

# POLICE

## Questions from the Hon Mark Buttigieg MLC (on behalf of the Opposition)

### Issuing of notices

1. Commissioner Fuller, in relation to the issuing of notices for Mostafa Baluch, you said “My understanding is all the notices have been applied for”. Will you detail:
  - a. Which Interpol notices you applied for?
  - b. Did this include a Passenger Analysis Clearance and Evacuation System (PACE) alert?
  - c. What is the process for applying for these alerts?

### **ANSWER:**

Prior to the recapture of Mostafa Baluch on 10 November 2021, arrest warrants for him were issued.

- a. A Blue Notice was issued for all Australian Law Enforcement agencies to arrest Mostafa Baluch for the outstanding warrant and a Red Notice was sought as a matter of priority and was going to be issued at a suitable time.
- b. The Passenger Analysis Clearance and Evacuation (PACE) System Alert was in place for Mostafa Baluch and his family.
- c. A report and information request is provided to the Australian Federal Police (AFP), who subsequently action the request.

## Gang Feud

2. In relation to the ongoing feud between the Hamze and Alameddine families, will you provide details on:
- As of November 3, how many arrests have been made in this matter?
  - How many individuals have been charged?
  - How many charges have been laid?

### **ANSWER:**

- In order to respond to this question, the COPS system would need to be interrogated for each and every charge to determine if that person was an associate or member of the HAMZE/Alammedine Organised Crime Network. Therefore, it is not practicable to provide the specific data sought by the member within the limited timeframe for responding to supplementary questions.

In February 2021, Criminal Group Squad and Raptor were split with an increase in Policing numbers to Raptor Squad. For the purpose of the conflict referred, figures are taken from October 2020.

- Individuals charged
  - Raptor - 565
  - Criminal Groups - 107
- Number of charges laid
  - Criminal Groups - 615
  - Raptor Squad - 1,697

## Staffing numbers

3. Will you provide, as of November 3, 2021:
- a. The overall number of staff employed by NSW Police?
  - b. The overall number of uniformed officers employed by NSW Police?
  - c. The overall number of administrative officers employed by NSW Police?
  - d. The overall number of executive officers employed by NSW Police?
  - e. The overall number of commissioned officers employed by NSW Police?
  - f. The overall number of senior sergeants and sergeants employed by NSW Police?
  - g. The overall number of probationary constables employed by NSW Police?

**ANSWER:**

- a) 21,893
- b) 17,759
- c) 4,134
- d) 75
- e) 812
- f) 3,047
- g) 1,240

## St Mary's COVID clinic attack

4. In regard to the August 28th attack on the St Mary's COVID testing clinic:
- a. As of November 3, have any arrests been made in relation to the attack?
  - b. Have any further incidences of similar attacks been reported?

**ANSWER:**

- a) No one was charged, three suspects were identified but the NSW Police Force did not have sufficient evidence to proceed.
- b) The NSW Police Force is not aware of any other similar incidents.

## Strike Force Raptor

5. Minister Elliott, given you said that Strike Force Raptor has made “over 6,000 arrests since it was established.” Will you provide:
- a. A breakdown of these 6,000 by month since Strike Force Raptor was created?
  - b. The annual budget of Strike Force Raptor by each year since it was created?
  - c. The annual budget of Strike Force Raptor for:
    - i. The 2021-22 financial year
    - ii. The 2022-23 financial year
    - iii. The 2023-24 financial year
    - iv. The 2024-25 financial year

### **ANSWER:**

- a. Please find attached **Annexure B** for a breakdown of the number of arrests by year/month.
- b. Strike Force Raptor commenced in 2008/09. Initially, Strike Force Raptor formed part of the Criminal Groups Squad. In 2021/22, Strike Force Raptor commenced operation as a Squad:
  - 2021/22 - \$14.921m
  - 2020/21 - \$10.678m
  - 2019/20 - \$10.826m
  - 2018/19 - \$4.480m
  - 2017/18 - \$4.144m
  - 2016/17 - \$397k
  - 2015/16 - \$397k
  - 2014/15 - \$394k
  - 2013/14 - \$405k
  - 2012/13 - \$405k
  - 2011/12 - \$307k
  - 2010/11 - \$86k
  - 2009/10 - \$250k
- c. Please find the following:
  - i. 2021/22 - \$14.921m
  - ii. budget is yet to be allocated
  - iii. budget is yet to be allocated
  - iv. budget is yet to be allocated

## Housing Affordability for Police officers

6. Commissioner Fuller, given you said that “We often find—particularly in metro, closer to the 2000 postcode—officers cannot afford to live in the city” – will you detail:
- a. Do financial support measures exist to assist police officers for them to live closer to their stations in more expensive areas?
  - b. If yes,
    - i. What are these measures?
    - ii. How many police officers used each of these measures in 2018, 2019, 2020 and 2021 (til 3 November)?
    - iii. How much money was spent on each of these measures in 2018, 2019, 2020 and 2021 (til 3 November)?

### **ANSWER:**

There is nothing currently available as an incentive for financial support measures in metro areas for Police Officers to live closer to their stations in more expensive area.

In accordance with the *Crown Employees (Police Officers – 2017) Award*, officers who elect to transfer from a non-metropolitan location to a metropolitan location may be afforded Transferred Officers Entitlements and Compensation.

All officers based within metropolitan areas are provided with an Opal Card to assist with travel.

## COVID infringement fines

7. Minister Elliott, given you said that as of October 1 there had been 51,642 individuals issued with infringements under the Public Health Act, will you detail:
- a. How much money was collected in fines through these infringements?
  - b. A breakdown of the number of infringements by Local Government Area?

**ANSWER:**

a.

The NSW Police Force does not collect this information. This question should be referred to Revenue NSW, who is responsible for collecting revenues on behalf of the people of NSW.

b. Please refer to **Annexure C** on the number of Infringements issued by PAC/PD (and region). Data period refers from 17 March 2020 to 30 September 2021.

## Hezbollah flag displays

8. How many times have the display of Hezbollah flags between recorded by NSW Police in the period 2015 to 2021?
- a. By year – 2015?
  - b. 2016?
  - c. 2017?
  - d. 2018?
  - e. 2019?
  - f. 2020?
  - g. January 1, 2021 to October 31, 2021?

**ANSWER:**

| Hezbollah Flag Displays* |           |           |           |          |          |          |          |           |
|--------------------------|-----------|-----------|-----------|----------|----------|----------|----------|-----------|
| Record                   | 2015      | 2016      | 2017      | 2018     | 2019     | 2020     | 2021     | Total     |
| Events                   | 2         | 4         | 3         | 0        | 0        | 0        | 0        | 9         |
| Reports                  | 12        | 6         | 8         | 4        | 5        | 3        | 2        | 40        |
| <b>Total</b>             | <b>14</b> | <b>10</b> | <b>11</b> | <b>4</b> | <b>5</b> | <b>3</b> | <b>2</b> | <b>49</b> |

\* Information extracted from COPS



## