the output Victoria Police provides to the public and is recognised when the output has been delivered and the relevant Minister has certified delivery of the output in accordance with specified performance criteria.



## 2.3 Annotated Income Agreements

Victoria Police is permitted under Section 29 of the Financial Management Act to have certain income annotated to the annual grant. The income which forms part of a section 29 agreement is recognised by the Victoria Police as an administered item and the receipts paid into the Consolidated fund. If a section 29 agreement is in place, the relevant appropriation item will be increased by the equivalent amount at the point of income recognition.

The following is a listing of the annotated income agreements approved by the Treasurer:

|                                                          | (\$ thousand) |               |
|----------------------------------------------------------|---------------|---------------|
|                                                          | 2025          | 2024          |
| <b>User Charges Or Sales of Goods and Services</b>       |               |               |
| Information services                                     | 8,708         | 6,848         |
| Event management                                         | 9,213         | 7,309         |
| Insurance Proceeds                                       | 1,389         | 396           |
| Other income                                             | 5,667         | 6,248         |
| <b>Total User Charges Or Sales of Goods and Services</b> | <b>24,977</b> | <b>20,801</b> |
| <b>Asset Sales</b>                                       |               |               |
| Motor vehicles                                           | 204           | 38            |
| Land and buildings                                       | 311           | 3,493         |
| Plant and equipment                                      | 18            | 95            |
| <b>Total Proceeds From Asset Sales</b>                   | <b>533</b>    | <b>3,626</b>  |
| <b>Commonwealth specific purpose payments</b>            |               |               |
| Commonwealth special purpose grants                      | 582           | 582           |
| <b>Total Commonwealth specific purpose payments</b>      | <b>582</b>    | <b>582</b>    |
| <b>Total Annotated Income Agreements <sup>(a)</sup></b>  | <b>26,092</b> | <b>25,009</b> |

Notes:

(a) The annotated income of \$26 million (2024: \$25.0 million) forms part of the Grants from the Victorian Government in Note 2.2 Grants from Victorian Government.

### 3. The cost of delivering services

#### Introduction

This section provides an account of the operating expenses incurred by Victoria Police in providing effective policing and law enforcement services.

In Section 2, the funds that enable the provision of such services were disclosed and in this note, the costs associated with such provisions are recorded.

| Structure                                                                          | Pages |
|------------------------------------------------------------------------------------|-------|
| 3.1 Employee Expenses and Related Provisions Incurred in Delivery of Services..... | 78–80 |
| 3.2 Operating Expenses.....                                                        | 81    |

#### 3.1 Employee Expenses and Related Provisions Incurred in Delivery of Services

##### 3.1.1 Employee Expenses

| (\$ thousand)                                                        |       |                  |                  |
|----------------------------------------------------------------------|-------|------------------|------------------|
|                                                                      | Notes | 2025             | 2024             |
| Salaries, wages, annual leave and others                             |       | 2,767,280        | 2,580,011        |
| Defined contribution superannuation expense                          | 3.1.3 | 69,511           | 58,567           |
| Defined benefit superannuation expense                               | 3.1.3 | 255,806          | 249,372          |
| Termination benefits                                                 |       | 3,208            | 1,244            |
| Long service leave                                                   |       | 89,023           | 101,839          |
| Other on-costs (Fringe Benefits Tax, Payroll Tax and WorkCover Levy) |       | 483,453          | 433,890          |
| <b>Total Employee Expenses</b>                                       |       | <b>3,668,281</b> | <b>3,424,923</b> |

Employee expenses include all costs related to employment including wages and salaries, fringe benefits tax, leave entitlements, termination payments and WorkCover premiums.

##### Victoria Police Enterprise Agreement 2025 – Employee Benefits and Related Liabilities

On the settlement of the Victoria Police (*Police officers, Protective Services Officers, Police Reservists and Police Recruits*) Enterprise Agreement 2025 (2025 EBA), several employee benefit obligations and remuneration adjustments have arisen.

Under the terms of the 2025 EBA:

- A Patience in Bargaining lump sum payment is payable in July 2025 to eligible employees, recognising the period from 1 June 2024 to 23 January 2025.
- Salary and allowance back payment are payable to employees covered by the EBA and employed by Victoria Police as at 11 April 2025, for the period commencing 24 January 2025.
- A salary and allowance uplift will apply from the pay period commencing 1 June 2025, consistent with the revised salary schedules under the EBA.

The EBA also introduces three new allowances for the duration of the agreement.

1. **Retention Allowance** – payable to all employees covered by the agreement.
2. **Operational Readiness Allowance** – Payable to Police Officers and Protective Services Officers who maintain operational safety and tactics training currency and complete mandatory learning activities.
3. **General Duties Allowance** – payable to employees occupying general duties uniformed roles at police stations.

These entitlements have been recognised in accordance with AASB 119 *Employee Benefits*, and where applicable, provisions have been recorded to reflect the timing and probability of payment.

The amount recognised in the Comprehensive Operating Statement in relation to superannuation is employer contributions for members of both defined benefit and defined contribution superannuation plans that are paid or payable during the reporting period. Victoria Police does not recognise any defined benefit liabilities because it has no legal or constructive obligation to pay future benefits relating to its employees. Instead, the Department of Treasury and Finance discloses in its annual financial statements the net defined benefit cost related to the members of these plans as an administered liability (on behalf of the State as the sponsoring employer).

### 3.1.2 Employee Related Provisions

Provisions are made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave (LSL) for services rendered to the reporting date and recorded as an expense during the period the services are delivered.

|                                                                          | (\$ thousand)  |                |
|--------------------------------------------------------------------------|----------------|----------------|
|                                                                          | 2025           | 2024           |
| <b>Current Provisions:</b>                                               |                |                |
| <b>Annual leave <sup>(a)</sup></b>                                       |                |                |
| Unconditional and expected to be settled within 12 months <sup>(b)</sup> | 60,911         | 60,180         |
| <b>Long service leave <sup>(a)</sup></b>                                 |                |                |
| Unconditional and expected to be settled within 12 months <sup>(b)</sup> | 48,482         | 39,009         |
| Unconditional and expected to be settled after 12 months <sup>(c)</sup>  | 532,843        | 527,557        |
| <b>Provisions for on-costs:</b>                                          |                |                |
| Unconditional and expected to be settled within 12 months <sup>(b)</sup> | 35,567         | 29,659         |
| Unconditional and expected to be settled after 12 months <sup>(c)</sup>  | 179,852        | 164,021        |
| <b>Commuted overtime</b>                                                 |                |                |
| Commuted overtime allowance                                              | –              | –              |
| <b>Total Current Provisions for Employee Benefits</b>                    | <b>857,655</b> | <b>820,426</b> |
| <b>Non-Current provisions:</b>                                           |                |                |
| Employee benefits – conditional long service leave <sup>(a) (c)</sup>    | 57,518         | 61,702         |
| On-costs <sup>(c)</sup>                                                  | 19,250         | 19,085         |
| Deferred salary scheme for Sworn members                                 | 5,202          | 6,156          |
| <b>Total Non-Current Provisions for Employee Benefits</b>                | <b>81,970</b>  | <b>86,943</b>  |
| <b>Total Provisions for Employee Benefits</b>                            | <b>939,625</b> | <b>907,369</b> |

**Notes:**

(a) Provisions annual leave and long service leave accrued by employees does not include on-costs.

(b) The amounts disclosed are nominal amounts.

(c) The amounts disclosed are discounted to present values.

#### Reconciliation of Movement in On-Cost and Deferred salary scheme for Sworn member

|                                                                                | (\$ thousand) |                        |            |
|--------------------------------------------------------------------------------|---------------|------------------------|------------|
|                                                                                | On-Costs      | Deferred salary scheme | Total 2025 |
| Opening balance 1 July 2024                                                    | 212,764       | 6,156                  | 218,920    |
| Additional provisions recognised                                               | 51,564        | –                      | 51,564     |
| Reductions arising from payments/ other sacrifices of future economic benefits | (29,659)      | (954)                  | (30,613)   |
| Closing balance 30 June 2025                                                   | 234,669       | 5,202                  | 239,871    |
| Current                                                                        | 215,419       | –                      | 215,419    |
| Non-current                                                                    | 19,250        | 5,202                  | 24,452     |
| Closing balance 30 June 2025                                                   | 234,669       | 5,202                  | 239,871    |

#### Wages and Salaries and Annual Leave

Liabilities for wages, salaries and annual leave are all recognised in the provision for employee benefits as current liabilities because Victoria Police does not have an unconditional right to defer settlements of these liabilities.

The liability for salaries and wages are recognised in the Balance Sheet at remuneration rates which are current at the reporting date. As Victoria Police expects the liabilities to be wholly settled within 12 months of the reporting date, they are measured at undiscounted amounts.

The annual leave liability is classified as a current liability and measured at the undiscounted amount expected to be paid, as Victoria Police does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

No provision has been made for sick leave as all sick leave is non-vesting and it is not considered probable that the average sick leave taken in the future will be greater than the benefits accrued in the future. As sick leave is non-vesting, an expense is recognised in the Comprehensive Operating Statement as it is taken.

Employment on-costs such as payroll tax, workers compensation and superannuation are not employee benefits. They are disclosed separately as a component of the provision for employee benefits when the employment to which they relate has occurred.

### Long Service Leave

Liability for long service leave (LSL) is recognised in the provision for employee benefits.

**Unconditional LSL** is disclosed in the notes to the financial statements as a current liability, even where Victoria Police does not expect to settle the liability within 12 months because it will not have the unconditional right to defer the settlement of the entitlement should an employee take leave within 12 months.

The components of this current LSL liability are measured at:

- undiscounted value – if Victoria Police expects to wholly settle within 12 months
- present value – if Victoria Police does not expect to wholly settle within 12 months.

**Conditional LSL** is disclosed as a non-current liability. There is an unconditional right to defer the settlement of the entitlement until the employee has completed the requisite years of service. This non-current LSL liability is measured at present value.

Any gain or loss following the revaluation of the present value of LSL liability is recognised in the “net result from transactions”, except to the extent that any gain or loss arising from changes in bond interest rates is recognised as an Other Economic Flow in the net result – refer to Note 9.1 Other Economic Flows Included in Net Result.

The Minister for Finance approved an alternative wage inflation rate of 4.7 per cent to calculate the LSL liabilities for police officers based on the 2025 Victoria Police Enterprise Agreement (2025 EBA).

The approved inflation rate for Victoria Public Servant (VPS) employees for LSL is 4.25 per cent.

### Deferred Salary Scheme

Public service employees may choose to participate in a deferred salary scheme which allows them to be paid the equivalent of four years’ salary over a five-year period. During the first four years, the employee receives 80 per cent of their salary. A provision is raised for the balance, which is paid during the fifth year whilst the employee is on leave. As of 2017, this scheme is only made available to police officers.

#### 3.1.3 Superannuation Contributions

Employees of Victoria Police are entitled to receive superannuation benefits and Victoria Police contributes to both defined benefit and defined contribution plans. The defined benefit plan(s) provides benefits based on years of service and final average salary.

As noted before (in Note 3.1.1), the defined benefit liability is recognised by the Department of Treasury and Finance (DTF) as an administered liability. However, superannuation contributions paid or payable for the reporting period are included as part of employee benefits in the Comprehensive Operating Statement of Victoria Police.

The names, details and amounts expensed in relation to the major employee superannuation funds and contributions made by Victoria Police are as follows:

|                                             | (\$ thousand)                   |                |                                       |            |
|---------------------------------------------|---------------------------------|----------------|---------------------------------------|------------|
|                                             | Contributions Paid For The Year |                | Contributions Outstanding At Year End |            |
|                                             | 2025                            | 2024           | 2025                                  | 2024       |
| <b>Defined benefit plans <sup>(a)</sup></b> |                                 |                |                                       |            |
| Emergency Services and State Super          | 254,245                         | 248,708        | 1,561                                 | 664        |
| <b>Subtotal</b>                             | <b>254,245</b>                  | <b>248,708</b> | <b>1,561</b>                          | <b>664</b> |
| <b>Defined contribution plans:</b>          |                                 |                |                                       |            |
| Aware Super                                 | 29,385                          | 23,922         | 158                                   | 65         |
| Other                                       | 39,738                          | 34,496         | 230                                   | 83         |
| <b>Subtotal</b>                             | <b>69,123</b>                   | <b>58,418</b>  | <b>388</b>                            | <b>148</b> |
| <b>Total</b>                                | <b>323,368</b>                  | <b>307,126</b> | <b>1,949</b>                          | <b>812</b> |

Note:

(a) The basis for determining the level of contributions is determined by the various actuaries of the defined benefit superannuation plans.

### 3.2 Operating Expenses

|                                           | (\$ thousand)  |                |
|-------------------------------------------|----------------|----------------|
|                                           | 2025           | 2024           |
| <b>Supplies and Services</b>              |                |                |
| Motor-vehicle expenses                    | 56,129         | 55,240         |
| Travel and accommodation                  | 17,665         | 19,401         |
| Contributions                             | 7,620          | 6,050          |
| Property rental and maintenance           | 113,524        | 98,055         |
| Computer expenses                         | 126,939        | 116,147        |
| Legal                                     | 47,119         | 58,956         |
| <b>Operational support</b>                | <b>139,580</b> | <b>138,974</b> |
| - Communications                          | 15,898         | 20,175         |
| - Aviation expenses                       | 36,488         | 33,644         |
| - Professional services                   | 33,877         | 34,660         |
| - Agency services                         | 7,284          | 10,030         |
| - Mobile Data Network/Radio               | -              | 9              |
| - Transcription costs                     | 2,042          | 1,584          |
| - Inquiry Fees                            | 8,707          | 8,306          |
| - Others                                  | 35,284         | 30,566         |
| <b>Other operating expenses</b>           | <b>101,852</b> | <b>106,822</b> |
| - Equipment and office expenses           | 23,656         | 21,641         |
| - Uniforms and personal equipment         | 13,960         | 17,759         |
| - Incidentals <sup>(a)</sup>              | 46,158         | 50,110         |
| - Option premium                          | 221            | 221            |
| - Prisoner supplies                       | 2,088          | 2,199          |
| - Custody centres                         | 15,769         | 14,892         |
| <b>Subtotal for Supplies and Services</b> | <b>610,428</b> | <b>599,645</b> |
| Bad debts from transactions               | 168            | 1,049          |
| Ex-gratia expenses <sup>(b)</sup>         | 261            | 372            |
| <b>Total Operating Expenses</b>           | <b>610,857</b> | <b>601,066</b> |

**Note:**

(a) Included in the Incidental Expenses is the agreed audit fee of \$418,170 (2024: \$394,500) for the year-ended 30 June 2025.

(b) Voluntary payments are those made without receiving goods, services, or other benefits in return, and are not intended to fulfil a legal obligation or settle a potential legal claim against Victoria Police

**Operating expenses** generally represent the day-to-day running costs incurred in normal operations. It also includes bad debts expense from transactions that are mutually agreed.

**Supplies and services** are recognised as an expense in the reporting period in which they are incurred. The carrying amounts of any inventories held for distribution are expensed when the inventories are distributed.

The following lease payments are recognised on a straight-line basis:

- short term lease – leases with a term less than 12 months
- low value leases – leases with the underlying asset's fair value (when new, regardless of the age of the assets being leased) is no more than \$10,000.

Variable lease payments that are not included in the measurement of the lease liability (that is, variable lease payments that do not depend on an index or a rate and which are not, in substance fixed) such as those based on performance or usage of the underlying asset, are recognised in the Comprehensive Operating Statement (except for payments which has been included in the carrying amount of another asset) in the period in which the event or condition that triggers those payments occur.

## 4. Administered items

### Introduction

Victoria Police administers or manages activities and resources on behalf of the State and other entities such as Australia and New Zealand Policing Advisory Agency (ANZPAA). The transactions relating to these activities are reported as administered items in this note, and they include third party funds under management for the ANZPAA. Administered transactions give rise to income, expenses, assets and liabilities.

Administered income includes fees, seized monies, fines and the proceeds from the sale of administered surplus Properties, Plant and Equipment. Administered expenses include payments made on behalf of the State, and payments into the Consolidated Fund. Administered assets include government income earned but yet to be collected. Administered liabilities include government expenses incurred but yet to be paid.

Except as otherwise disclosed, administered resources are accounted for on an accrual basis using the same accounting policies adopted for recognition of the Victoria Police items in the financial statements.

Victoria Police does not gain control over assets arising from fees and fines, consequently no income is recognised in Victoria Police's financial statements. Victoria Police collects these amounts on behalf of the State. Accordingly, the amounts are disclosed as income in the schedule of Administered Items. Both controlled and administered items of Victoria Police are consolidated into the financial statements of the State.

| Structure                    | Pages |
|------------------------------|-------|
| 4.1 Administered Items ..... | 82–83 |

### 4.1 Administered Items

#### Administered (Non-Controlled) Income and Expenses

For the financial year ended 30 June 2025

|                                                                              | (\$ thousand) |               |
|------------------------------------------------------------------------------|---------------|---------------|
|                                                                              | 2025          | 2024          |
| <b>Administered Income From Transactions</b>                                 |               |               |
| Regulatory fees and fines                                                    | 41,634        | 37,344        |
| Sale of goods and services                                                   | 14,877        | 13,556        |
| Seized and unclaimed monies                                                  | 17,594        | 17,393        |
| Grants                                                                       | 582           | 582           |
| Other agency contributions                                                   | 4,672         | 4,436         |
| Interest income                                                              | 346           | 292           |
| Other income                                                                 | 4,212         | 3,136         |
| <b>Total Administered Income From Transactions</b>                           | <b>83,917</b> | <b>76,739</b> |
| <b>Administered Expenses From Transactions</b>                               |               |               |
| Payments into the Consolidated Fund                                          | 59,432        | 53,735        |
| Payment of seized and unclaimed monies                                       | 14,558        | 15,227        |
| Employee expenses                                                            | 5,182         | 4,592         |
| Depreciation                                                                 | 2             | 2             |
| Other expenses                                                               | 1,833         | 2,274         |
| <b>Total Administered Expenses From Transactions</b>                         | <b>81,007</b> | <b>75,830</b> |
| <b>Total Administered Net Loss From Transactions (Net Operating Balance)</b> | <b>2,910</b>  | <b>909</b>    |
| <b>Administered Other Economic Flows Included In Administered Net Result</b> |               |               |
| Net gain/(loss) on non-financial assets                                      | 417           | 2,016         |
| Other gains/(losses) from other economic flows                               | (18)          | (314)         |
| <b>Administered Net Gain / (Loss)</b>                                        | <b>3,309</b>  | <b>2,611</b>  |



## Administered (Non-Controlled) Assets and Liabilities

As at 30 June 2025

|                                                     | Notes | 2025          | 2024          |
|-----------------------------------------------------|-------|---------------|---------------|
| <b>Administered Financial Assets</b>                |       |               |               |
| Cash held at Treasury <sup>(a)</sup>                | 7.4   | 63,772        | 71,212        |
| Receivables                                         |       | 4,519         | 2,895         |
| <b>Total Administered Financial Assets</b>          |       | <b>68,291</b> | <b>74,107</b> |
| <b>Administered Non-Financial Assets</b>            |       |               |               |
| Non-current physical assets                         |       | 11            | 13            |
| <b>Total Administered Non-Financial Assets</b>      |       | <b>11</b>     | <b>13</b>     |
| <b>Total Administered Assets</b>                    |       | <b>68,302</b> | <b>74,120</b> |
| <b>Administered Liabilities</b>                     |       |               |               |
| Trade creditors and accruals                        |       | (1,158)       | (1,079)       |
| Seized and Unclaimed Funds                          |       | 55,727        | 64,442        |
| Unearned revenue                                    |       | 1,083         | 1,362         |
| Employee provisions                                 |       | 766           | 775           |
| Other liabilities – Trusts                          |       | 8,575         | 6,009         |
| <b>Total Administered Liabilities</b>               |       | <b>64,993</b> | <b>71,509</b> |
| <b>Total Administered Net Assets <sup>(b)</sup></b> |       | <b>3,309</b>  | <b>2,611</b>  |

**Note:**

(a) This balance is made up of the Administered Trusts and Australia and New Zealand Policing Advisory Agency (ANZPAA) balances of \$56.5 million and \$7.3 million (2024: \$65.1 million and \$6.1 million) respectively.

(b) The net administered assets position is the result of timing difference between financial years in regards to the receipts and payments associated with the Consolidated Fund.

## 5. Key assets available to support output delivery

### Introduction

Victoria Police controls property, plant and equipment and intangible assets that are utilised in fulfilling its objectives and conducting its activities. They represent the resources that have been entrusted to Victoria Police to be utilised for delivery of those outputs.

Where the assets included in this section are carried at fair value, additional information is disclosed in Note 8.3 Fair Value Determination in connection with how those fair values were determined.

| Structure                                   | Pages |
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| 5.3 Physical Asset Revaluation Surplus..... | 90    |

### 5.1 Property, Plant and Equipment

|                                                                       | (\$ thousand)         |                  |                          |                  |                     |                  |
|-----------------------------------------------------------------------|-----------------------|------------------|--------------------------|------------------|---------------------|------------------|
|                                                                       | Gross Carrying Amount |                  | Accumulated Depreciation |                  | Net Carrying Amount |                  |
|                                                                       | 2025                  | 2024             | 2025                     | 2024             | 2025                | 2024             |
| Crown land at fair value                                              | 666,932               | 667,802          | –                        | –                | 666,932             | 667,802          |
| Land (right-of-use assets) at fair value                              | 14,958                | 14,958           | 3,165                    | 2,521            | 11,793              | 12,437           |
| Buildings at fair value (excluding heritage buildings) <sup>(a)</sup> | 2,963,973             | 2,900,597        | 735,871                  | 592,589          | 2,228,102           | 2,308,008        |
| Heritage buildings at fair value <sup>(b)</sup>                       | 73,448                | 70,737           | 15,704                   | 11,599           | 57,744              | 59,138           |
| Plant and equipment at fair value                                     | 744,423               | 763,579          | 404,104                  | 417,620          | 340,319             | 345,959          |
| Assets under construction at cost                                     | 160,805               | 136,237          | –                        | –                | 160,805             | 136,237          |
| Cultural artworks at fair value                                       | 5,256                 | 5,244            | –                        | –                | 5,256               | 5,244            |
| <b>Net carrying amount</b>                                            | <b>4,629,795</b>      | <b>4,559,154</b> | <b>1,158,844</b>         | <b>1,024,329</b> | <b>3,470,951</b>    | <b>3,534,825</b> |

Notes:

(a) Leasehold improvements are included in this balance.

(b) These heritage assets cannot be modified or disposed of without formal Ministerial approval.

The following tables are subsets of buildings, and plant and equipment by right-of-use assets.

#### 5.1(a) Total Right-of-Use Assets: Buildings, Plant, Equipment and Vehicles

|                                       | (\$ thousand)         |                          |                     |                       |                          |                     |
|---------------------------------------|-----------------------|--------------------------|---------------------|-----------------------|--------------------------|---------------------|
|                                       | 2025                  |                          |                     | 2024                  |                          |                     |
|                                       | Gross Carrying Amount | Accumulated Depreciation | Net Carrying Amount | Gross Carrying Amount | Accumulated Depreciation | Net Carrying Amount |
| Land                                  | 14,958                | 3,165                    | 11,793              | 14,958                | 2,521                    | 12,437              |
| Buildings                             | 1,715,284             | 399,499                  | 1,315,785           | 1,698,679             | 325,171                  | 1,373,508           |
| Aviation                              | 143,829               | 80,979                   | 62,850              | 143,829               | 67,404                   | 76,425              |
| Motor vehicles                        | 235,131               | 85,981                   | 149,150             | 222,935               | 82,219                   | 140,716             |
| <b>Closing balance – 30 June 2025</b> | <b>2,109,202</b>      | <b>569,624</b>           | <b>1,539,578</b>    | <b>2,080,401</b>      | <b>477,315</b>           | <b>1,603,086</b>    |

(continued)

## 5.1(a) Total Right-of-Use Assets: Buildings, Plant, Equipment and Vehicles (continued)

|                                                        | (\$ thousand) |                  |               |                |                  |
|--------------------------------------------------------|---------------|------------------|---------------|----------------|------------------|
|                                                        | Land          | Buildings        | Aviation      | Motor Vehicles | Total            |
| Opening balance – 1 July 2024                          | 12,437        | 1,373,508        | 76,425        | 140,716        | 1,603,086        |
| Additions                                              | –             | 8,086            | –             | 78,600         | 86,686           |
| Disposals                                              | –             | –                | –             | (20,572)       | (20,572)         |
| Adjustment to carrying value of right-of-use assets    | –             | 8,397            | –             | –              | 8,397            |
| Transfers (to)/from assets classified as held for sale | –             | –                | –             | (205)          | (205)            |
| Depreciation                                           | (644)         | (74,206)         | (13,575)      | (49,389)       | (137,814)        |
| <b>Closing balance – 30 June 2025</b>                  | <b>11,793</b> | <b>1,315,785</b> | <b>62,850</b> | <b>149,150</b> | <b>1,539,578</b> |
| Opening balance – 1 July 2023                          | 13,081        | 1,437,130        | 86,403        | 132,192        | 1,668,806        |
| Additions                                              | –             | 4,116            | –             | 70,736         | 74,852           |
| Disposals                                              | –             | –                | –             | (18,826)       | (18,826)         |
| Adjustment to carrying value of right-of-use assets    | –             | 3,183            | 3,515         | 1,664          | 8,362            |
| Transfers (to)/from assets classified as held for sale | –             | –                | –             | –              | –                |
| Depreciation                                           | (644)         | (70,921)         | (13,493)      | (45,050)       | (130,108)        |
| <b>Closing balance – 30 June 2024</b>                  | <b>12,437</b> | <b>1,373,508</b> | <b>76,425</b> | <b>140,716</b> | <b>1,603,086</b> |

### Initial recognition

Items of property, plant and equipment, are measured initially at cost. Where an asset is acquired for no or nominal cost, the cost recorded is its fair value at the date of acquisition.

The cost of constructed non-financial physical assets includes the cost of all materials used in construction, direct labour on the project and an appropriate proportion of variable and fixed overheads.

The cost of leasehold improvements is capitalised and depreciated over the shorter of the remaining term of the lease or the estimated useful lives.

### Subsequent Measurements

Items of property, plant and equipment, are subsequently revalued at fair value less accumulated depreciation and impairment. Fair value is determined with regard to the asset's highest and best use (considering legal or physical restrictions imposed on the asset, public announcements or commitments made in relation to the intended use of the asset) and is summarised below by asset category.

### Right-of-Use Assets Acquired by Lessees – Initial Measurement

Victoria Police recognises a right-of-use asset and a lease liability at the lease commencement date.

The right-of-use asset is initially measured at cost which comprises the initial amount of the lease liability adjusted for:

- any lease payments made at or before the commencement date less any incentive received
- any initial direct costs incurred
- an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located.

### Right-of-Use Assets Acquired by Lessees – Subsequent Measurement

Victoria Police depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The right-of-use assets are also subject to revaluation.

In addition, the right-of-use asset is periodically reduced by impairment losses, if any and adjusted for certain remeasurements of the lease liability.

### Right-of-Use Assets – Fair Value Measurement

As at 30 June 2025, Victoria Police has assessed the fair value of all its non-financial physical assets including right-of-use assets using the revaluation model.

This is in accordance with the updated FRD 103 *Non-Financial Physical Assets* issued in April 2025 which states that all non-financial physical assets including right-of-use assets will need to be measured using the revaluation model at the end of each annual reporting period.

In Victoria Police, the right-of-use assets comprise of the following categories:

- Buildings – \$1.316 billion (85 per cent)
- Motor vehicles – \$149 million (10 per cent)
- Aviation \$63 million (4 per cent)
- Land – \$12 million (1 per cent).

### Right-of-Use Assets – Buildings

In determining the fair value of Victoria Police’s two significant right-of-use assets, namely Victoria Police Centre 1 (located at 311 Spencer Street) and Victoria Police Centre 2 (located at 313 Spencer Street) in the metropolitan central business district, Victoria Police engaged a valuation expert to conduct a desktop valuation assessment whether the contracted lease payments and other key valuation assumptions reflect current market expectations to support management decision making whether the fair value adjustments to the carrying value of right-of-use assets is required. The carrying value of these two buildings as at 30 June 2025 are \$799 million and \$350 million respectively. These two right-of-use assets represent approximately 87 per cent of the right-of-use assets buildings.

In assessing the fair value of 311 and 313 Spencer Street, management had regard to the following:

- exercising of options within the lease contracts where management assumed that three 5-year lease options will be exercised for 313 and no lease options will be exercised for 311 due to the degree of uncertainty associated with a 25-year lease
- range of rental incentives offered in the current rental market
- current market rental attributable to special features of these specialised buildings such as blast protection, slab strengthening, additional security features, etc
- adjustments required for location of the properties, size of the properties, quality of the properties, quality of the tenant and the tenure of the leases
- the buildings are specialised in nature and form part of an integrated police precinct
- rent indexation rates in the current market
- Treasury Corporation Victoria discount rate was used to present value estimated future cashflows at valuation date.

The remaining 13 per cent comprises primarily of B-grade buildings consisting of police stations, warehouses and storage facilities located across Victoria, including rural and regional Victoria.

The valuation expert also conducted a desktop fair value assessment on a mix of right-of-use buildings across the state and compared their findings to the contractual lease terms at the 30 June 2025.

In assessing if the current lease payments under the contracts approximate the current market rentals for equivalent properties, Victoria Police compared the rent of equivalent properties at similar locations. Adjustments to the right-of-use asset carrying amount will only be made if the movement in the carrying amount in the Asset Building Class compared to the assessed market is material. No adjustment has been made to the right-of-use Asset Building carrying amount as the movement is not material.

### Right-of-Use Assets – Motor-Vehicles

Due to the average short-term useful life of motor-vehicles, Victoria Police has considered the carrying amount approximates the fair value at 30 June 2025.

### Right-of-Use Assets – Aviation

The aviation fleet consists of three Leonardo AW139 Helicopters and one Beechcraft Super King Air fixed wing aircraft that operates in metropolitan Melbourne and provides a service to the whole of Victoria. This fleet has been custom-built and specialised in nature for Victoria Police. The Leonardo AW139 Helicopters are fitted with high-definition cameras and the most advanced mapping and infrared camera technology. They can reach speeds of 250 kilometres per hour and fly for 1000 kilometres without needing to refuel. Its highest and best use is proven by the utilisation of the monthly flying hours averaging 93 per cent of the flying hours regulatory limit. The aviation fleet undergoes regular maintenance and upgrades to ensure they are functional and operational ready and adhere to strict regulations under the Civil Aviation Safety Authority. Victoria Police has considered the carrying amount to approximate the fair value at 30 June 2025.

**Heritage buildings** are valued using the current replacement cost method. This cost generally represents the replacement cost of the building/component after applying depreciation rates on a useful life basis. However, for some heritage and iconic assets, the cost may be the reproduction cost rather than the replacement cost if those assets’ service potential could only be replaced by reproducing them with the same materials.

**Vehicles** are valued using the current replacement cost method. Victoria Police acquires new vehicles and at times disposes of them before the end of their economic life. The process of acquisition, use and disposal in the market is managed by experienced fleet managers in Victoria Police who set relevant depreciation rates during use to reflect the utilisation of the vehicles.

Fair value for **plant and equipment** that are specialised in use is determined using the current replacement cost method. Refer to Note 8.3 Fair Value Determination for additional information on fair value determination of property, plant and equipment.

### Impairment of Property, Plant and Equipment

The recoverable amount of primarily non-cash-generating assets of not-for-profit entities, which are typically specialised in nature and held for continuing use of their service capacity, is expected to be materially the same as fair value determined under AASB 13 *Fair Value Measurement*, with the consequence that AASB 136 *Impairment of Assets* does not apply to such assets that are regularly revalued.

#### 5.1.1 Depreciation and Amortisation

|                                                                                  |       | (\$ thousand)  |                |
|----------------------------------------------------------------------------------|-------|----------------|----------------|
|                                                                                  | Notes | 2025           | 2024           |
| Land (right-of-use assets)                                                       |       | 644            | 644            |
| Depreciation of buildings (including heritage buildings and right-of-use assets) |       | 147,697        | 143,661        |
| Depreciation of plant and equipment                                              |       | 98,874         | 90,659         |
| Amortisation of intangible assets                                                | 5.2   | 22,981         | 30,460         |
| <b>Total Depreciation and Amortisation</b>                                       |       | <b>270,196</b> | <b>265,424</b> |

All buildings (including leasehold improvements), plant and equipment and other non-financial physical assets that have finite useful lives are depreciated. The exceptions to this rule include items under assets held for sale and land.

Depreciation is calculated on a straight-line basis, at rates that allocate the asset's value, less any estimated residual value, over the estimated useful life.

Typical estimated useful lives for the different asset classes for current and prior years are included in the table below:

| Assets                                                    | Useful life            |
|-----------------------------------------------------------|------------------------|
| Land (right-of-use asset)                                 | 1–40 years             |
| Buildings (inclusive of heritage and right-of-use assets) | 1–50 years             |
| Plant and equipment (inclusive of right-of-use assets)    | 1–40 years             |
| Heritage assets                                           | 1–50 years             |
| Cultural artworks                                         | Indefinite Useful Life |
| Software                                                  | 3–12 years             |

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments are made where appropriate.

Right-of-use assets are depreciated on a straight-line basis over the shorter of the asset's useful life and the lease term. Where Victoria Police obtains ownership of the underlying leased asset or if the cost of the right-of-use asset reflects that the entity will exercise a purchase option, the entity depreciates the right-of-use asset over its useful life.

Leasehold improvements are depreciated over the shorter of the lease term and their useful lives.

### Indefinite Life Assets

Land and cultural assets which are considered to have an indefinite life, are not depreciated. Depreciation is not recognised in respect of these assets because their service potential has not, in any material sense, been consumed during the reporting period.

### Internally Generated Intangible Assets

Refer to Note 5.2 Intangible Assets.

#### Amortisation of Internally Generated Intangible Assets

Internally generated intangible assets with finite useful lives are amortised as an expense from transactions on a systematic (typically straight-line) basis over the asset's useful life. Amortisation begins when the asset is available for use, that is, when it is in the location and condition necessary for it to be capable of operating in the manner intended by management. The estimated useful lives, residual values and amortisation method are reviewed at the end of each annual reporting period and adjustments are made where appropriate.

### 5.1.2 Reconciliation of Movements in Carrying Amounts of Property, Plant and Equipment

|                                                                            | Crown land at fair value |         |        | Land at fair value (Right-of-Use Assets) |           |           | Buildings at fair value |          |          | Plant and Equipment at fair value |       |       | Assets under construction at cost |           |      | Cultural artworks at fair value |      |      | Total |      |
|----------------------------------------------------------------------------|--------------------------|---------|--------|------------------------------------------|-----------|-----------|-------------------------|----------|----------|-----------------------------------|-------|-------|-----------------------------------|-----------|------|---------------------------------|------|------|-------|------|
|                                                                            | 2025                     | 2024    | 2024   | 2025                                     | 2024      | 2024      | 2025                    | 2024     | 2024     | 2025                              | 2024  | 2024  | 2025                              | 2024      | 2024 | 2025                            | 2024 | 2025 | 2024  | 2024 |
| Opening balance at 1 July                                                  | 667,802                  | 657,798 | 12,437 | 13,080                                   | 2,367,146 | 2,459,821 | 345,959                 | 339,614  | 136,237  | 91,913                            | 5,244 | 5,239 | 3,534,825                         | 3,567,465 |      |                                 |      |      |       |      |
| Fair value of assets received free of charge or for nominal considerations | -                        | -       | -      | -                                        | -         | -         | 902                     | -        | -        | -                                 | -     | -     | -                                 | 902       | -    | -                               | -    | -    | -     | -    |
| Fair value of assets recognised for first time                             | -                        | -       | -      | -                                        | -         | 109       | 358                     | 413      | (4,447)  | 41                                | -     | -     | (4,089)                           | 563       |      |                                 |      |      |       |      |
| Additions                                                                  | -                        | -       | -      | -                                        | 13,600    | 7,083     | 89,918                  | 80,705   | 93,976   | 116,121                           | 12    | 5     | 197,506                           | 203,914   |      |                                 |      |      |       |      |
| Adjustment to carrying value of right-of-use assets                        | -                        | -       | -      | -                                        | 8,519     | 3,183     | -                       | 5,180    | -        | -                                 | -     | -     | 8,519                             | 8,363     |      |                                 |      |      |       |      |
| Disposals                                                                  | (63)                     | (1,614) | -      | -                                        | (490)     | (20,843)  | (19,356)                | -        | -        | -                                 | -     | -     | (21,396)                          | (20,970)  |      |                                 |      |      |       |      |
| Transfer in/(out) of assets under construction                             | -                        | 11,618  | -      | -                                        | 45,192    | 41,243    | 22,620                  | 29,536   | (67,898) | (82,079)                          | -     | -     | (86)                              | 318       |      |                                 |      |      |       |      |
| Revaluation of PPE                                                         | (721)                    | -       | -      | -                                        | -         | -         | -                       | -        | -        | -                                 | -     | -     | (721)                             | -         |      |                                 |      |      |       |      |
| Transfers of assets via Contributed Capital                                | (86)                     | -       | -      | -                                        | (260)     | -         | -                       | -        | -        | -                                 | -     | -     | (346)                             | -         |      |                                 |      |      |       |      |
| Transfer (to)/from Advances                                                | -                        | -       | -      | -                                        | -         | -         | -                       | -        | 2,969    | 10,096                            | -     | -     | 2,969                             | 10,096    |      |                                 |      |      |       |      |
| Depreciation <sup>(a)</sup>                                                | -                        | -       | (644)  | (643)                                    | (147,701) | (143,661) | (98,870)                | (90,659) | -        | -                                 | -     | -     | (247,215)                         | (234,963) |      |                                 |      |      |       |      |
| Reclassification                                                           | -                        | -       | -      | -                                        | (137)     | (680)     | 137                     | 680      | -        | -                                 | -     | -     | -                                 | -         |      |                                 |      |      |       |      |
| (Over)/under capitalisation                                                | -                        | -       | -      | -                                        | (23)      | 48        | 343                     | (153)    | (32)     | 145                               | -     | -     | 288                               | 40        |      |                                 |      |      |       |      |
| Closing balance at 30 June                                                 | 666,932                  | 667,802 | 11,793 | 12,437                                   | 2,285,846 | 2,367,146 | 340,319                 | 345,959  | 160,805  | 136,237                           | 5,256 | 5,244 | 3,470,951                         | 3,534,825 |      |                                 |      |      |       |      |

Note:

(a) This note only discloses the total depreciation amount of \$247.2 million (2024: \$234.9 million), excluding amortisation amount of \$23.0 million (2024: \$30.5 million) for intangible assets. Refer to Note 5.1.1 Depreciation and Amortisation for the aggregate amount of \$270.2 million (2024: \$265.4 million) for depreciation and amortisation.



## 5.2 Intangible Assets

| (\$ thousand)                                    |                                  |               |                                       |               |               |               |
|--------------------------------------------------|----------------------------------|---------------|---------------------------------------|---------------|---------------|---------------|
|                                                  | Capitalised<br>Computer Software |               | Work-In-Progress<br>Computer Software |               | Total         |               |
|                                                  | 2025                             | 2024          | 2025                                  | 2024          | 2025          | 2024          |
| <b>Gross Carrying Amount</b>                     |                                  |               |                                       |               |               |               |
| Opening balance                                  | 165,812                          | 164,296       | 12,308                                | 6,860         | 178,120       | 171,156       |
| Additions from internal development              | –                                | –             | 7,062                                 | 7,921         | 7,062         | 7,921         |
| Transfers in/(out) of assets under construction  | 4,230                            | 1,587         | (4,144)                               | (1,905)       | 86            | (318)         |
| Fair value of assets recognised for first time   | –                                | –             | 36                                    | –             | 36            | –             |
| Other ((over)/under capitalisation)              | –                                | (71)          | (2,103)                               | (568)         | (2,103)       | (639)         |
| Closing balance                                  | 170,042                          | 165,812       | 13,159                                | 12,308        | 183,201       | 178,120       |
| <b>Accumulated depreciation and amortisation</b> |                                  |               |                                       |               |               |               |
| Opening balance                                  | (135,894)                        | (105,434)     | –                                     | –             | (135,894)     | (105,434)     |
| Amortisation <sup>(a)</sup>                      | (22,981)                         | (30,460)      | –                                     | –             | (22,981)      | (30,460)      |
| Closing balance                                  | (158,875)                        | (135,894)     | –                                     | –             | (158,875)     | (135,894)     |
| <b>Net book value at end of financial year</b>   | <b>11,167</b>                    | <b>29,918</b> | <b>13,159</b>                         | <b>12,308</b> | <b>24,326</b> | <b>42,226</b> |

Note:

(a) Amortisation expense is included in the line item 'depreciation and amortisation' in the Comprehensive Operating Statement and is also disclosed in Note 5.1.1.

### Initial Recognition

Purchased intangible assets are initially measured at cost. When the recognition criteria in AASB 138 *Intangible Assets* is met, internally generated assets are recognised at cost. Subsequently, intangible assets with finite useful lives are carried at cost less accumulated amortisation and accumulated impairment losses. Amortisation begins when the asset is available for use, that is, when it is in the location and condition necessary for it to be capable of operating in the manner intended by management.

Costs incurred subsequent to initial acquisition are capitalised when it is expected that additional future economic benefits will flow to Victoria Police.

An internally generated intangible asset arising from development (or from the development phase of an internal project) is recognised if, and only if, all of the following are demonstrated:

- the technical feasibility of completing the intangible asset so that it will be available for use or sale;
- an intention to complete the intangible asset for use or sale;
- the ability to use or sell the intangible asset;
- the intangible asset will generate probable future economic benefits;
- the availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset; and
- the ability to measure reliably the expenditure attributable to the intangible asset during its development.

### Subsequent Measurement

Intangible produced assets with finite useful lives, are amortised as an "expense from transactions" on a straight-line basis over their useful lives. Produced intangible assets have useful lives of between 3 and 12 years.

Intangible non-produced assets with finite lives are amortised as an "other economic flow" on a straight-line basis over their useful lives. The amortisation period is three to five years.

### Impairment of Intangible Assets

Intangible assets with finite useful lives are tested for impairment whenever an indication of impairment is identified. The policy in connection with testing for impairments is outlined in Note 5.1 Property, Plant and Equipment. Victoria Police has no intangible assets with indefinite useful lives.

### 5.3 Physical Asset Revaluation Surplus

|                                         | (\$ thousand)  |                |                              |                |
|-----------------------------------------|----------------|----------------|------------------------------|----------------|
|                                         | Land           | Buildings      | Cultural and Heritage Assets | Total          |
| <b>2025</b>                             |                |                |                              |                |
| <b>Revaluation Surplus</b>              |                |                |                              |                |
| Balance at beginning of financial year  | 529,001        | 340,906        | 4,890                        | 874,797        |
| Revaluation:                            |                |                |                              |                |
| - increments                            | –              | –              | –                            | –              |
| - decrements                            | (721)          | –              | –                            | (721)          |
| <b>Balance at End of Financial Year</b> | <b>528,280</b> | <b>340,906</b> | <b>4,890</b>                 | <b>874,076</b> |
| <b>2024</b>                             |                |                |                              |                |
| <b>Revaluation Surplus</b>              |                |                |                              |                |
| Balance at beginning of financial year  | 529,001        | 340,906        | 4,890                        | 874,797        |
| Revaluation:                            |                |                |                              |                |
| - increments                            | –              | –              | –                            | –              |
| - decrements                            | –              | –              | –                            | –              |
| <b>Balance at End of Financial Year</b> | <b>529,001</b> | <b>340,906</b> | <b>4,890</b>                 | <b>874,797</b> |

#### Revaluations and Subsequent Measurements of Non-Financial Physical Assets

Revaluations are made with sufficient regularity to ensure that the carrying amounts do not materially differ from their fair value. In determining the fair value of an asset other than land and right-of-use asset, it is generally based on the assets' current replacement value.

Consistent with AASB 13 *Fair Value Measurement* (AASB 13), Victoria Police determines the policies and procedures for both recurring and fair value measurements such as property, plant and equipment and for non-recurring fair value measurements such as non-financial physical assets held for sale in accordance with the requirements of AASB 13 and the relevant Financial Reporting Directions (FRDs).

All assets for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy as described in Note 8.3 Fair Value Determination.

#### Subsequent Measurements

In accordance with AASB 13 *Fair Value Measurement* and FRD 103 *Non-Financial Physical Assets*, non-financial physical assets are measured at fair value and subject to revaluation on a cyclical basis. A full revaluation normally occurs every five years, and interim revaluations may occur more frequently if fair value assessments indicate that there has been a material change in asset values.

For entities within the Public Order and Safety portfolio, the next full revaluation was scheduled for the financial year ending 30 June 2026. However as a one-off recalibration of the revaluation schedule, this full revaluation will be deferred to the financial year ending 30 June 2027. The deferral was implemented to manage the high concentration of entities originally scheduled for revaluation in 2025–26, which would have placed considerable demand on resources of the Valuer-General Victoria.

The deferral aims to balance workloads across the valuation cycle and ensure appropriate quality and oversight in the conduct of revaluations. An interim revaluation will continue to be assessed and undertaken in accordance with the requirements of FRD 103, where indicators of material movements in fair value are identified.

To note, a revaluation increases or decreases arise from differences between an asset's carrying value and fair value.

Net revaluation increases (where the carrying amount of a class of assets is increased as a result of a revaluation) are recognised in 'Other economic flows – changes in physical asset revaluation surplus' and accumulated in equity under the physical asset revaluation surplus. However, the net revaluation increase is recognised in the net result to the extent that it reverses a net revaluation decrease in respect of the same class of property, plant and equipment previously recognised as an expense (other economic flows) in the net result. Conversely, net revaluation decreases are recognised immediately as other economic flows in the net results unless a credit balance exists in the physical asset revaluation surplus, to which the net revaluation decrease is recognised in "Other economic flow – changes in physical asset revaluation surplus" to the extent of the credit balance.

Revaluation increases and decreases relating to individual assets within a class of property, plant and equipment, are offset against one another within that class but are not offset in respect of assets in different classes. Any asset revaluation surplus is not normally transferred to accumulated funds on derecognition of the relevant asset.

The last independent full revaluation that was undertaken by the Valuer-General Victoria was in 2020–21. On a semi-annual basis, Victoria Police monitors the changes in the fair value of each asset and liability through relevant data sources to determine whether any revaluation is required.

A managerial review of physical land and buildings was undertaken in the current year using indices provided by Valuer-General Victoria.. When determining whether a managerial revaluation should occur, the carrying amount of the physical asset class for both Land and Building needs to be considered with the fair valuation on the right-of-use Assets class for Land and Buildings. Where the movement in the carrying value is greater than the 10 per cent threshold under FRD 103 *Non-Financial Physical Assets* a managerial revaluation can occur. In both Asset classes the movement was below the 10 per cent threshold.

## 6. Other assets and liabilities

### Introduction

This section sets out those assets and liabilities that arose from Victoria Police's controlled operations.

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### 6.1 Receivables

|                                                          |       | (\$ thousand)    |                  |
|----------------------------------------------------------|-------|------------------|------------------|
|                                                          | Notes | 2025             | 2024             |
| <b>Contractual</b>                                       |       |                  |                  |
| Sale of goods and services                               |       | 10,027           | 4,128            |
| Other receivables                                        |       | 30,993           | 12,221           |
| Provision for expected creditor loss on receivables      |       | (4,725)          | (3,953)          |
| Derivative financial instruments                         | 8.1.2 | 355              | 374              |
| <b>Statutory</b>                                         |       |                  |                  |
| Amounts due from the Victorian Government <sup>(a)</sup> |       | 1,370,254        | 1,246,163        |
| GST input tax credit recoverable                         |       | 191              | 7,897            |
| <b>Total Receivables</b>                                 |       | <b>1,407,095</b> | <b>1,266,830</b> |
| <i>Represented by:</i>                                   |       |                  |                  |
| Current receivable                                       |       | 1,140,681        | 793,487          |
| Non-current receivable                                   |       | 266,414          | 473,343          |
| <b>Total Receivables</b>                                 |       | <b>1,407,095</b> | <b>1,266,830</b> |

**Note:**

(a) Amounts owing from the Victorian Government relates to all funding commitments incurred, which are drawn through grants from the Consolidated Funds as they fall due.

#### Contractual receivables

Contractual receivables are classified as financial instruments and categorised as financial assets at amortised costs, with the exception of derivative financial instruments which is categorised as fair value through profit and loss. They are initially recognised at fair value plus any directly attributable transaction costs. Victoria Police holds the contractual receivables with the objective to collect the contractual cash flows and therefore subsequently measured at amortised cost using the effective interest method, less any impairment.

#### Statutory receivables

Statutory receivables do not arise from contracts and are recognised and measured similarly to contractual receivables (except for impairment) but are not classified as financial instruments for disclosure purposes. Victoria Police applies AASB 9 *Financial Instruments* for initial measurement of the statutory receivables and as a result statutory receivables are initially recognised at fair value plus any directly attributable transaction cost. Amounts recognised from the Victorian Government represent funding for all commitments incurred and are drawn from the Consolidated Fund as the commitments fall due.

Details about Victoria Police's impairment policies, exposure to credit risk and the calculation of the loss allowance are set out in Note 8.1.2 Financial Risk Management Objectives and Policies.

#### Impairment of financial assets

Impairment of financial assets Victoria Police records the allowance for expected credit loss by applying AASB 9 Expected Credit Loss approach. In assessing impairment of contractual and statutory (non-contractual and not classified as financial instruments) receivables (financial assets), management applies materiality when using estimates, averages and other computational methods in accordance with AASB 136 *Impairment of Assets*.

A provision is made if there is an expected credit loss by applying AASB 9 Expected Credit Loss approach.

Bad debts written off are classified as a transaction expense. Bad debts not written off, but included in the provision for doubtful debts, are classified as other economic flows in the net result.

## 6.2 Payables

|                                            |       | (\$ thousand)  |                |
|--------------------------------------------|-------|----------------|----------------|
|                                            | Notes | 2025           | 2024           |
| <b>Contractual</b>                         |       |                |                |
| Supplies and services                      |       | 67,898         | 122,778        |
| Amounts payable to government and agencies |       | 2,701          | 439            |
| Other payables <sup>(a)</sup>              |       | 109,341        | 7,872          |
| Derivative financial instruments           | 8.1.2 | 2,588          | 3,185          |
| <b>Statutory</b>                           |       |                |                |
| Payroll tax payable                        |       | 19,024         | 13,590         |
| Other payables                             |       | 28,655         | 27,478         |
| <b>Total payables</b>                      |       | <b>230,207</b> | <b>175,342</b> |
| <i>Represented by:</i>                     |       |                |                |
| Current payables                           |       | 227,982        | 172,612        |
| Non-current payables                       |       | 2,225          | 2,730          |
| <b>Total payables</b>                      |       | <b>230,207</b> | <b>175,342</b> |

Payables consist of:

- **Contractual payables** classified as financial instruments and measured at amortised cost, with the exception of derivative financial instruments which is categorised as fair value through profit and loss. Accounts payable represent liabilities for goods and services provided to Victoria Police prior to the end of the financial year that are unpaid.
- **Statutory payables** are recognised and measured similarly to contractual payables but are not classified as financial instruments and not included in the category of financial liabilities at amortised cost, because they do not arise from contracts.

Payables for supplies and services have an average credit period of 30 days. However, from 1 April 2021 the State Premier announced that supplier invoices with a contract value of less than \$3 million effective from the announcement date are to be paid within 10 business days which is still in effect.

The terms and conditions in relation to the amounts payable to the government and agencies vary according to the relevant agreements. As they are not contractual obligations, they are not classified as financial instruments.

Please refer to Note 8.1.2 Financial Risk Management Objectives and Policies for Maturity Analysis of Contractual Financial Liabilities and Borrowings.

## 6.3 Other Non-Financial Assets

|                                                         | (\$ thousand) |               |
|---------------------------------------------------------|---------------|---------------|
|                                                         | 2025          | 2024          |
| <b>Current Other Non-Financial Assets</b>               |               |               |
| Advances paid to the Department of Treasury and Finance | 5,456         | 8,424         |
| Prepayments                                             | 36,924        | 39,263        |
| <b>Total Current Other Non-Financial Assets</b>         | <b>42,380</b> | <b>47,687</b> |
| <b>Non-current Other Non-Financial Assets</b>           |               |               |
| Prepayments                                             | 587           | 2,122         |
| <b>Total Non-Current Other Non-Financial Assets</b>     | <b>587</b>    | <b>2,122</b>  |
| <b>Total Other Non-Financial Assets</b>                 | <b>42,967</b> | <b>49,809</b> |

**Note:**

(a) This increase relates to the recognition of the Patience in Bargaining Payment, as prescribed in the Victoria Police (Police Officers, Protective Services Officers, Police Reservists and Police Recruits) Enterprise Agreement 2025 (EBA). This is a once-off lump-sum payment to be paid in July 2025 to eligible employees and covers the period from 1 June 2024 to 23 January 2025. The payment is derived from salary and salary-based allowance increases, including the provision of the three new allowances identified in 3.1.1 (where eligible), and will be calculated based on each employee's rank, increment, and hours worked during the specified period in the agreement.

**Advances paid to the Department of Treasury and Finance** are provided for the payments of services for the acquisition of land and buildings on behalf of Victoria Police.

**Prepayments** represent payments made in advance of receipt of goods or services or the payments made for services covering a term extending beyond that financial accounting period.

## 6.4 Other Provisions

|                                     | (\$ thousand) |               |
|-------------------------------------|---------------|---------------|
|                                     | 2025          | 2024          |
| <b>Current Provisions</b>           |               |               |
| Other provisions                    | 23,778        | 36,369        |
| Make-good provision                 | 8,292         | 6,101         |
| <b>Total Current Provisions</b>     | <b>32,070</b> | <b>42,470</b> |
| <b>Non-Current Provisions</b>       |               |               |
| Make-good provision                 | 21,564        | 14,466        |
| <b>Total Non-Current Provisions</b> | <b>21,564</b> | <b>14,466</b> |
| <b>Total Other Provisions</b>       | <b>53,634</b> | <b>56,936</b> |

Other provisions are recognised when Victoria Police has a present obligation, the future sacrifice of economic benefits is probable, and the amount of the provision can be measured reliably. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at reporting date, taking into account the risks and uncertainties surrounding the obligation.

Where a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows, using a discount rate that reflects the time value of money and risks specific to the provision.

### Reconciliation of Movements in Other Provisions

|                                     | (\$ thousand) |               |               |
|-------------------------------------|---------------|---------------|---------------|
|                                     | Make-Good     | Other         | Total         |
| <b>Current</b>                      |               |               |               |
| Opening balance                     | 6,101         | 36,369        | 42,470        |
| Additional provisions recognised    | 2,196         | 410           | 2,606         |
| Reversal of provisions              | (5)           | (13,001)      | (13,006)      |
| <b>Total Current Provisions</b>     | <b>8,292</b>  | <b>23,778</b> | <b>32,070</b> |
| <b>Non-Current</b>                  |               |               |               |
| Opening balance                     | 14,466        | –             | 14,466        |
| Additional provisions recognised    | 7,171         | –             | 7,171         |
| Reversal of provisions              | (73)          | –             | (73)          |
| <b>Total Non-Current Provisions</b> | <b>21,564</b> | <b>–</b>      | <b>21,564</b> |
| <b>Closing balance</b>              | <b>29,856</b> | <b>23,778</b> | <b>53,634</b> |

When some or all of the economic benefits that are required to settle a provision are expected to be received from a third party, the receivable is recognised as an asset if it is virtually certain that recovery will be received and the amount of the receivable can be measured reliably.

**Make Good Provision:** Properties occupied by Victoria Police are subject to make-good costs (where applicable) when vacated at the termination of the lease. The make-good provision is recognised in accordance with the lease agreement for these properties. Victoria Police must remove any leasehold improvements from the leased warehouse and restore the premises to its original condition at the end of the lease term.



## 7. Financing our operations

### Introduction

This section provides information on the sources of finance utilised by Victoria Police during its operations, along with interest expenses (the cost of borrowings) and other information related to financing activities of Victoria Police.

This section includes disclosures of balances that are financial instruments (such as borrowings and cash balances). Note 8.1 Financial Instruments Specific Disclosures and Note 8.3 Fair Value Determination provides additional, specific financial instrument disclosures.

| Structure                                   | Pages |
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### 7.1 Borrowings

|                                     | (\$ thousand)    |                  |
|-------------------------------------|------------------|------------------|
|                                     | 2025             | 2024             |
| <b>Current borrowings</b>           |                  |                  |
| Lease liabilities <sup>(a)</sup>    | 85,255           | 91,038           |
| <b>Total current borrowings</b>     | <b>85,255</b>    | <b>91,038</b>    |
| <b>Non-current borrowings</b>       |                  |                  |
| Lease liabilities <sup>(a)</sup>    | 1,683,775        | 1,706,637        |
| <b>Total Non-current borrowings</b> | <b>1,683,775</b> | <b>1,706,637</b> |
| <b>Total Borrowings</b>             | <b>1,769,030</b> | <b>1,797,675</b> |

**Notes:**

(a) For the motor vehicles leased, they are secured by the leased assets. In the event of a default, the leased assets revert to the lessor. The lease liabilities relating to motor vehicles as at 30 June 2025 is \$151.5 million (2024: \$142.5 million).

**Borrowings** refer to interest bearing liabilities arising from lease liabilities.

Borrowings are classified as financial instruments. Interest bearing liabilities are classified at amortised cost. All interest-bearing borrowings are initially recognised at the fair value of the consideration received less directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method.

Please refer to Note 8.1.2 Financial Risk Management Objectives and Policies for Maturity Analysis of Contractual Financial Liabilities.

### Interest Expense

|                               | (\$ thousand) |               |
|-------------------------------|---------------|---------------|
|                               | 2025          | 2024          |
| Interest on lease liabilities | 61,007        | 58,797        |
| <b>Total Interest Expense</b> | <b>61,007</b> | <b>58,797</b> |

**Interest expense** relates to the interest component of leases repayments. Interest expense is recognised in the period in which it is incurred.

## 7.2 Leases

### 7.2.1 Leases

Information about leases for which Victoria Police is a lessee is presented below.

Victoria Police leases various properties, motor vehicles and aviation assets. The lease contracts are typically made for fixed periods of 1-30 years with an option to renew the lease after that date. Depending on the lease contract terms, property lease payments are usually re-negotiated every 5 years to reflect the market rentals.

#### 7.2.1 (a) Short Term Lease (Lease term of 12 months or less)

Victoria Police has elected to account for short-term leases using the practical expedients. Instead of recognising a right-of-use asset and lease liability, the payments in relation to these are recognised as an expense in profit or loss on a straight-line basis over the lease term. As at 30 June 2025, Victoria Police has committed to seven short-term leases and the total commitment at that date is \$0.06 million (2024: \$0.13 million).

#### 7.2.1 (b) Low Value Leases

Low value leases – leases with the underlying asset's fair value (when new, regardless of the age of the asset being leased) is no more than \$10,000. Payments on low value leases are recognised on a straight-line basis.

#### 7.2.1 (c) Right-of-Use Assets

Right-of-use assets are presented in Note 5.1(a).

#### 7.2.1 (d) Amounts Recognised in the Comprehensive Operating Statement

The following amounts are recognised in the Comprehensive Operating Statement relating to leases:

|                                                                         | (\$ thousand) |               |
|-------------------------------------------------------------------------|---------------|---------------|
|                                                                         | 2025          | 2024          |
| Interest expense on lease liabilities                                   | 61,007        | 58,797        |
| Expenses relating to short-term leases                                  | 357           | 516           |
| Expenses relating to leases of low-value assets                         | –             | –             |
| Income from sub-leasing                                                 | (5,284)       | (5,160)       |
| <b>Total amount recognised in the Comprehensive Operating Statement</b> | <b>56,080</b> | <b>54,153</b> |

#### 7.2.1 (e) Amounts Recognised in the Cashflow Statement

The following amounts are recognised in the Statement of Cashflows for the year-ended 30 June 2025 relating to leases:

|                                      | (\$ thousand)  |               |
|--------------------------------------|----------------|---------------|
|                                      | 2025           | 2024          |
| <b>Total cash outflow for leases</b> | <b>125,256</b> | <b>86,632</b> |

For any new contracts entered into, Victoria Police considers whether a contract is, or contains a lease. A lease is defined as "a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration". To apply this definition, Victoria Police assesses whether the contract meets three key evaluations which are whether:

- the contract contains an identified asset, which is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to Victoria Police and for which the supplier does not have substantive substitution rights
- Victoria Police has the right to obtain substantially all of the economic benefits from use of the identified asset throughout the period of use, considering its rights within the defined scope of the contract and Victoria Police has the right to direct the use of the identified asset throughout the period of use
- Victoria Police has the right to take decisions in respect of "how and for what purpose" the asset is used throughout the period of use.

#### Separation of Lease and Non-Lease components

At inception or on reassessment of a contract that contains a lease component, the lessee is required to separate out and account separately for non-lease components within a lease contract and exclude these amounts when determining the lease liability and right-of-use asset amount.

## Recognition and Measurement of Leases as a Lessee

### *Lease Liability – Initial Measurement*

The lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease if that rate is readily determinable or the incremental borrowing rate as provided by the Department of Treasury and Finance.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments (including in-substance fixed payments) less any lease incentive receivable
- variable payments based on an index or rate, initially measured using the index or rate as at the commencement date
- amounts expected to be payable under a residual value guarantee
- payments arising from purchase and termination options reasonably certain to be exercised.

### *Lease Liability – Subsequent Measurement*

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in-substance fixed payments.

When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset, or profit and loss if the right of use asset is already reduced to zero.

### *Short-Term Leases*

Please refer to Note 7.2.1 (a) Short Term Lease (Lease term of 12 months or less).

### *Leases of Low Value Assets*

Please refer to Note 7.2.1 (b) Leases of Low Value Assets.

### *Below Market/Peppercorn Leases*

Right-of-use assets under leases at significantly below-market terms and conditions that are entered into principally to the organisation to further its objectives, are initially and subsequently measured at cost. As at 30 June 2025, Victoria Police has no below market/peppercorn leases.

## Presentation of Right-of-Use Assets and Lease Liabilities

Victoria Police presents right-of-use assets as “property plant equipment” unless they meet the definition of investment property, in which case they are disclosed as “investment property” in the Balance Sheet. Lease liabilities are presented as “borrowings” in the Balance Sheet.

### 7.2.2 Sub-Leasing in 311 Spencer Street

Victoria Police has sub-leased approximately 13 per cent of its whole office space to third parties. These sub-leases are negotiated on an individual basis and contain a wide range of different terms and conditions (including termination and renewal rights). The floors are rented for between 3–15 years with options to renew the contract. The lease payments are fixed and adjusted annually for inflation.

Victoria Police is a sub-lessor (intermediate lessor) of the right-of-use assets.

An intermediate lessor classifies the sublease as either a finance or operating lease. A lease is classified as a finance lease if it transfers substantially all the risks and rewards from the right-of-use assets resulting from the head lease; otherwise, it is classified as an operating lease.

As all the risks and rewards are not substantially transferred to the lessee, Victoria Police has classified the sub-lease as an operating lease. Lease income from these operating leases is recognised on a straight-line basis over the lease term.

## 7.3 Cash Flow Information and Balances

Cash and deposits, including cash equivalents, comprise cash on hand and cash at bank, deposits at call and those highly liquid investments with an original maturity of three months or less, which are held for the purpose of meeting short term cash commitments rather than for investment purposes, and readily convertible to known amounts of cash and are subject to an insignificant risk of changes in value.

|                                           | (\$ thousand) |               |
|-------------------------------------------|---------------|---------------|
|                                           | 2025          | 2024          |
| Cash and term deposits <sup>(a)</sup>     | 595           | 472           |
| Funds held in trust <sup>(b)</sup>        | 39,740        | 73,216        |
| <b>Balance as per Cash Flow Statement</b> | <b>40,335</b> | <b>73,688</b> |

**Notes:**

(a) The term deposits held during the year were bearing a weighted average interest rate of 4.20 per cent (2024: 4.20 per cent).

(b) These are monies provided by outside organisations for special purpose projects related to the normal operating activities of Victoria Police. The funds can only be used for those purposes and each trust fund has a nominated trustee. The funds are held in a suspense account at the Department of Treasury and Finance on behalf of Victoria Police.

Due to the State's investment policy and funding arrangements, Victoria Police does not hold a large cash reserve in its bank accounts. Cash received from generation of income is generally paid into the State's bank account (public account). Similarly, expenditure, including in the form of cheques drawn for payments to Victoria Police's suppliers and creditors are made via the public account. The public account remits to Victoria Police the cash required upon presentation of cheques by Victoria Police's suppliers or creditors.

These funding arrangements often results in Victoria Police having a notional shortfall in the cash at bank required for payment of unpresented cheques at the reporting date. As at 30 June 2025, cash at bank included the amount of a notional shortfall for the payment of unpresented cheques of \$176,399 (2024: \$170,198).

### 7.3.1 Reconciliation of net result for the year to cash flow from operating activities

|                                                                          |       | (\$ thousand)   |                |
|--------------------------------------------------------------------------|-------|-----------------|----------------|
|                                                                          | Notes | 2025            | 2024           |
| <b>Net result for the year</b>                                           |       | <b>(37,103)</b> | <b>(4,588)</b> |
| <b>Non-Cash Movements</b>                                                |       |                 |                |
| (Gain)/loss on sale or disposal of non-current assets                    | 9.1   | (13,038)        | (9,653)        |
| Depreciation and amortisation of non-current assets                      | 5.1.1 | 270,196         | 265,424        |
| Plant and equipment received free of charge or for nominal consideration | 2.1   | (902)           | –              |
| Assets recognised for first time                                         | 9.1   | 4,052           | (563)          |
| Other non-cash movements <sup>(a)</sup>                                  |       | 12,479          | (18,154)       |
| <b>Movements in Assets and Liabilities</b>                               |       |                 |                |
| (Increase)/decrease in receivables                                       |       | (148,539)       | (115,433)      |
| (Increase)/decrease in prepayments                                       |       | 6,842           | (12,947)       |
| (Increase)/decrease in inventories                                       |       | (4,366)         | (700)          |
| Increase/(decrease) in payables                                          |       | 62,992          | 29,372         |
| Increase/(decrease) in provisions                                        |       | 19,224          | 60,670         |
| <b>Net Cash Flows From/(Used In) Operating Activities</b>                |       | <b>171,837</b>  | <b>193,428</b> |

**Note:**

(a) Included in this amount is a balance of \$9.7 million (2024: \$18.3 million) arising from the movement in the discount rate used in the revaluation of the long service leave liability.

## 7.4 Trust Account Balances

### Trust Account Balances Relating to Trust Accounts Controlled and/or Administered by Victoria Police

| (\$ thousand)                                                                                                                                                                                                                                                                                                                        |                                     |                   |                   |                                      |                                     |                   |                   |                                      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------|-------------------|--------------------------------------|-------------------------------------|-------------------|-------------------|--------------------------------------|
| 2025                                                                                                                                                                                                                                                                                                                                 |                                     |                   |                   |                                      | 2024                                |                   |                   |                                      |
| Cash and cash equivalents and investments                                                                                                                                                                                                                                                                                            | Opening Balance<br>1st July<br>2024 | Total<br>Receipts | Total<br>Payments | Closing Balance<br>30th June<br>2025 | Opening Balance<br>1st July<br>2023 | Total<br>Receipts | Total<br>Payments | Closing Balance<br>30th June<br>2024 |
| <b>Controlled Trusts</b>                                                                                                                                                                                                                                                                                                             |                                     |                   |                   |                                      |                                     |                   |                   |                                      |
| <b>Departmental Donations/Grants Trust Account</b><br>To record donations and grants to Victoria Police as required by the Financial Management Act 1994                                                                                                                                                                             | 67,903                              | 39,818            | (73,237)          | 34,484                               | 64,483                              | 8,683             | (5,263)           | 67,903                               |
| <b>Fringe benefits tax (FBT) Trust Account</b><br>To record the receipt of fringe benefits tax deducted from executive salaries and repayments of FBT from drivers of novated lease vehicles when FBT obligations have not been met through scheduled payroll deductions. The funds are disbursed to the Australian Taxation Office. | 1,153                               | 336               | (301)             | 1,188                                | 1,092                               | 61                | –                 | 1,153                                |
| <b>Traffic Accident Info System Trust Account</b><br>To record transactions relating to the operations of the traffic accident information system, which was established to coordinate the distribution of accident data to agencies responsible for road traffic programs and the administration of road accident legislation.      | 4,323                               | 2,746             | (2,698)           | 4,371                                | 3,993                               | 1,160             | (830)             | 4,323                                |
| <b>Inter-departmental Transfer Trust</b><br>To record inter-departmental transfers when no other trust arrangement exists.                                                                                                                                                                                                           | (163)                               | 364               | (504)             | (303)                                | 18                                  | –                 | (181)             | (163)                                |
| <b>Total Controlled Trusts <sup>(a)</sup></b>                                                                                                                                                                                                                                                                                        | <b>73,216</b>                       | <b>43,264</b>     | <b>(76,739)</b>   | <b>39,740</b>                        | <b>69,586</b>                       | <b>9,904</b>      | <b>(6,274)</b>    | <b>73,216</b>                        |
| <b>Administered Trusts</b>                                                                                                                                                                                                                                                                                                           |                                     |                   |                   |                                      |                                     |                   |                   |                                      |
| <b>Departmental Suspense Account</b><br>Under the Financial Management Act to record the receipt and disbursement of seized and unclaimed money.                                                                                                                                                                                     | 62,946                              | 13,594            | (22,542)          | 53,998                               | 63,113                              | 20,992            | (21,159)          | 62,946                               |
| <b>Treasury Trust Fund</b><br>Under the Financial Management Act to record the receipt and disbursement of unclaimed and unidentified money (unpresented cheques, surplus cash).                                                                                                                                                     | 1,939                               | 15,477            | (15,103)          | 2,313                                | 1,844                               | 15,967            | (15,872)          | 1,939                                |
| <b>Public Service Commuter Club</b><br>Under the Financial Management Act to record the receipt of amounts associated with the scheme and deductions from Club members salaries as well as recording payment to the Public Transport Corporation.                                                                                    | 191                                 | 198               | (180)             | 209                                  | 215                                 | 183               | (207)             | 191                                  |
| <b>Total Administered Trusts <sup>(b)</sup></b>                                                                                                                                                                                                                                                                                      | <b>65,076</b>                       | <b>29,269</b>     | <b>(37,825)</b>   | <b>56,520</b>                        | <b>65,172</b>                       | <b>37,142</b>     | <b>(37,238)</b>   | <b>65,076</b>                        |

**Notes:**

(a) The closing balance forms part of Victoria Police's cash balances as at 30 June 2025 and 30 June 2024 respectively.

(b) The closing balance does not form part of Victoria Police's cash balances as at 30 June 2025 and 30 June 2024 respectively.

### Third Party Funds Under Management (Accounted for Under Administered Items)

| (\$ thousand)                                                                                                                                                                             |                 |                |                |                 |                 |                |                |                 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|----------------|----------------|-----------------|-----------------|----------------|----------------|-----------------|
| 2025                                                                                                                                                                                      |                 |                |                |                 | 2024            |                |                |                 |
| Cash and cash equivalents and investments                                                                                                                                                 | Opening Balance | Total Receipts | Total Payments | Closing Balance | Opening Balance | Total Receipts | Total Payments | Closing Balance |
| <b>Australia and New Zealand Policing Advisory Agency</b><br>Under the Financial Management Act for contributions from various police organisations throughout Australia and New Zealand. | 6,138           | 8,423          | (7,306)        | 7,255           | 4,470           | 8,812          | (7,144)        | 6,138           |
| <b>Total Third Party Funds Under Management <sup>(a)</sup></b>                                                                                                                            | <b>6,138</b>    | <b>8,423</b>   | <b>(7,306)</b> | <b>7,255</b>    | <b>4,470</b>    | <b>8,812</b>   | <b>(7,144)</b> | <b>6,138</b>    |

**Note:**

(a) The closing balance does not form part of Victoria Police's cash balances as at 30 June 2025 and 30 June 2024 respectively.

## 7.5 Capital Structure

### 7.5.1 Contributed capital

Additions to net assets which have been designated as contributions by owners are recognised as contributed capital. Other transfers that are in the nature of contributions to or distributions by owners have also been designated as contributions by owners. Please refer to the Statement of Changes in Equity for details of movement in Contributed Capital during the financial year.

### 7.5.2 Cash flow hedge reserve

Foreign currency translation differences are recognised in the cash flow hedge reserves in the Statement of Changes in Equity in the period in which they arise.

### Hedging Reserve

The hedging reserve comprises the effective portion of the cumulative net change in the fair value of hedging instruments used in cash flow hedges pending subsequent recognition in profit or loss or directly included in the initial cost or other carrying amount of a non-financial asset or non-financial liability.

### Cost of hedging reserve

The cost of hedging reserve reflects gain or loss on the portion excluded from the designated hedging instrument that relates to the forward element of forward contracts and changes in the time value of options. It is initially recognised in Statement of Changes in Equity and accounted for similarly to gains or losses in the hedging reserve.

## 7.6 Commitments For Expenditure

Commitments for future expenditure include operating and capital commitments arising from contracts. These commitments are recorded at their nominal value and inclusive of the Goods and Services Tax (GST) payable. These future expenditures cease to be disclosed as commitments once the related liabilities are recognised in the Balance Sheet.

### 7.6.1 Total commitments payable

| Nominal amounts                             | (\$ thousand)    |                |               |                |
|---------------------------------------------|------------------|----------------|---------------|----------------|
| 2025                                        | Less than 1 year | 1 – 5 years    | 5+ years      | Total          |
| Capital expenditure commitments payables    |                  |                |               |                |
| Plant and equipment                         | 20,952           | 64,878         | –             | 85,830         |
| Buildings                                   | 49,647           | 2,499          | –             | 52,146         |
| Operating expense commitments               |                  |                |               |                |
| Aviation                                    | 24,479           | 100,950        | –             | 125,429        |
| Other commitments payables                  | 72,661           | 88,382         | 15,916        | 176,959        |
| <b>Total commitments (inclusive of GST)</b> | <b>167,739</b>   | <b>256,709</b> | <b>15,916</b> | <b>440,364</b> |
| Less GST recoverable                        |                  |                |               | (40,033)       |
| <b>Total commitments (exclusive of GST)</b> |                  |                |               | <b>400,331</b> |
| 2024                                        | Less than 1 year | 1 – 5 years    | 5+ years      | Total          |
| Capital expenditure commitments payables    |                  |                |               |                |
| Plant and equipment                         | 24,885           | 50,261         | 11,444        | 86,590         |
| Buildings                                   | 65,258           | 1,806          | –             | 67,064         |
| Operating expense commitments               |                  |                |               |                |
| Aviation                                    | 24,366           | 103,748        | 21,681        | 149,795        |
| Other commitments payables                  | 173,442          | 48,359         | –             | 221,801        |
| <b>Total commitments (inclusive of GST)</b> | <b>287,951</b>   | <b>204,174</b> | <b>33,125</b> | <b>525,250</b> |
| Less GST recoverable                        |                  |                |               | (47,750)       |
| <b>Total commitments (exclusive of GST)</b> |                  |                |               | <b>477,500</b> |



## 8. Risks, contingencies and valuation judgements

### Introduction

Victoria Police is exposed to risk from its activities and outside factors. In addition, it is often necessary to make judgements and estimates associated with recognition and measurement of items in the financial statements. This section sets out financial instrument specific information (including exposures to financial risks) as well as those items that are contingent in nature or require a higher level of judgement to be applied, which for Victoria Police relates mainly to fair value determination.

| Structure                                             | Pages     |
|-------------------------------------------------------|-----------|
| 8.1 Financial Instruments Specific Disclosures.....   | 101 – 105 |
| 8.2 Contingent Assets and Contingent Liabilities..... | 106       |
| 8.3 Fair Value Determination .....                    | 107       |

### 8.1 Financial Instruments Specific Disclosures

#### Introduction

Financial instruments arise out of contractual agreements that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Due to the nature of Victoria Police's activities, certain financial assets and financial liabilities arise under statute rather than a contract (for example taxes, fines and penalties).

#### Categories of financial assets

##### Financial assets at amortised cost

Financial assets are measured at amortised costs if both of the following criteria are met and the assets are not designated as fair value through net result:

- the assets are held by Victoria Police to collect the contractual cash flows
- the assets' contractual terms give rise to cash flows that are solely payments of principal and interest.

These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method less any impairment.

Victoria Police recognises the following assets in this category:

- cash and deposits (which includes term deposits) – refer to Note 7.3 Cash Flow Information and Balances
- receivables (excluding statutory receivables and derivative financial instruments) – refer to Note 6.1 Receivables.

Victoria Police derecognises the following asset in this category:

- receivables (excluding statutory receivables and derivative financial instruments) – refer to Note 6.1 Receivables.

#### Categories of financial liabilities

**Financial liabilities at amortised cost** are initially recognised on the date they are originated. They are initially measured at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, these financial instruments are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in the Comprehensive Operating Statement over the period of the interest-bearing liability, using the effective interest rate method. Victoria Police recognises the following liabilities in this category:

- payables (excluding statutory payables and derivative financial instruments) – refer to Note 6.2 Payables
- borrowings (including lease liabilities) – refer to Note 7.1 Borrowings.

**Derivative financial instruments** are transacted for hedging purposes and are initially recognised at fair value on the date on which a derivative contract is entered into. Derivatives are carried as assets when their fair value is positive and as liabilities when their fair value is negative. Where derivatives financial instruments have been designated into hedge accounting relationships, the effective gains or losses arising from changes in the fair value of derivatives after initial recognition are recognised in other comprehensive income.

**Derecognition of financial liabilities:** A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised as an 'Other Economic Flow' in the Comprehensive Operating Statement.

**Reclassification of financial instruments:** Subsequent to initial recognition, reclassification of financial liabilities is not permitted. Financial assets are required to be reclassified between fair value through net results, fair value through Other Comprehensive Income and amortised cost when and only when the Victoria Police's business model for managing financial assets has changed such that its previous model would no longer apply.

Victoria Police is generally unable to change its business model because it is determined by the Performance Management Framework and it is required to apply the framework under the Standing Directions 2018 under the Financial Management Act.

### 8.1.1 Financial Instruments: Categorisation

| (\$ thousand)                                           |       |                   |                                              |                                                |                                                     |                  |
|---------------------------------------------------------|-------|-------------------|----------------------------------------------|------------------------------------------------|-----------------------------------------------------|------------------|
| 2025                                                    | Notes | Cash and deposits | Derivatives designated in hedge relationship | Contractual financial assets at amortised cost | Contractual financial liabilities at amortised cost | Total            |
| <b>Contractual financial assets <sup>(a)</sup></b>      |       |                   |                                              |                                                |                                                     |                  |
| Cash and deposits                                       | 7.3   | 40,335            | –                                            | –                                              | –                                                   | 40,335           |
| <b>Receivables <sup>(b)</sup></b>                       |       |                   |                                              |                                                |                                                     |                  |
| Sale of goods and services                              | 6.1   | –                 | –                                            | 10,027                                         | –                                                   | 10,027           |
| Other receivables                                       | 6.1   | –                 | –                                            | 26,268                                         | –                                                   | 26,268           |
| Derivative financial instruments                        | 6.1   | –                 | 355                                          | –                                              | –                                                   | 355              |
| <b>Total contractual financial assets</b>               |       | <b>40,335</b>     | <b>355</b>                                   | <b>36,295</b>                                  | <b>–</b>                                            | <b>76,985</b>    |
| <b>Contractual financial liabilities <sup>(a)</sup></b> |       |                   |                                              |                                                |                                                     |                  |
| <b>Payables <sup>(b)</sup></b>                          |       |                   |                                              |                                                |                                                     |                  |
| Supplies and services                                   | 6.2   | –                 | –                                            | –                                              | 67,898                                              | 67,898           |
| Amounts payable to government and agencies              | 6.2   | –                 | –                                            | –                                              | 2,701                                               | 2,701            |
| Other payables                                          | 6.2   | –                 | –                                            | –                                              | 109,341                                             | 109,341          |
| Derivative financial instruments                        | 6.2   | –                 | 2,588                                        | –                                              | –                                                   | 2,588            |
| <b>Borrowings</b>                                       |       |                   |                                              |                                                |                                                     |                  |
| Lease liabilities                                       | 7.1   | –                 | –                                            | –                                              | 1,769,030                                           | 1,769,030        |
| <b>Total contractual financial liabilities</b>          |       | <b>–</b>          | <b>2,588</b>                                 | <b>–</b>                                       | <b>1,948,970</b>                                    | <b>1,951,558</b> |

**Note:**

(a) At year-end, the carrying amounts disclosed approximates its fair value.

(b) The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from Victorian Government and GST input tax credit recoverable and taxes payable).

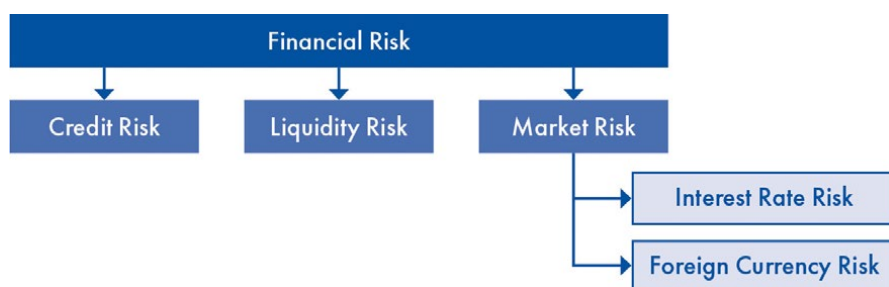
| (\$ thousand)                                  |       |                   |                                              |                                                |                                                     |                  |
|------------------------------------------------|-------|-------------------|----------------------------------------------|------------------------------------------------|-----------------------------------------------------|------------------|
| 2024                                           | Notes | Cash and deposits | Derivatives designated in hedge relationship | Contractual financial assets at amortised cost | Contractual financial liabilities at amortised cost | Total            |
| <b>Contractual financial assets</b>            |       |                   |                                              |                                                |                                                     |                  |
| Cash and deposits                              | 7.3   | 73,688            | –                                            | –                                              | –                                                   | 73,688           |
| <b>Receivables <sup>(a)</sup></b>              |       |                   |                                              |                                                |                                                     |                  |
| Sale of goods and services                     | 6.1   | –                 | –                                            | 4,128                                          | –                                                   | 4,128            |
| Other receivables                              | 6.1   | –                 | –                                            | 8,268                                          | –                                                   | 8,268            |
| Derivative financial instruments               | 6.1   | –                 | 374                                          | –                                              | –                                                   | 374              |
| <b>Total contractual financial assets</b>      |       | <b>73,688</b>     | <b>374</b>                                   | <b>12,396</b>                                  | <b>–</b>                                            | <b>86,458</b>    |
| <b>Contractual financial liabilities</b>       |       |                   |                                              |                                                |                                                     |                  |
| <b>Payables <sup>(a)</sup></b>                 |       |                   |                                              |                                                |                                                     |                  |
| Supplies and services                          | 6.2   | –                 | –                                            | –                                              | 122,778                                             | 122,778          |
| Amounts payable to government and agencies     | 6.2   | –                 | –                                            | –                                              | 439                                                 | 439              |
| Other payables                                 | 6.2   | –                 | –                                            | –                                              | 7,872                                               | 7,872            |
| Derivative financial instruments               | 6.2   | –                 | 3,185                                        | –                                              | –                                                   | 3,185            |
| <b>Borrowings</b>                              |       |                   |                                              |                                                |                                                     |                  |
| Lease liabilities                              | 7.1   | –                 | –                                            | –                                              | 1,797,675                                           | 1,797,675        |
| <b>Total contractual financial liabilities</b> |       | <b>–</b>          | <b>3,185</b>                                 | <b>–</b>                                       | <b>1,928,764</b>                                    | <b>1,931,949</b> |

**Notes:**

(a) The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from Victorian Government and GST input tax credit recoverable and taxes payable).

## 8.1.2 Financial Risk Management Objectives and Policies

As a whole, Victoria Police's financial risk management program seeks to manage these risks and the associated volatility of its financial performance. Victoria Police is exposed to a number of financial risks, including:



This note outlines the key accounting policies and methods applied to financial instruments, including financial risk exposures. For each class of financial asset and liability disclosed in Note 8.3 Fair Value Determination

The main purpose in holding financial instruments is to prudentially manage Victoria Police's financial risks within the government policy parameters.

Victoria Police's main financial risks include credit risk, liquidity risk, foreign currency risk and interest rate risk. Victoria Police manages these financial risks in accordance with its financial risk management policy.

Victoria Police uses different methods to measure and manage the different risks to which it is exposed. Primary responsibility for the identification and management of financial risks rests with the Accountable Officer of Victoria Police.

### Financial Instruments: Credit Risk

Credit risk refers to the possibility that a borrower will default on its financial obligations as and when they fall due. Victoria Police's exposure to credit risk arises from the potential default of a counter party on their contractual obligations resulting in financial loss to Victoria Police. Credit risk is measured at fair value and is monitored on a regular basis.

Credit risk associated with Victoria Police's contractual financial assets is minimal as the main debtor is the Victorian Government. For debtors other than the Government, it is Victoria Police's policy to only deal with entities with high credit ratings of a minimum Triple-B rating and to obtain sufficient collateral or credit enhancements where appropriate.

In addition, Victoria Police does engage in hedging some of its contractual financial assets and mainly obtains contractual financial assets that are on fixed interest, except for cash and deposits, which are mainly cash at bank. As with the policy for debtors, Victoria Police's policy is to only deal with banks with high credit ratings.

Provision of impairment for contractual financial assets is recognised when there is objective evidence that Victoria Police will not be able to collect a receivable. Objective evidence includes financial difficulties of the debtor, default payments, debts which are more than 60 days overdue, and changes in debtor credit ratings.

Contractual financial assets are written off against the carrying amount when there is no reasonable expectation of recovery. Bad debts written off by mutual consent is classified as a transaction expense. Bad debt written off following a unilateral decision is recognised as other economic flows in the net result.

The carrying amount of contractual financial assets recorded in the financial statements, net of any allowances for losses, represents Victoria Police's maximum exposure to credit risk.

There has been no material change to Victoria Police's credit risk profile in 2024–25.

### Credit Quality of Financial Assets <sup>(a)</sup>

| (\$ thousand)                                                          |       |                                                    |                                                 |              |               |
|------------------------------------------------------------------------|-------|----------------------------------------------------|-------------------------------------------------|--------------|---------------|
| 2025                                                                   | Notes | Financial institutions<br>(double-A credit rating) | Government agencies<br>(double-A credit rating) | Other        | Total         |
| Cash and deposits                                                      | 7.3   | –                                                  | 40,335                                          | –            | 40,335        |
| Derivative financial instruments                                       | 6.1   | –                                                  | 355                                             | –            | 355           |
| Contractual receivables applying the simplified approach to impairment |       | –                                                  | 32,855                                          | 3,440        | 36,295        |
| <b>Total contractual financial assets</b>                              |       | <b>–</b>                                           | <b>73,545</b>                                   | <b>3,440</b> | <b>76,985</b> |

**Notes:**

(a) The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from Victorian Government and GST input tax credit recoveries and tax payables).

## Credit Quality of Financial Assets <sup>(a)</sup>

| (\$ thousand)                                                          |       |                                                 |                                              |              |               |
|------------------------------------------------------------------------|-------|-------------------------------------------------|----------------------------------------------|--------------|---------------|
| 2024                                                                   | Notes | Financial institutions (double-A credit rating) | Government agencies (double-A credit rating) | Other        | Total         |
| Cash and deposits                                                      | 7.3   | –                                               | 73,688                                       | –            | 73,688        |
| Derivative financial instruments                                       | 6.1   | –                                               | 374                                          | –            | 374           |
| Contractual receivables applying the simplified approach to impairment |       | –                                               | 9,799                                        | 2,597        | 12,396        |
| <b>Total contractual financial assets</b>                              |       | –                                               | <b>83,861</b>                                | <b>2,597</b> | <b>86,458</b> |

**Note:**

(a) The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from Victorian Government and GST input tax credit recoveries and tax payables).

### Impairment of financial assets under AASB 9 Financial Instruments

For contractual and statutory receivables, please refer to Note 6.1 Receivables.

Equity instruments are not subject to impairment under AASB 9. Other financial assets mandatorily measured or designated at fair value through net result are not subject to impairment assessment under AASB 9. While cash and cash equivalents are also subject to the impairment requirements of AASB 9, no impairment loss has been identified.

Although not a financial asset, contract assets recognised applying AASB 15 Revenue from Contract with Customers are also subject to impairment however it is immaterial.

### Statutory receivables at amortised cost

Victoria Police's non-contractual receivables arising from statutory requirements are not financial instruments. However, they are nevertheless recognised and measured in accordance with AASB 9 requirements as if those receivables are financial instruments.

The statutory receivables are considered to have low credit risk, taking into account the counterparty's credit rating, risk of default and capacity to meet contractual cash flow obligations in the near term. As the result, the loss allowance recognised for these financial assets during the period was limited to 12 months of expected losses. No loss allowance was recognised.

### Financial Instruments: Liquidity Risk

Liquidity risk arises from Victoria Police being unable to meet its financial obligations as they fall due. Victoria Police operates under the Government fair payments policy of settling financial obligations within 10 business days with a contract value of less than \$3 million and in the event of a dispute, making payments within 30 days from the date of resolution.

Victoria Police is exposed to liquidity risk mainly through the financial liabilities as disclosed in the face of the Balance Sheet and the amounts related to financial guarantees. Victoria Police manages its liquidity risk by:

- close monitoring of its short-term and long-term borrowings by senior management, including monthly reviews on current and future borrowing levels and requirements
- maintaining an adequate level of uncommitted funds that can be drawn at short notice to meet its short-term obligations
- careful maturity planning of its financial obligations based on forecasts of future cash flows
- a high credit rating for the State of Victoria (Moody's Investor Services and Standard & Poor's double-A, which assists in accessing debt market at a lower interest rate).

Victoria Police's exposure to liquidity risk is deemed insignificant based on prior period's data and current assessment of risk. Cash for unexpected events is generally sourced from making a request to the Treasury Corporation of Victoria. The carrying amount detailed in the following table of contractual financial liabilities recorded in the financial statements represents Victoria Police's maximum exposure to liquidity risk.

## Maturity Analysis of Contractual Financial Liabilities <sup>(a)</sup>

| (\$ thousand)                              |       |                 |                |                   |            |                   |                  |
|--------------------------------------------|-------|-----------------|----------------|-------------------|------------|-------------------|------------------|
| 2025                                       | Notes | Carrying Amount | Nominal Amount | Maturity Dates    |            |                   |                  |
|                                            |       |                 |                | Less than 1 Month | 1–3 Months | 3 Months – 1 Year | More than 1 Year |
| Payables <sup>(b)</sup>                    |       |                 |                |                   |            |                   |                  |
| Supplies and services                      | 6.2   | 67,898          | 67,898         | 67,890            | 8          | –                 | –                |
| Amounts payable to government and agencies | 6.2   | 21,725          | 21,725         | 21,725            | –          | –                 | –                |
| Other payables                             | 6.2   | 109,341         | 109,341        | 109,341           | –          | –                 | –                |
| Derivative financial instruments           | 6.2   | 2,588           | 2,858          | 26                | 55         | 289               | 2,488            |
| Borrowings                                 |       |                 |                |                   |            |                   |                  |
| Lease liabilities                          | 7.1   | 1,769,030       | 2,570,991      | 29,707            | 38,697     | 119,094           | 2,383,493        |
| Total contractual financial liabilities    |       | 1,970,582       | 2,772,813      | 228,689           | 38,760     | 119,383           | 2,385,981        |
| 2024                                       |       |                 |                |                   |            |                   |                  |
| Payables <sup>(b)</sup>                    |       |                 |                |                   |            |                   |                  |
| Supplies and services                      | 6.2   | 122,778         | 122,778        | 122,778           | –          | –                 | –                |
| Amounts payable to government and agencies | 6.2   | 439             | 439            | 439               | –          | –                 | –                |
| Other payables                             | 6.2   | 7,872           | 7,872          | 7,872             | –          | –                 | –                |
| Derivative financial instruments           | 6.2   | 3,185           | 3,676          | 32                | 99         | 336               | 3,210            |
| Borrowings                                 |       |                 |                |                   |            |                   |                  |
| Lease liabilities                          | 7.1   | 1,797,675       | 2,649,004      | 24,788            | 36,892     | 116,178           | 2,471,146        |
| Total contractual financial liabilities    |       | 1,931,949       | 2,783,769      | 155,906           | 36,991     | 116,515           | 2,474,356        |

### Notes:

(a) Maturity analysis is presented using the contractual undiscounted cash flows.

(b) The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from the Department of Justice and Community Safety and GST input tax credit recoverable and taxes payable).

## Financial Instruments: Market Risk

Victoria Police's exposures to market risk is primarily through interest rate risk and foreign currency risk. Victoria Police's exposure to other financial price risks is insignificant. These liabilities relate to the leasing arrangements. As the interest rates applied to these leasing arrangements are not variable or floating in nature, they are not subject to a sensitivity analysis. With reference to the VicFleet leases only, the adjustment to the interest rate that is made upon the settlement of such leases is regarded as a recovery by the lessor of their borrowing costs. Hence the underlying interest rates in these leases are based on fixed interest rate exposure.

### Interest Rate Risk

Fair value interest rate risk is the risk that the fair value of a financial instrument will fluctuate because of changes in market interest rates. Victoria Police does not hold any interest-bearing financial instruments that are measured at fair value, and therefore has no exposure to fair value interest rate risk.

### Interest Rate Sensitivity Analysis

Victoria Police interest rate risk sensitivity is insignificant with the cash and deposit balance for the current year is \$4.5 million (2024: \$4.3 million).

Victoria Police manages this risk by mainly undertaking fixed rate or non-interest bearing financial instruments with relatively even maturity profiles, with only insignificant amounts of financial instruments at floating rate. Management has concluded that cash at bank as financial assets, can be left at floating rate without necessarily exposing Victoria Police to significant bad risk. Management monitors movement in interest rates on a regular basis.

### Foreign Currency Risk

All foreign currency transactions during the financial year are brought to account using the exchange rate in effect at the date of the transaction. Foreign monetary items existing at the end of the reporting period are translated at the closing rate at the date of the end of the reporting period. There are no non-monetary assets carried at fair value that are denominated in foreign currencies.



- present obligations that arise from past events but are not recognised because:
  - » it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligations
  - » the amount of the obligation cannot be measured with sufficient reliability.

Contingent liabilities are classified as either quantifiable or non-quantifiable.

### Non-quantifiable contingent liabilities

A number of potential obligations are non-quantifiable at this time arising from, indemnities provided in relation to transactions (including financial arrangements and consultancy services) as well as for directors and administrators, performance guarantees, warranties and letters of comfort, deeds in respect of certain obligations and unclaimed monies, which may be subject to future claims by the general public against the State.

| Quantifiable contingent liabilities           | (\$ thousand) |               |
|-----------------------------------------------|---------------|---------------|
|                                               | 2025          | 2024          |
| Legal proceedings and disputes <sup>(a)</sup> | 49,991        | 42,472        |
| <b>Total Contingent Liabilities</b>           | <b>49,991</b> | <b>42,472</b> |

Note:

(a) These estimates are based on a separate assessment of all Victoria Police files by our legal advisors.

## 8.3 Fair Value Determination

### Significant judgement: Fair value measurements of assets and liabilities

This section sets out information on how Victoria Police determines fair value for financial reporting purposes. Fair value is the price that would be received from selling an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The following assets and liabilities are carried at fair value:

- financial assets and liabilities at fair value through the Comprehensive Operating Statement
- land, buildings, infrastructure, plant and equipment, right-of-use assets.

In addition, the fair values of other assets and liabilities that are carried at amortised cost, also need to be determined for disclosure purposes.

Victoria Police determines the policies and procedures for determining fair values for both financial and non-financial assets and liabilities as required.

### Fair Value Hierarchy

In determining fair values, a number of inputs are used. To increase consistency and comparability in the financial statements, these inputs are categorised into three levels, also known as the fair value hierarchy. The levels are as follows:

**Level 1** – quoted (unadjusted) market prices in active markets for identical assets or liabilities;

**Level 2** – valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable; and

**Level 3** – valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

Victoria Police determines whether transfers have occurred between levels in the hierarchy by reassessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

The Valuer-General Victoria is Victoria Police's independent valuation agency. Victoria Police, in conjunction with the Valuer-General Victoria, monitors changes in the fair value of each asset and liability through relevant data sources to determine whether revaluation is required.

For those assets and liabilities for which fair values are determined, the following disclosures are provided:

- carrying amount and the fair value (which would be the same for those assets measured at fair value)
- which level of the fair value hierarchy was used to determine the fair value
- in respect of those assets and liabilities subject to fair value determination using Level 3 inputs:
  - » a reconciliation of the movements in fair values from the beginning of the year to the end
  - » details of significant unobservable inputs used in the fair value determination.

This section is divided between disclosures in connection with fair value determination for financial instruments (refer to Note 8.3.1 Fair Value Determination of Financial Assets and Liabilities) and non-financial physical assets (refer to Note 8.3.2 Fair Value Determination: Non-Financial Physical Assets).



8.3.1 Fair Value Determination of Financial Assets and Liabilities

The fair value of financial assets and liabilities are determined as follows:

**Level 1** – The fair value of financial instruments with standard terms and conditions and traded in active liquid markets are determined with reference to quoted market prices

**Level 2** – The fair value is determined using inputs other than quoted prices that are observable for the financial asset or liability, either directly or indirectly

**Level 3** – The fair value is determined in accordance with generally accepted pricing models based on discounted cash flow analysis using unobservable market inputs.

Victoria Police currently holds Level 1 and 2 financial instruments. The carrying amounts of most financial assets and financial liabilities are considered Level 1, as they approximate their fair value due to their short-term nature and expected settlement by the end of 2026–27 reporting period. Derivatives and borrowings, measured using Level 2 inputs, are exceptions due to their longer-term nature and valuation based on observable market data.

These financial instruments include:

| Financial Assets                         | Financial Liabilities                        |
|------------------------------------------|----------------------------------------------|
| Cash and deposits                        | Payables:                                    |
| Receivables:                             | • purchase of supplies and services          |
| • sales of goods and services            | • amounts payable to government and agencies |
| • other receivables                      | • other payables                             |
| • derivative financial instrument        | • derivative financial instrument            |
| Investment and other contractual assets: |                                              |
| • term deposits                          |                                              |

In accordance with FRD 103, the Department will apply Appendix F of AASB 13 prospectively in its next scheduled formal revaluation or interim revaluation process (whichever is earlier).

8.3.2 Fair Value Determination: Non-Financial Physical Assets

| Fair Value Measurement Hierarchy <sup>(a)</sup>   |       | (\$ thousand)                                            |                        |                        |                        |
|---------------------------------------------------|-------|----------------------------------------------------------|------------------------|------------------------|------------------------|
|                                                   |       | Fair Value Measurement at End of Reporting Period Using: |                        |                        |                        |
| 2025                                              | Note  | Carrying Amount as at 30 June 2025                       | Level 1 <sup>(a)</sup> | Level 2 <sup>(a)</sup> | Level 3 <sup>(a)</sup> |
| Crown Land and Land at Fair Value                 |       |                                                          |                        |                        |                        |
| Non-specialised land <sup>(b)</sup>               |       | 24,540                                                   |                        | 24,540                 |                        |
| Specialised land                                  |       | 654,185                                                  |                        |                        | 654,185                |
| Total of Crown Land at Fair Value                 | 5.1.2 | 678,725                                                  |                        | 24,540                 | 654,185                |
| Buildings at Fair Value                           |       |                                                          |                        |                        |                        |
| Non-specialised buildings <sup>(b)</sup>          |       | 32,133                                                   |                        | 32,133                 |                        |
| Specialised buildings                             |       | 2,000,368                                                |                        |                        | 2,000,368              |
| Heritage assets <sup>(c)</sup>                    |       | 57,744                                                   |                        |                        | 57,744                 |
| Leasehold improvement <sup>(d)</sup>              |       | 195,601                                                  |                        |                        | 195,601                |
| Total of Buildings at Fair Value                  | 5.1.2 | 2,285,846                                                |                        | 32,133                 | 2,253,713              |
| Plant, Equipment and Vehicles at Fair Value       |       |                                                          |                        |                        |                        |
| Plant and equipment                               |       | 340,319                                                  |                        |                        | 340,319                |
| Total Plant, Equipment and Vehicles at Fair Value | 5.1.2 | 340,319                                                  |                        |                        | 340,319                |
| Cultural Assets at Fair Value                     |       |                                                          |                        |                        |                        |
| Artworks                                          |       | 5,256                                                    |                        |                        | 5,256                  |
| Total of Cultural Assets at Fair Value            | 5.1.2 | 5,256                                                    |                        |                        | 5,256                  |

Notes:

(a) Classified in accordance with the fair value hierarchy.

(b) Non-specialised land and buildings are residential properties used by Sworn members.

(c) These heritage assets cannot be modified nor disposed of without formal ministerial approval.

(d) This amount forms part of the balance for Buildings at Fair Value (excluding Heritage Buildings) in Note 5.1 Property, Plant and Equipment.

| Fair Value Measurement Hierarchy                         |              |                                    | (\$ thousand)                                            |                        |                        |
|----------------------------------------------------------|--------------|------------------------------------|----------------------------------------------------------|------------------------|------------------------|
|                                                          |              |                                    | Fair Value Measurement at End of Reporting Period Using: |                        |                        |
| 2024                                                     | Note         | Carrying Amount as at 30 June 2024 | Level 1 <sup>(a)</sup>                                   | Level 2 <sup>(a)</sup> | Level 3 <sup>(a)</sup> |
| Crown Land and Land at Fair Value                        |              |                                    |                                                          |                        |                        |
| Non-specialised land <sup>(b)</sup>                      |              | 24,617                             | –                                                        | 24,617                 | –                      |
| Specialised land                                         |              | 655,622                            | –                                                        | –                      | 655,622                |
| <b>Total of Land at Fair Value</b>                       | <b>5.1.2</b> | <b>680,239</b>                     | <b>–</b>                                                 | <b>24,617</b>          | <b>655,622</b>         |
| Buildings at Fair Value                                  |              |                                    |                                                          |                        |                        |
| Non-specialised buildings <sup>(b)</sup>                 |              | 33,696                             | –                                                        | 33,696                 | –                      |
| Specialised buildings                                    |              | 2,087,041                          | –                                                        | –                      | 2,087,041              |
| Heritage assets <sup>(c)</sup>                           |              | 59,138                             | –                                                        | –                      | 59,138                 |
| Leasehold improvement <sup>(d)</sup>                     |              | 187,271                            | –                                                        | –                      | 187,271                |
| <b>Total of Buildings at Fair Value</b>                  | <b>5.1.2</b> | <b>2,367,146</b>                   | <b>–</b>                                                 | <b>33,696</b>          | <b>2,333,450</b>       |
| Plant, Equipment and Vehicles at Fair Value              |              |                                    |                                                          |                        |                        |
| Plant and equipment                                      |              | 345,959                            | –                                                        | –                      | 345,959                |
| <b>Total Plant, Equipment and Vehicles at Fair Value</b> | <b>5.1.2</b> | <b>345,959</b>                     | <b>–</b>                                                 | <b>–</b>               | <b>345,959</b>         |
| Cultural Assets at Fair Value                            |              |                                    |                                                          |                        |                        |
| Artworks                                                 |              | 5,244                              | –                                                        | –                      | 5,244                  |
| <b>Total of Cultural Assets at Fair Value</b>            | <b>5.1.2</b> | <b>5,244</b>                       | <b>–</b>                                                 | <b>–</b>               | <b>5,244</b>           |

**Notes:**

(a) Classified in accordance with the fair value hierarchy.

(b) Non-specialised land and buildings are residential properties used by Sworn members.

(c) These heritage assets cannot be modified nor disposed of without formal ministerial approval.

(d) This amount forms part of the balance for Buildings at Fair Value (Excluding Heritage Buildings) in Note 5.1 Property, Plant and Equipment.

There have been no transfers between levels during the year.

**Non-specialised land and non-specialised buildings** are valued using the market approach and current replacement cost whereby assets are compared to recent comparable sales or sales of comparable assets that are considered to have nominal value.

Every five years, an independent valuation of land and buildings is performed by the Valuer-General Victoria to determine the fair value using the market approach. The last independent valuation was performed during the 2020–21 financial year. The fair value of assets was determined by analysing sales and allowing for share, size, topography, location and other relevant factors specific to the asset being valued. From this analysis, an appropriate rate per square metre has been applied to the subject asset. During the intervening periods, fair value assessment using the indices provided by the Valuer-General Victoria is performed on a semi-annual basis as required by FRD 103 *Non-Financial Physical Assets* to determine that the carrying values of land and building approximate fair values.

To the extent that non-specialised land and non-specialised buildings do not contain significant, unobservable adjustments, these assets are classified as Level 2 under the market approach.

**Specialised land and Specialised buildings:** The market approach is also used for specialised land, although is adjusted for the community service obligation (CSO) to reflect the specialised nature of the land being valued.

The CSO adjustment is a reflection of the valuer's assessment of the impact of restrictions associated with an asset to the extent that is also equally applicable to market participants. This approach is in light of the highest and best use consideration required for fair value measurement and takes into account the use of the asset that is physically possible, legally permissible, and financially feasible. As adjustments of CSO are considered significant unobservable inputs, specialised land would be classified as Level 3 assets. A significant increase or decrease in the CSO adjustment would result in a significantly lower (higher) fair value.

For the majority of Victoria Police's specialised buildings, the current replacement cost method is used, adjusting for the associated depreciations. As depreciation adjustments are considered significant, unobservable inputs in nature, specialised buildings are classified as Level 3 fair value measurements.

The last independent valuation of Victoria Police's specialised land and specialised buildings was performed by VGV at 30 June 2021.

**Heritage assets** are valued using the current replacement cost method. This cost generally represents the replacement cost of the building/component after applying depreciation rates on a useful life basis. However, for some heritage and iconic assets, the cost may be the reproduction cost rather than the current replacement cost if those assets' service potential could only be replaced by reproducing them with the same materials.

Where it has not been possible to examine hidden works such as structural frames and floors, the use of reasonable materials and methods of construction have been assumed bearing in mind the age and nature of the building. The estimated cost of reconstruction including structure services and finishes, also factors in any heritage classifications as applicable.

An independent valuation of Victoria Police's heritage assets was performed by the Valuer-General Victoria. The valuation was performed based on the current replacement cost of the assets. The effective date of the valuation was 30 June 2021. As the valuation relies on unobservable inputs such as direct costs per square metre and useful lives that are not based on observable market data, these assets would be classified as Level 3 assets.

### Artworks

Artworks is held at fair value. An independent valuation of artworks was performed by VGV as at 30 June 2021. Artworks are valued using the market approach based on comparable sales; however, due to the unique nature of many pieces and limited observable market data, significant unobservable inputs such as expert judgement are applied. Accordingly, artworks are classified as level 3 assets.

### Plant and Equipment

Plant and equipment is held at fair value. When plant and equipment is specialised in use, such that it is rarely sold other than as part of a going concern, fair value is determined using the current replacement cost method. Similar to Heritage assets, this valuation method involves the use of significant unobservable inputs, including cost per unit and remaining useful life estimates, resulting in classification as Level 3 assets.

There were no changes in valuation techniques throughout the period to 30 June 2025.

For all assets measured at fair value, the current use is considered the highest and best use.

| Reconciliation of Level 3 Fair Value Movements    |                  |                       |                 |                       |                     | (\$ thousand)     |
|---------------------------------------------------|------------------|-----------------------|-----------------|-----------------------|---------------------|-------------------|
| 2025                                              | Specialised Land | Specialised Buildings | Heritage Assets | Leasehold Improvement | Plant and Equipment | Cultural Artworks |
| Opening balance                                   | 655,623          | 2,087,042             | 59,138          | 187,271               | 345,960             | 5,244             |
| Purchases                                         |                  | 12,333                | 365             | 901                   | 89,918              | 12                |
| Sales                                             |                  |                       |                 |                       |                     |                   |
| Assets free of charge                             |                  |                       |                 |                       | 902                 |                   |
| Movement to carrying value of right-of-use assets |                  | 8,519                 |                 |                       | (205)               |                   |
| Assets recognised for first time                  |                  |                       |                 |                       | 358                 |                   |
| Transfers:                                        |                  |                       |                 |                       |                     |                   |
| In (out) of assets under construction             |                  | 18,623                | 1,814           | 23,383                | 22,619              |                   |
| Between asset classes                             |                  | (598)                 | 461             |                       | 137                 |                   |
| From contributed capital                          | (73)             |                       |                 |                       |                     |                   |
| Gains or losses recognised in net result:         |                  | (142)                 |                 | (22)                  | (20,500)            |                   |
| Depreciation                                      | (644)            | (125,409)             | (4,034)         | (15,932)              | (98,870)            |                   |
| <b>Subtotal</b>                                   | <b>(717)</b>     | <b>(86,674)</b>       | <b>(1,394)</b>  | <b>8,330</b>          | <b>(5,641)</b>      | <b>12</b>         |
| Revaluation                                       | (721)            | –                     | –               | –                     | –                   | –                 |
| <b>Closing Balance</b>                            | <b>654,185</b>   | <b>2,000,368</b>      | <b>57,744</b>   | <b>195,601</b>        | <b>340,319</b>      | <b>5,256</b>      |

| Reconciliation of Level 3 Fair Value Movements    |                  |                       |                 |                       |                     | (\$ thousand)     |
|---------------------------------------------------|------------------|-----------------------|-----------------|-----------------------|---------------------|-------------------|
| 2024                                              | Specialised Land | Specialised Buildings | Heritage Assets | Leasehold Improvement | Plant and Equipment | Cultural Artworks |
| Opening balance                                   | 646,262          | 2,178,369             | 60,854          | 186,188               | 339,614             | 5,239             |
| Purchases                                         |                  | 6,791                 | 25              | 276                   | 80,705              | 5                 |
| Sales                                             | (1,614)          |                       |                 |                       | (19,356)            |                   |
| Assets free of charge                             |                  |                       |                 |                       |                     |                   |
| Movement to carrying value of right-of-use assets |                  | (2,696)               |                 |                       | 5,180               |                   |
| Assets recognised for first time                  |                  | 78                    |                 | 9                     | 260                 |                   |
| Transfers:                                        |                  |                       |                 |                       |                     |                   |
| In (out) of assets under construction             | 11,618           |                       | 2,082           | 16,854                | 29,536              |                   |
| Between asset classes                             |                  | (77)                  | 77              | (680)                 | 680                 |                   |
| From contributed capital                          |                  |                       |                 |                       |                     |                   |
| Gains or losses recognised in net result:         |                  |                       |                 |                       |                     |                   |
| Depreciation                                      | (643)            | (95,423)              | (3,900)         | (15,376)              | (90,659)            |                   |
| Subtotal                                          | 9,361            | (91,327)              | (1,716)         | 1,083                 | 6,346               | 5                 |
| Closing Balance                                   | 655,623          | 2,087,042             | 59,138          | 187,271               | 345,960             | 5,244             |

#### Description of Significant Unobservable Inputs to Level 3 Valuations

| Asset Class                   | Valuation Technique                                                                                                                           | Significant Unobservable Inputs                       | Range (Weighted Average)                                              | Sensitivity Of Fair Value Measurement to Changes in Significant Unobservable Inputs                                                                              |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|-----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Specialised Land              | Market approach                                                                                                                               | Community Service Obligation (CSO) adjustment         | 10%–45%                                                               | A significant increase or decrease in the CSO adjustment would result in a significantly lower (higher) fair value.                                              |
| Specialised Buildings         | Market approach                                                                                                                               | Community Service Obligation (CSO) adjustment         | 10%–45%                                                               | A significant increase or decrease in the CSO adjustment would result in a significantly lower (higher) fair value.                                              |
|                               | Depreciated replacement cost                                                                                                                  | Direct cost per square metre                          | Range: \$39–\$14,921/m <sup>2</sup> (Avg: \$1,191.90/m <sup>2</sup> ) | A significant increase or decrease in direct cost per square metre adjustment would result in a significantly higher or lower fair value.                        |
|                               |                                                                                                                                               | Useful life of specialised buildings                  | 10–50 years                                                           | A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.                          |
| Right-of-Use Assets Buildings | Income approach                                                                                                                               | Treasury Corporation of Victoria (TCV) Discount rates | 4.5%–6.4%                                                             | A significant increase or decrease would result in a significantly lower or higher fair value.                                                                   |
|                               |                                                                                                                                               | Passing rent                                          | Range: \$0.5–\$33.7 million/annum (Avg: \$5.5 million/annum)          | A significant increase or decrease would result in a significantly higher or lower fair value.                                                                   |
|                               |                                                                                                                                               | Annual rent indexation rates                          | 3.3%–4.0%                                                             | A significant increase or decrease would result in a significantly higher or lower fair value.                                                                   |
|                               | Depreciation on a straight line basis from the lease commencement date to the earlier of the end of useful life or the end of the lease term. | Useful life                                           | 1–50 years                                                            | A significant increase or decrease of the estimated lease term or extend/terminate the lease options would result in a significantly higher or lower fair value. |

(continued)

Description of Significant Unobservable Inputs to Level 3 Valuations (continued)

| Asset Class            | Valuation Technique          | Significant Unobservable Inputs    | Range (Weighted Average)                                                 | Sensitivity Of Fair Value Measurement to Changes in Significant Unobservable Inputs                                                       |
|------------------------|------------------------------|------------------------------------|--------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| Heritage Assets        | Depreciated replacement cost | Direct cost per square metre       | Range: \$339–\$7,225/m <sup>2</sup><br>(Avg: \$1,051.74/m <sup>2</sup> ) | A significant increase or decrease in direct cost per square metre adjustment would result in a significantly higher or lower fair value. |
|                        |                              | Useful life of heritage assets     | 18–50 years                                                              | A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.   |
| Leasehold Improvements | Depreciated replacement cost | Cost per lease                     | Range: \$29–\$39,226,324<br>(Avg: \$521,633.20 per lease)                | A significant increase or decrease in cost per lease would result in a significantly higher or lower fair value.                          |
|                        |                              | Lease period                       | 1-55 years                                                               | Leasehold Improvement are recorded at the lessor of the lease term or the useful life.                                                    |
| Plant and Equipment    | Depreciated replacement cost | Cost per unit                      | Range: \$30–\$17,052,075<br>(Avg: \$20,395.87 per unit)                  | A significant increase or decrease in cost per unit would result in a significantly higher or lower fair value.                           |
|                        |                              | Useful life of plant and equipment | 2–60 years                                                               | A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.   |
| Cultural Artworks      | Indefinite useful life       | Cost per unit                      | Range: \$1,500–\$2,400,000<br>(Avg: \$202,163 per unit)                  | Cultural assets are classified as having an indefinite useful life.                                                                       |

**Note:**  
Significant unobservable inputs have changed since June 2024

## 9. Other disclosures

### Introduction

This section includes those additional disclosures required by accounting standards or otherwise, that are material for the understanding of this financial report.

| Structure                                                                   | Pages   |
|-----------------------------------------------------------------------------|---------|
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| 9.2 Responsible Persons .....                                               | 114     |
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| 9.7 Australian Accounting Standards Issued That Are Not Yet Effective ..... | 118     |
| 9.8 Style Conventions.....                                                  | 119     |

### 9.1 Other Economic Flows Included In Net Result

Other economic flows measure the change in volume or value of assets or liabilities that do not result from transactions.

Other gains/(losses) from other economic flows include the gains or losses from:

- the revaluation of the present value of the long service leave liability due to changes in the bond interest rates
- assessment of aged debtors for bad or doubtful debts allowances.

|                                                                                         | (\$ thousand)   |               |
|-----------------------------------------------------------------------------------------|-----------------|---------------|
|                                                                                         | 2025            | 2024          |
| <b>Net Gain/(Loss) on Non-Financial Assets</b>                                          |                 |               |
| Net gain on disposal of plant, equipment and motor vehicles                             | 13,038          | 9,653         |
| Assets recognised for the first time                                                    | (4,052)         | 563           |
| <b>Total Net Gain/(Loss) on Non-Financial Assets</b>                                    | <b>8,986</b>    | <b>10,216</b> |
| <b>Other Gain/(Loss) from Other Economic Flows</b>                                      |                 |               |
| Net gain/(loss) arising from revaluation of long service leave liability <sup>(a)</sup> | (9,730)         | 18,257        |
| Net gain/(loss) from bad/ doubtful debts                                                | (829)           | (30)          |
| <b>Total Other Gain/(Loss) from Other Economic Flows</b>                                | <b>(10,559)</b> | <b>18,227</b> |

Note:

(a) Revaluation gain/(loss) are due to changes in bond rates.

#### Net Gain/(Loss) on Non-Financial Assets

Net gain/(loss) on non-financial assets and liabilities includes realised and unrealised gains and losses as follows:

##### ▪ Disposal of Non-Financial Assets

Any gain or loss on the sale of non-financial assets is recognised at the date of disposal and is determined after deducting from the proceeds the carrying value of the asset at the time.

##### ▪ Impairment of Non-Financial Assets

Refer to Note 5.1 Property, Plant and Equipment.

#### Net Gain/(Loss) on Disposal of Non-Financial Assets

Net gain/(loss) on non-financial assets and liabilities includes realised and unrealised gains and losses as follows:

|                                                               | (\$ thousand) |              |
|---------------------------------------------------------------|---------------|--------------|
|                                                               | 2025          | 2024         |
| Proceeds from disposal of plant, equipment and motor vehicles | 34,595        | 28,630       |
| Written down value of assets sold /disposed of                | (21,557)      | (18,977)     |
| <b>Net Gain/(Loss) on Disposal of Non-Financial Assets</b>    | <b>13,038</b> | <b>9,653</b> |

9.2 Responsible Persons

In accordance with the Ministerial Directions issued by the Minister for Finance under the *Financial Management Act 1994* (FMA), the following disclosures are made regarding responsible persons for the reporting period.

Names

The persons who held the positions of Ministers and Accountable Officers in Victoria Police are as follows:

Responsible Ministers

|                                                                                                     |                              |                             |
|-----------------------------------------------------------------------------------------------------|------------------------------|-----------------------------|
| Minister for Police, Minister for Community Safety,<br>Minister for Victims and Minister for Racing | The Hon. Anthony Carbines MP | 1 July 2024 to 30 June 2025 |
|-----------------------------------------------------------------------------------------------------|------------------------------|-----------------------------|

Accountable Officers

|                                     |                    |                                 |
|-------------------------------------|--------------------|---------------------------------|
| Chief Commissioner of Police        | Mike Bush CNZM     | 27 June 2025 to 30 June 2025    |
| Acting Chief Commissioner of Police | Robert J. Hill APM | 9 May 2025 to 26 Jun 2025       |
| Acting Chief Commissioner of Police | Rick Nugent APM    | 17 February 2025 to 8 May 2025  |
| Chief Commissioner of Police        | Shane Patton APM   | 1 July 2024 to 16 February 2025 |

Remuneration

Remuneration received or receivable by the Accountable Officer in connection with the management of Victoria Police during the reporting period, in addition to all Accountable Officers acting in the period. This was in the range: \$1 million and \$1.01 million (2024: \$740,000 and \$750,000).

9.3 Remuneration of Senior Executive Service (SES) Officers

Remuneration of Senior Executive Service (SES) Officers

The number of SES officers (other than the Minister, Accountable Officer and Governor-in-Council (GIC) appointees) and their total remuneration during the reporting period are shown in the table below. Total annualised employee equivalents provides a measure of full time equivalent executive officers over the reporting period.

Remuneration comprises employee benefits (as defined in AASB 119 *Employee Benefits*) in all forms of consideration paid, payable or provided by the entity, or on behalf of the entity, in exchange for services rendered, and is disclosed in the following categories.

- a) **Short-term employee benefits** include amounts such as wages, salaries, annual leave or sick leave that are usually paid or payable on a regular basis, as well as non-monetary benefits such as allowances and free or subsidised goods or services.
- b) **Post-employment benefits** include pensions and other retirement benefits paid or payable on a discrete basis when employment has ceased.
- c) **Other long-term benefits** include long service leave, other long-service benefit or deferred compensation.
- d) **Termination benefits** include termination of employment payments, such as severance packages.

Several factors affected total remuneration payable to SES officers over the year. A number of employment contracts were completed and renegotiated and a number of SES officers retired or resigned in the past year. The impact of this is shown in the table below.

|                                                                                                                                                                    | (\$ thousand)      |        |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------|
| Remuneration of SES officers<br>(including Key Management Personnel disclosed in Note 9.4 Related Parties and excluding<br>GIC appointees and Accountable Officer) | Total Remuneration |        |
|                                                                                                                                                                    | 2025               | 2024   |
| Short-term employee benefits                                                                                                                                       | 16,335             | 16,614 |
| Post employment benefits                                                                                                                                           | 1,598              | 1,610  |
| Other long-term benefits                                                                                                                                           | 379                | 373    |
| Total remuneration                                                                                                                                                 | 18,312             | 18,597 |
| Total number of SES officers <sup>(a)</sup>                                                                                                                        | 60                 | 64     |
| Total annualised employee equivalent <sup>(b)</sup>                                                                                                                | 58                 | 58     |

Notes:

(a) The total number of SES officers includes persons who meet the definition of Key Management Personnel (KMP) of the entity under AASB 124 *Related Party Disclosures* and are also reported within the related parties note disclosure (refer to Note 9.4 *Related Parties*). This number includes all SES officers that have been employed during the year, including those who have left Victoria Police during the course of the year.

(b) Annualised employee equivalent is based on paid working hours of 38 ordinary hours per week over the 52 weeks for a reporting period.



## 9.4 Related Parties

Victoria Police is a wholly owned and controlled entity of the State of Victoria. Related parties of Victoria Police include:

- all key management personnel and their close family members and personal business interests (controlled entities, joint ventures and entities that they have significant influence over)
- all Cabinet Ministers and their close family members
- all departments and public sector entities that are controlled and consolidated into the whole of State consolidated financial statements.

### Significant transactions with government-related entities

Victoria Police received funding and made payments to the Consolidated Fund of \$4.53 billion and \$59.4 million respectively (2024: \$4.29 billion and \$53.7 million respectively).

During the year, Victoria Police incurred the following material government related entity transactions and balances at year-end. All related party transactions have been entered into on an arm's-length basis.

| 2025                                                     |                                            |                      |           | (\$ thousand)       |        |
|----------------------------------------------------------|--------------------------------------------|----------------------|-----------|---------------------|--------|
| Receipts/Receivables                                     |                                            | Receipts             |           | Balance Outstanding |        |
| Entity                                                   | Portfolio Dept                             | Nature               | Amount    | Nature              | Amount |
| Department of Justice and Community Safety (DJCS)        | DJCS                                       | Grants               | 4,531,976 | Receivables         | 1,115  |
|                                                          |                                            | Contributions        | 4,531     |                     |        |
|                                                          |                                            | Other Income         | 1,084     |                     |        |
| Office of the Governor                                   | Department of Premier and Cabinet (DPC)    | Protective Services  | 2,630     | Receivables         |        |
| Department of Families, Fairness and Housing (DFFH)      | DFFH                                       | Contributions        | 2,919     | Receivables         | 694    |
| Department of Jobs, Skills, Industry and Regions (DJSIR) | DJSIR                                      | Contributions        | 12,161    |                     | 1,434  |
| Transport Accident Commission                            | DTP                                        | Grants               | 10,158    | Receivables         |        |
| Department of Treasury and Finance                       | Department of Transport and Planning (DTP) | Other Income         | 450       | Receivables         | 33     |
| Victorian WorkCover Authority                            |                                            | Grants               | 419       |                     |        |
|                                                          |                                            | Contributions        | 165       | Receivables         |        |
| Department of Transport and Planning                     | DTP                                        | Grants               | 233       |                     | 6,171  |
|                                                          |                                            | Information Services | 29        |                     |        |

**Note:**

Amounts owing from the Victorian Government as disclosed in Note 6.1 Receivables represent funding for all commitments incurred and are drawn through grants funding from the Department of Justice and Community Safety.

| 2025                                           |                |                           | (\$ thousand) |                     |         |
|------------------------------------------------|----------------|---------------------------|---------------|---------------------|---------|
| Payments/Liabilities                           |                | Payments                  |               | Balance Outstanding |         |
| Entity                                         | Portfolio Dept | Nature                    | Amount        | Nature              | Amount  |
| Court Services of Victoria                     |                | Court Services            | 4,310         | Payables            | 1,131   |
| Department of Justice and Community Safety     | DJCS           | Various Expenses          | 20,051        | Payables            | 229     |
| Department of Premier and Cabinet              | DPC            | IT Services               | –             | Payables            |         |
| Department of Treasury and Finance             | DTF            | Various Expenses          | –             | Payables            | 3,249   |
| Department of Transport and Planning           | DTP            | Licensing Services        | 2,092         | Payables            | 135     |
| Triple Zero Victoria                           | DJCS           | Tele-Communications       | 257           | Payables            | –       |
| State Revenue Office Victoria                  | DTF            | Payroll Tax               | 187,724       | Payables            | 19,024  |
| Victorian Interpreting and Translating Service | DPC            | Interpreting Services     | 1,139         | Payables            | 101     |
| VicFleet Lease and Management                  | DTF            | Leasing of Motor Vehicles | 55,178        | Payables            | 151,536 |
| Victoria Government Solicitors Office          | DJCS           | Legal Expenses            | 26,415        | Payables            | 2,292   |
| Victoria Institute of Forensic Medicine        | DJCS           | Forensic Medical Services | 7,103         | Payables            | 351     |
| Victorian WorkCover Authority                  | DJCS           | Insurance                 | 277,151       | Payables            | 20      |
| Victorian Managed Insurance Authority          | DTF            | Insurance                 | 12,217        | Payables            | 31      |
| Victorian Public Sector Commission             | DPC            | Professional Development  | 633           | Payables            | –       |

| 2024                                         |                |                     | (\$ thousand) |                     |        |
|----------------------------------------------|----------------|---------------------|---------------|---------------------|--------|
| Receipts/Receivables                         |                | Receipts            |               | Balance Outstanding |        |
| Entity                                       | Portfolio Dept | Nature              | Amount        | Nature              | Amount |
| Department of Justice and Community Safety   | DJCS           | Grants              | 4,293,254     | Receivables         |        |
|                                              |                | Contributions       | 5,660         |                     | 1,862  |
|                                              |                | Other Income        | 33,742        |                     |        |
| Office of the Governor                       | DPC            | Protective Services | 3,581         | Receivables         |        |
| Department of Families, Fairness and Housing | DFFH           | Contributions       | 1,410         | Receivables         | 717    |
| Transport Accident Commission                | DTP            | Contributions       | 1,962         | Receivables         | 475    |
|                                              |                | Grants              | 4,356         |                     |        |
| WorkSafe Victoria                            | DTF            | Contributions       | 1,225         | Receivables         | 29     |
| Victorian WorkCover Authority                |                | Contributions       | 53            | Receivables         |        |

**Note:**  
Amounts owing from the Victorian Government as disclosed in Note 6.1 Receivables represent funding for all commitments incurred and are drawn through grants funding from the Department of Justice and Community Safety.

| 2024                                           |                |                           | (\$ thousand) |                     |         |
|------------------------------------------------|----------------|---------------------------|---------------|---------------------|---------|
| Payments/Liabilities                           |                | Payments                  |               | Balance Outstanding |         |
| Entity                                         | Portfolio Dept | Nature                    | Amount        | Nature              | Amount  |
| Court Services of Victoria                     |                | Court Services            | 2,964         | Payables            | 252     |
| Department of Justice and Community Safety     | DJCS           | Various Expenses          | 377           | Payables            | 3,104   |
| Department of Premier and Cabinet              | DPC            | IT Services               | 639           | Payables            |         |
| Department of Treasury and Finance             | DTF            | Various Expenses          | 9,248         | Payables            | 1,038   |
| Department of Transport and Planning           | DTP            | Licensing Services        | 2,716         | Payables            | 70      |
| Triple Zero Victoria                           | DJCS           | Tele-Communications       | 3,005         | Payables            | 2       |
| State Revenue Office Victoria                  | DTF            | Payroll Tax               | 170,211       | Payables            |         |
| Victorian Interpreting and Translating Service | DPC            | Interpreting Services     | 1,064         | Payables            | 1       |
| VicFleet Lease and Management                  | DTF            | Leasing of Motor Vehicles | 52,739        | Payables            | 142,538 |
| Victoria Government Solicitors Office          | DJCS           | Legal Expenses            | 23,328        | Payables            | 1,417   |
| Victoria Institute of Forensic Medicine        | DJCS           | Forensic Medical Services | 7,254         | Payables            | 6       |
| Victorian WorkCover Authority                  | DJCS           | Insurance                 | 235,501       | Payables            |         |
| Victorian Managed Insurance Authority          | DTF            | Insurance                 | 9,405         | Payables            | 529     |

### Remuneration of key management personnel

The compensation detailed below only includes salaries and benefits of key management personnel of Victoria Police Executive Command. As at 30 June 2025, the Victoria Police Executive Command is made up of seven members. The members comprise the Chief Commissioner of Victoria Police, Deputy Commissioners, and Deputy Secretaries. It excludes the salaries and benefits received by the Portfolio Minister where the remuneration and allowances are set by the *Parliamentary Salaries and Superannuation Act 1968* and are reported within the State's Annual Financial Report.

| (\$ thousand)                |              |              |
|------------------------------|--------------|--------------|
| Total Remuneration           |              |              |
|                              | 2025         | 2024         |
| Short-term employee benefits | 4,620        | 3,430        |
| Post employment benefits     | 369          | 250          |
| Other long term benefits     | 105          | 83           |
| <b>Total remuneration</b>    | <b>5,094</b> | <b>3,763</b> |

### Transactions with key management personnel and other related parties

Given the breadth and depth of State government activities, related parties transact with the Victorian public sector in a manner consistent with other members of the public e.g. stamp duty and other government fees and charges. Further employment of processes within the Victorian public sector occur on terms and conditions consistent with the *Public Administration Act 2004* and Codes of Conduct and Standards issued by the Victorian Public Sector Commission. Procurement processes occur on terms and conditions consistent with the Victorian Government Procurement Board requirements.

Outside of normal citizen type transactions with Victoria Police, there were no related party transactions that involved key management personnel and their close family members. No provision has been required, nor any expense recognised, for impairment of receivables from related parties.

## 9.5 Subsequent Events

There are no known material subsequent events for the current reporting year.

## 9.6 Other Accounting Policies

### Contributions by Owners

Consistent with the requirements of AASB 1004 *Contributions*, contributions by the owner (that is, contributed capital and its repayment) are treated as equity transactions and, therefore, do not form part of the income and expenses of Victoria Police.

Additions to net assets which have been designated as contributions by owners are recognised as contributed capital.

Other transfers that are in the nature of contributions or distributions have also been designated as contributions by owners.

Transfers of net assets arising from administrative restructurings are treated as distributions to or contributions by owners.

Transfers of net liabilities arising from administrative restructurings are treated as distributions to owners.

## 9.7 Australian Accounting Standards Issued That Are Not Yet Effective

Certain new and revised accounting standards have been issued but are not effective for the 2024–25 reporting period. These accounting standards have not been applied to the Financial Statements.

### **AASB 2022-10 Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities**

AASB 2022-10 *Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities* amended AASB 13 by adding Appendix F Australian implementation guidance for not-for-profit public sector entities. Appendix F explains and illustrates the application of the principles in AASB 13 on developing unobservable inputs and the application of the cost approach. These clarifications are mandatorily applicable annual reporting periods beginning on or after 1 January 2024. FRD 103 permits Victorian public sector entities to apply Appendix F of AASB 13 in their next scheduled formal asset revaluation or interim revaluation (whichever is earlier).

In accordance with FRD 103, the Department will apply Appendix F of AASB 13 in its next scheduled formal revaluation in FY2027 or interim revaluation process (whichever is earlier).

### **AASB 17 Insurance Contracts, AASB 2022-8 Amendments to Australian Accounting Standards – Insurance Contracts: Consequential Amendments and AASB 2022-9 Amendments to Australian Accounting Standards – Insurance Contracts in the Public Sector**

AASB 17 replaces AASB 4 *Insurance Contracts*, AASB 1023 *General Insurance Contracts* and AASB 1038 *Life Insurance Contracts* for not-for-profit public sector entities for annual reporting periods beginning on or after 1 July 2026.

AASB 2022-9 amends AASB 17 to make public sector-related modifications (e.g. it specifies the pre-requisites, indicators and other considerations in identifying arrangements that fall within the scope of AASB 17 in a public sector context). This Standard applies for annual reporting periods beginning on or after 1 July 2026.

AASB 2022-8 makes consequential amendments to other Australian Accounting Standards so that public sector entities are permitted to continue to apply AASB 4 and AASB 1023 to annual periods before 1 July 2026. This Standard applies for annual reporting periods beginning on or after 1 January 2023.

### **AASB 2024–2 Amendments to Australian Accounting Standards – Classification and Measurement of Financial Instruments**

AASB 2024–2 amends AASB 7 *Financial Instruments: Disclosures* and AASB 9 *Financial Instruments*.

AASB 2024–2 amends requirements relating to:

- settling financial liabilities using an electronic payment system
- assessing contractual cash flow characteristics of financial assets with environmental, social and corporate governance (ESG) and similar features
- disclosure requirements for investments in equity instruments designated at fair value through other comprehensive income and financial instruments with contingent features that do not relate directly to basic lending risks and costs.

This amendment applies to annual reporting periods beginning on or after 1 January 2026.

### **AASB 18 Presentation and Disclosure of Financial Statements**

AASB 18 replaces AASB 101 *Presentation of Financial Statements* to improve how entities communicate in their financial statements, with a particular focus on information about financial performance in the statement of profit or loss.

The key presentation and disclosure requirements established by AASB 18 is the presentation of newly defined subtotals in the statement of profit or loss.

AASB 18 applies to annual reporting periods beginning on or after 1 January 2027 for for-profit entities and applies to annual reporting periods beginning on or after 1 January 2028 for not-for-profit entities. The delayed date of one year will allow the AASB to consult with stakeholders and consider potential modifications for application by not-for-profit public sector entities.

Victoria Police is currently in the process of assessing the potential impact of these standards and amendments.

A number of other standards and amendments have also been issued that apply to future reporting periods, however they are not expected to have any significant impact on the financial statements in the period of initial application.

## 9.8 Style Conventions

Figures in the tables and in the text have been rounded to the nearest thousand dollars, unless otherwise stated.

Discrepancies in tables between totals and sums of components reflect rounding. Percentage variations in all tables are based on the underlying unrounded amounts.

The notation used in the tables is as follows:

|         |                         |
|---------|-------------------------|
| -       | zero or rounded to zero |
| (xxx.x) | negative numbers        |
| 200x    | year period             |

# APPENDICES

The appendices to the Victoria Police annual report provide more detail about the information in this report. They also contain reference material, including an index of our disclosures, and the honours and awards list for 2024–25.

## Appendix A: Disclosure index

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### **Report of Operations**

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#### **Legislation**

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## Appendix B: Budget portfolio outcomes

### Comprehensive operating statement for the financial year ending 30 June 2025

|                                                                                        | Actual<br>\$'000 | Original budget<br>\$'000 | Variance<br>\$'000 | Variance<br>%  |
|----------------------------------------------------------------------------------------|------------------|---------------------------|--------------------|----------------|
| <b>Income from transactions</b>                                                        |                  |                           |                    |                |
| Output appropriations <sup>(a)</sup>                                                   | 4,531,976        | 4,492,980                 | 38,996             | 1%             |
| Interest                                                                               | 180              | 50                        | 130                | 260%           |
| Sale of goods and services                                                             | 14,601           | –                         | 14,601             | 0%             |
| Grants <sup>(b)</sup>                                                                  | 23,192           | 7,642                     | 15,550             | 203%           |
| Fair value of assets and services received free of charge or for nominal consideration | 902              | –                         | 902                | 0%             |
| Other income                                                                           | 2,984            | 1,514                     | 1,470              | 97%            |
| <b>Total income from transactions</b>                                                  | <b>4,573,835</b> | <b>4,502,186</b>          | <b>71,649</b>      | <b>2%</b>      |
| <b>Expenses from transactions</b>                                                      |                  |                           |                    |                |
| Employee expenses <sup>(c)</sup>                                                       | 3,668,281        | 3,475,583                 | 192,698            | 6%             |
| Depreciation and amortisation                                                          | 270,196          | 264,952                   | 5,244              | 2%             |
| Interest expense                                                                       | 61,007           | 58,936                    | 2,071              | 4%             |
| Grants and other transfers                                                             | 1,947            | 3,579                     | (1,632)            | (46%)          |
| Purchase of supplies and services <sup>(d)</sup>                                       | 607,934          | 696,256                   | (88,322)           | (13%)          |
| <b>Total expenses from transactions</b>                                                | <b>4,609,365</b> | <b>4,499,306</b>          | <b>110,059</b>     | <b>2%</b>      |
| <b>Net result from transactions (net operating balance)</b>                            | <b>(35,530)</b>  | <b>2,880</b>              | <b>(38,410)</b>    | <b>(1334%)</b> |
| <b>Other economic flows included in net result</b>                                     |                  |                           |                    |                |
| Net gain/(loss) on non-financial assets                                                | 8,157            | 10,700                    | (2,543)            | (24%)          |
| Net gain/(loss) from other economic flows                                              | (9,730)          | –                         | (9,730)            | 0%             |
| <b>Total other economic flows included in net result</b>                               | <b>(1,573)</b>   | <b>10,700</b>             | <b>(12,273)</b>    | <b>(115%)</b>  |
| <b>Net result</b>                                                                      | <b>(37,103)</b>  | <b>13,580</b>             | <b>(50,683)</b>    | <b>(373%)</b>  |
| <b>Other economic flows – other comprehensive income</b>                               |                  |                           |                    |                |
| <b>Items that may be reclassified to net result</b>                                    |                  |                           |                    |                |
| Fair value gain/(loss) arising from cash flow hedging instruments during the year      | 800              | –                         | 800                | 0%             |
| <b>Items that will not be reclassified to net result</b>                               |                  |                           |                    |                |
| Changes in physical asset revaluation surplus                                          | (721)            | –                         | (721)              | 0%             |
| <b>Total other economic flows – other comprehensive income</b>                         | <b>79</b>        | <b>–</b>                  | <b>79</b>          | <b>0%</b>      |
| <b>Comprehensive result</b>                                                            | <b>(37,024)</b>  | <b>13,580</b>             | <b>(50,604)</b>    | <b>(373%)</b>  |

**Notes:**

The budget portfolio outcomes statements are not prepared on the same basis as the Annual Financial Statements due to differences in the mapping between Actuals and Budget.

(a) Actual output appropriation is higher than the budget due to additional supplementation to fund the 2025 Victoria Police Enterprise Agreement (2025 EBA), coupled with the one-off higher payments and higher EBA-based increments for the 2024 Victorian Public Sector (2024 EBA) Enterprise Agreement. This was offset by funding transferred to Emergency Management Victoria for Mobile Data Network (MDN) and Metropolitan Mobile Radio (MMR) Services, and to ESTA for call taking and dispatch services

(b) Grants greater than the original budget from the TAC Commission to conduct additional road safety-related enforcement

(c) Employee expenditure was higher than the budget due to the signing of the Victoria Police and VPS EBA's with the uplift in wages and allowances, and one-off payments

(d) Reduced expenditure in communication with the appropriation funding for MDN and MMR services transferred from Victoria Police.

## Balance sheet as at 30 June 2025

|                                                                                   | Actual<br>\$'000 | Original Budget<br>\$'000 | Variance<br>\$'000 | Variance<br>% |
|-----------------------------------------------------------------------------------|------------------|---------------------------|--------------------|---------------|
| <b>Assets</b>                                                                     |                  |                           |                    |               |
| <b>Financial assets</b>                                                           |                  |                           |                    |               |
| Cash and deposits <sup>(a)</sup>                                                  | 40,335           | 98,934                    | (58,599)           | (59%)         |
| Receivables <sup>(b)</sup>                                                        | 1,420,920        | 1,599,342                 | (178,422)          | (11%)         |
| Other Financial Assets                                                            | 356              | 528                       | (172)              | (33%)         |
| <b>Total financial assets</b>                                                     | <b>1,461,611</b> | <b>1,698,804</b>          | <b>(237,193)</b>   | <b>(14%)</b>  |
| <b>Non-financial assets</b>                                                       |                  |                           |                    |               |
| Inventories                                                                       | 12,967           | 7,902                     | 5,065              | 64%           |
| Non-financial assets classified as held for sale, including disposal group assets | 2,234            | 3,315                     | (1,081)            | (33%)         |
| Property, plant, and equipment <sup>(c)</sup>                                     | 3,470,951        | 3,265,233                 | 205,718            | 6%            |
| Biological assets                                                                 | 24,326           | 24,138                    | 188                | 1%            |
| Other                                                                             | 37,511           | 28,438                    | 9,073              | 32%           |
| <b>Total non-financial assets</b>                                                 | <b>3,547,989</b> | <b>3,329,026</b>          | <b>218,963</b>     | <b>7%</b>     |
| <b>Total assets</b>                                                               | <b>5,009,600</b> | <b>5,027,830</b>          | <b>(18,230)</b>    | <b>(0%)</b>   |
| <b>Liabilities</b>                                                                |                  |                           |                    |               |
| Payables <sup>(d)</sup>                                                           | 237,001          | 156,408                   | 80,593             | 52%           |
| Borrowings                                                                        | 1,771,619        | 1,716,632                 | 54,987             | 3%            |
| Provisions                                                                        | 992,601          | 962,441                   | 30,160             | 3%            |
| <b>Total liabilities</b>                                                          | <b>3,001,221</b> | <b>2,835,481</b>          | <b>165,740</b>     | <b>6%</b>     |
| <b>Net assets</b>                                                                 | <b>2,008,379</b> | <b>2,192,349</b>          | <b>(183,970)</b>   | <b>(8%)</b>   |
| <b>Equity</b>                                                                     |                  |                           |                    |               |
| Accumulated surplus/(deficit)                                                     | 136,244          | 205,092                   | (68,848)           | (34%)         |
| Reserves                                                                          | 870,776          | 870,694                   | 82                 | 0%            |
| Contributed capital                                                               | 1,001,359        | 1,116,563                 | (115,204)          | (10%)         |
| <b>Net worth</b>                                                                  | <b>2,008,379</b> | <b>2,192,349</b>          | <b>(183,970)</b>   | <b>(8%)</b>   |

### Notes:

The budget portfolio outcomes statements are not prepared on the same basis as the Annual Financial Statements due to differences in the mapping between Actuals and Budget.

(a) Cash and deposits were lower than the budget, mainly due to an accounting reclassification with no impact on the overall operating results between cash held in trust and the State Administration Unit Receivable.

(b) Receivables from Government were lower than budget primarily due to reduced operational funding and the timing of receipts, payments and employee provisions.

(c) Property, Plant and Equipment from the State Government was higher than the anticipated budget, due to leasehold improvements for the Victoria Police Centre, Shepparton Multidisciplinary Centre and other police stations, together with security upgrades to buildings and fit out works across the State, together with new and renewed right-of-use leases recognition in 2024–25 financial year.

(d) Payables were greater than budget as a result of the 2025 EBA employee benefits to be paid in July 2025.

## Cash flow statement for the financial year ended 30 June 2025

|                                                                                                      | Actual<br>\$'000 | Original Budget<br>\$'000 | Variance<br>\$'000 | Variance<br>% |
|------------------------------------------------------------------------------------------------------|------------------|---------------------------|--------------------|---------------|
| <b>Cash flows from operating activities</b>                                                          |                  |                           |                    |               |
| <b>Receipts</b>                                                                                      |                  |                           |                    |               |
| Receipts from government                                                                             | 4,414,331        | 4,285,363                 | 128,968            | 3%            |
| Other receipts                                                                                       | 10,176           | 4,875                     | 5,301              | 109%          |
| Interest received                                                                                    | 180              | 50                        | 130                | 260%          |
| GST paid to or received from ATO <sup>(a)</sup>                                                      | 5,702            | –                         | 5,702              | 0%            |
| <b>Payments</b>                                                                                      |                  |                           |                    |               |
| Payments of grants and other transfers                                                               | (2,691)          | (4,565)                   | 1,874              | (41%)         |
| Payments to suppliers and employees                                                                  | (4,196,873)      | (4,146,114)               | (50,759)           | 1%            |
| Interest and other costs of finance paid                                                             | (61,007)         | (58,936)                  | (2,071)            | 4%            |
| <b>Net cash flows from operating activities</b>                                                      | <b>169,818</b>   | <b>80,673</b>             | <b>89,145</b>      | <b>111%</b>   |
| <b>Cash flows from investing activities</b>                                                          |                  |                           |                    |               |
| Proceeds from sale of non-financial assets                                                           | 34,595           | 34,000                    | 595                | 2%            |
| Net investment                                                                                       | 800              | –                         | 800                | 0%            |
| Payments for non-financial assets                                                                    | (219,162)        | (126,108)                 | (93,054)           | 74%           |
| Net loans from other parties                                                                         | 2,969            | –                         | 2,969              | 0%            |
| <b>Net cash flows (used in) investing activities</b>                                                 | <b>(180,798)</b> | <b>(92,108)</b>           | <b>(88,690)</b>    | <b>96%</b>    |
| <b>Cash flows from financing activities</b>                                                          |                  |                           |                    |               |
| Proceeds from capital contribution by Department of Justice and Community Regulations <sup>(a)</sup> | 4,900            | 84,564                    | (79,664)           | (94%)         |
| Repayment of right-of-use leases                                                                     | (28,645)         | (59,052)                  | 30,407             | (51%)         |
| Net borrowings                                                                                       | 1,372            | –                         | 1,372              | 0%            |
| <b>Net Cash flows from financing activities</b>                                                      | <b>(22,373)</b>  | <b>25,512</b>             | <b>(47,885)</b>    | <b>(188%)</b> |
| <b>Net increase in cash and cash equivalents</b>                                                     | <b>(33,353)</b>  | <b>14,077</b>             | <b>(47,430)</b>    | <b>(337%)</b> |
| Cash and cash equivalents at the beginning of the financial year                                     | 73,688           | 84,857                    | (11,169)           | (13%)         |
| <b>Cash and cash equivalents at the end of the financial year</b>                                    | <b>40,335</b>    | <b>98,834</b>             | <b>(58,599)</b>    | <b>(59%)</b>  |

**Notes:**

The budget portfolio outcomes statements are not prepared on the same basis as the Annual Financial Statements due to differences in the mapping between Actuals and Budget.

## Statement of changes in equity for the financial year ended 30 June 2025

|                                                                                                                 | Actual<br>\$'000 | Original Budget<br>\$'000 | Variance<br>\$'000 | Variance<br>% |
|-----------------------------------------------------------------------------------------------------------------|------------------|---------------------------|--------------------|---------------|
| <b>Accumulated surplus/(deficit)</b>                                                                            |                  |                           |                    |               |
| Opening balance                                                                                                 | 173,347          | 191,512                   | (18,165)           | (9%)          |
| Comprehensive result                                                                                            | (37,103)         | 13,580                    | (50,683)           | (373%)        |
| Closing balance                                                                                                 | 136,244          | 205,092                   | (68,848)           | (34%)         |
| <b>Contributed capital</b>                                                                                      |                  |                           |                    |               |
| Opening balance                                                                                                 | 996,643          | 1,031,998                 | (35,355)           | (3%)          |
| Capital contributions received from government and/or contributions made to other State departments or entities | 4,716            | 84,565                    | (79,849)           | (94%)         |
| Closing balance                                                                                                 | 1,001,359        | 1,116,563                 | (115,204)          | (10%)         |
| <b>Asset revaluation reserve</b>                                                                                |                  |                           |                    |               |
| Opening balance                                                                                                 | 874,797          | 874,797                   | –                  | 0%            |
| Revaluation surplus adjustment                                                                                  | (721)            | –                         | (721)              | 0%            |
| Closing Balance                                                                                                 | 874,076          | 874,797                   | (721)              | (0%)          |
| <b>Hedging reserve</b>                                                                                          |                  |                           |                    |               |
| Opening balance                                                                                                 | (4,100)          | (4,103)                   | 3                  | (0%)          |
| Fair value gain/(loss) arising from cash flow hedging instruments during the year                               | 800              | –                         | 800                | 0%            |
| Closing balance                                                                                                 | (3,300)          | (4,103)                   | 803                | (20%)         |
| <b>Total equity</b>                                                                                             | <b>2,008,379</b> | <b>2,192,349</b>          | <b>(183,970)</b>   | <b>(8%)</b>   |

**Notes:**

The budget portfolio outcomes statements are not prepared on the same basis as the Annual Financial Statements due to differences in the mapping between Actuals and Budget.

## Administered items for the financial year ended 30 June 2025

|                                                                             | Actual<br>\$'000 | Budget<br>\$'000 | Variance<br>\$'000 | Variance<br>% |
|-----------------------------------------------------------------------------|------------------|------------------|--------------------|---------------|
| <b>ADMINISTERED OPERATING STATEMENT</b>                                     |                  |                  |                    |               |
| <b>Administered income</b>                                                  |                  |                  |                    |               |
| Interest                                                                    | 346              | 17               | 329                | 1,935%        |
| Sales of goods and services                                                 | 58,133           | 36,215           | 21,918             | 61%           |
| Grants                                                                      | 4,823            | 6,324            | (1,501)            | (24%)         |
| Other Income                                                                | 19,228           | 3,243            | 15,985             | 493%          |
| <b>Total administered income</b>                                            | <b>82,530</b>    | <b>45,799</b>    | <b>36,731</b>      | <b>80%</b>    |
| <b>Administered expenses</b>                                                |                  |                  |                    |               |
| Employee expenses                                                           | 5,182            | 3,375            | 1,807              | 54%           |
| Depreciation                                                                | 2                | 4                | (2)                | (50%)         |
| Payments into the consolidated fund                                         | 61,121           | 40,606           | 20,515             | 51%           |
| Other operating expenses                                                    | 15,004           | 1,023            | 13,981             | 1367%         |
| <b>Total administered expenses</b>                                          | <b>81,309</b>    | <b>45,008</b>    | <b>36,301</b>      | <b>81%</b>    |
| <b>Income less expenses</b>                                                 | <b>1,221</b>     | <b>791</b>       | <b>430</b>         | <b>54%</b>    |
| <b>Other economic flows included in net result</b>                          |                  |                  |                    |               |
| Net gain/(loss) on non-financial assets and other economic flows            | 417              | 700              | (283)              | (40%)         |
| Net gain/(loss) on financial instruments and statutory receivables/payables | (16)             | –                | (16)               | 0%            |
| Other gains/(losses) from other economic flows                              | (1)              | –                | (1)                | 0%            |
| <b>Total other economic flows</b>                                           | <b>400</b>       | <b>700</b>       | <b>(300)</b>       | <b>(43%)</b>  |
| <b>Net result</b>                                                           | <b>1,621</b>     | <b>1,491</b>     | <b>130</b>         | <b>9%</b>     |
| <b>Other economic flows – Other non owner changes in equity</b>             |                  |                  |                    |               |
| Other non owner changes in equity                                           | 1,465            | –                | 1,465              | 0%            |
| <b>Total other economic flows – Other non owner changes in equity</b>       | <b>1,465</b>     | <b>–</b>         | <b>1,465</b>       | <b>0%</b>     |
| <b>Comprehensive result</b>                                                 | <b>3,086</b>     | <b>1,491</b>     | <b>1,595</b>       | <b>107%</b>   |
| <b>ADMINISTERED BALANCE SHEET</b>                                           |                  |                  |                    |               |
| <b>Administered assets</b>                                                  |                  |                  |                    |               |
| Cash and deposits                                                           | 63,739           | 68,553           | (4,814)            | (7%)          |
| Receivables                                                                 | 4,454            | 2,625            | 1,829              | 70%           |
| Other financial assets                                                      | –                | 4,000            | (4,000)            | (100%)        |
| Property, plant and equipment                                               | 11               | 7                | 4                  | 57%           |
| Other                                                                       | 160              | 98               | 62                 | 63%           |
| <b>Total administered assets</b>                                            | <b>68,364</b>    | <b>75,283</b>    | <b>(6,919)</b>     | <b>(9%)</b>   |
| <b>Administered liabilities</b>                                             |                  |                  |                    |               |
| Payables                                                                    | 57,402           | 65,738           | (8,336)            | (13%)         |
| Provisions                                                                  | 766              | 554              | 212                | 38%           |
| <b>Total administered liabilities</b>                                       | <b>58,168</b>    | <b>66,292</b>    | <b>(8,124)</b>     | <b>(12%)</b>  |
| <b>Total administered net assets</b>                                        | <b>10,196</b>    | <b>8,991</b>     | <b>1,205</b>       | <b>13%</b>    |

**Notes:**

The budget portfolio outcomes statements are not prepared on the same basis as the Annual Financial Statements due to differences in the mapping between Actuals and Budget.

## Appendix C: 2024–25 Honours and awards

### Honours and awards recipients

#### Public Service Medal (PSM)

| Rank     | First name | Surname      |
|----------|------------|--------------|
| VPS5     | Natale     | Cutri        |
| Director | Rena       | De Francesco |

#### Australian Police Medal (APM)

| Rank            | First name      | Surname        |
|-----------------|-----------------|----------------|
| Superintendent  | Gregory         | Barras         |
| Senior Sergeant | James Thomas    | Egan           |
| Superintendent  | Kelvin John     | Gale           |
| Superintendent  | Sharon Maree    | McCrory        |
| Senior Sergeant | Tracy Elizabeth | Meyer          |
| Senior Sergeant | Rodney          | Munro          |
| Sergeant        | Joanne Maree    | Parissis       |
| Senior Sergeant | Helmut          | Pimperl        |
| Inspector       | Lisa Jane       | Prentice-Evans |
| Inspector       | Anthony Phillip | Wheatfill      |

#### Australian Bravery Medal (BM)

| Rank     | First name | Surname  |
|----------|------------|----------|
| Sergeant | Luke       | Schroder |

#### Medal for Courage

| Rank                     | First name        | Surname  |
|--------------------------|-------------------|----------|
| Senior Constable         | Christopher James | Burns    |
| Sergeant                 | Bradley Owen      | Dettman  |
| Senior Constable         | Jacob Francis     | Kitching |
| Senior Constable         | Taylor Lea        | Smith    |
| Leading Senior Constable | Angus Frank       | Webb     |

#### Chief Commissioner's Commendation

| Rank                     | First name     | Surname  |
|--------------------------|----------------|----------|
| Leading Senior Constable | Gerard Anthony | Allman   |
| Leading Senior Constable | Joseph Paul    | Anderson |
| First Constable          | Emmanuel Ochan | Andrew   |
| Senior Constable         | Rebecca Leanne | Churcher |
| Senior Constable         | Zachary James  | Cook     |
| Constable                | Jared Matthew  | Eames    |
| First Constable          | Michael Damian | Gaetano  |
| Sergeant                 | Bronwyn Joy    | Jackson  |
| Leading Senior Constable | Andrew         | Morrison |
| Senior Constable         | Stephen James  | Pearson  |
| Leading Senior Constable | David Charles  | Roberts  |
| Sergeant                 | Bradley Darren | Treloar  |
| Leading Senior Constable | Tracey Ann     | Van Looy |
| Veteran Senior Constable | Donna Michelle | Wood     |

#### Victoria Police Star

| Rank             | First name | Surname  |
|------------------|------------|----------|
| Senior Constable | Cai        | Ding     |
| Senior Constable | Dennis     | Petersen |

#### Citizen's Commendation

| First name | Surname      |
|------------|--------------|
| Martin     | Abboosh      |
| Yasir      | Alqass Matti |
| Dani       | Alqass Matti |
| Randi      | Azeezo       |
| Mathoes    | Barbar       |
| Tony       | Cose         |
| Craig      | Fahey        |
| David      | Habash       |
| Frank      | Herbert      |
| Jack       | Hurmez       |
| Adam       | Knight-Smith |
| Adelino    | Marchi       |
| Salam      | Momika       |

## Appendix D: Acronym glossary

|               |                                                                  |                 |                                                                                 |
|---------------|------------------------------------------------------------------|-----------------|---------------------------------------------------------------------------------|
| <b>AAS</b>    | Australian Accounting Standards                                  | <b>ICT</b>      | Information and Communications Technology                                       |
| <b>AASB</b>   | Australian Accounting Standards Board                            | <b>IRIS</b>     | Integrated Reports and Information System                                       |
| <b>ACAT</b>   | Aboriginal Cultural Awareness Training                           | <b>ISO</b>      | International Organization for Standardization                                  |
| <b>ACLO</b>   | Aboriginal Community Liaison Officer                             | <b>IT</b>       | information technology                                                          |
| <b>ACSO</b>   | Aboriginal Complaints Support Officer                            | <b>LEAP</b>     | Law Enforcement Assistance Program                                              |
| <b>AEE</b>    | Annualised employee equivalent                                   | <b>LGA</b>      | Local Government Area                                                           |
| <b>AFP</b>    | Australian Federal Police                                        | <b>LGBTIQA+</b> | Lesbian, gay, bisexual, transgender, intersex, queer/questioning and/or asexual |
| <b>ANZPAA</b> | Australia and New Zealand Policing Advisory Agency               | <b>LIDP</b>     | Local Industry Development Plan                                                 |
| <b>APM</b>    | Australian Police Medal                                          | <b>LLB</b>      | Bachelor of Laws                                                                |
| <b>ASIO</b>   | Australian Security Intelligence Organisation                    | <b>LPG</b>      | Liquid Petroleum Gas                                                            |
| <b>ATO</b>    | Australian Taxation Office                                       | <b>LRD</b>      | Licensing and Regulation Division                                               |
| <b>AYCP</b>   | Aboriginal Youth Cautioning Program                              | <b>LSL</b>      | Long service leave                                                              |
| <b>AYCSO</b>  | Aboriginal Youth Cautioning Support Officer                      | <b>MARAM</b>    | Multi-Agency Risk Assessment and Management                                     |
| <b>AM</b>     | Member of the Order of Australia                                 | <b>MBA</b>      | Master of Business Administration                                               |
| <b>APM</b>    | Australian Police Medal                                          | <b>MOBIUS</b>   | Molecular Biosensors at Point-of-Use                                            |
| <b>BM</b>     | Bravery Medal                                                    | <b>MPSG</b>     | Major Project Skills Guarantee                                                  |
| <b>CALD</b>   | Culturally and linguistically diverse                            | <b>NABERS</b>   | National Australian Built Environment Rating System                             |
| <b>CARTT</b>  | Child Abuse Report Triage Team                                   | <b>NCIS</b>     | National Criminal Intelligence System                                           |
| <b>CED</b>    | Conducted Energy Device                                          | <b>NSCSP</b>    | National Survey of Community Satisfaction with Policing                         |
| <b>CISS</b>   | Child Information Sharing Scheme                                 | <b>OAM</b>      | Medal of the Order of Australia                                                 |
| <b>CNZM</b>   | Companion of the New Zealand Order of Merit                      | <b>OHS</b>      | Occupational Health and Safety                                                  |
| <b>CPA</b>    | Certified Public Accountant                                      | <b>PALO</b>     | Police Aboriginal Liaison Officer                                               |
| <b>CSO</b>    | Community service obligation                                     | <b>PCO</b>      | Police Custody Officer                                                          |
| <b>Cth</b>    | Commonwealth                                                     | <b>PFTP</b>     | Police Foundation Training Program                                              |
| <b>DFFH</b>   | Department of Families, Fairness and Housing                     | <b>PIA</b>      | Protected Industrial Action                                                     |
| <b>DJCS</b>   | Department of Justice and Community Safety                       | <b>PRSB</b>     | Police Registration and Services Board                                          |
| <b>DPC</b>    | Department of Premier and Cabinet                                | <b>PSA</b>      | Police Service Area                                                             |
| <b>DTF</b>    | Department of Treasury and Finance                               | <b>PSO</b>      | Protective Services Officer                                                     |
| <b>DTP</b>    | Department of Transport and Planning                             | <b>PV</b>       | Photovoltaic (panels)                                                           |
| <b>PINS</b>   | Electronic Penalty Infringement Notices                          | <b>RoGS</b>     | Report on Government Services                                                   |
| <b>EYOP</b>   | Embedded Youth Outreach Program                                  | <b>ROM</b>      | Regional Operations Module                                                      |
| <b>FAICD</b>  | Fellow of the Australian Institute of Company Directors          | <b>SAM</b>      | Staff Allocation Model                                                          |
| <b>FCPA</b>   | Fellow of CPA Australia                                          | <b>SES</b>      | Senior Executive Service                                                        |
| <b>Ffin</b>   | Fellow of the Financial Services Institute of Australasia        | <b>SOCIT</b>    | Sexual Offences and Child Abuse Investigation Team                              |
| <b>FMA</b>    | Financial Management Act                                         | <b>SOM</b>      | Specialist Operations Model                                                     |
| <b>FOI</b>    | Freedom of Information                                           | <b>SUV</b>      | Sports utility vehicle                                                          |
| <b>FRD</b>    | Financial reporting direction                                    | <b>VAGO</b>     | Victorian Auditor-General's Office                                              |
| <b>FTE</b>    | Full-time equivalent                                             | <b>VCAT</b>     | Victorian Civil and Administrative Tribunal                                     |
| <b>FVISS</b>  | Family Violence Information Sharing Scheme                       | <b>VFTAC</b>    | Victorian Fixated Threat Assessment Centre                                      |
| <b>FVLO</b>   | Family Violence Liaison Officer                                  | <b>VIPP</b>     | Victorian Industry Participation Policy                                         |
| <b>GAICD</b>  | Graduate Member of the Australian Institute of Company Directors | <b>VPS</b>      | Victorian Public Service                                                        |
| <b>GIC</b>    | Governor in Council                                              | <b>WCAG</b>     | Web Content Accessibility Guidelines                                            |
| <b>GST</b>    | Goods and Services Tax                                           | <b>WORC</b>     | Weekend Online Remand Court                                                     |
| <b>IBAC</b>   | Independent Broad-based Anti-corruption Commission               | <b>YCPEIP</b>   | Youth Crime Prevention and Early Intervention                                   |







V I C T O R I A   P O L I C E

### **Contact details**

Victoria Police Centre  
GPO Box 913  
MELBOURNE VIC 3001  
[police.vic.gov.au](http://police.vic.gov.au)

Police Assistance Line  
(to report non-urgent crimes or events):  
131 444

### **Online Reporting**

Visit [onlinereporting.police.vic.gov.au](http://onlinereporting.police.vic.gov.au)  
for an easy and convenient way to report  
non-urgent incidents to Victoria Police.

### **Further resources**

Visit [police.vic.gov.au/publications](http://police.vic.gov.au/publications)  
for more Victoria Police publication.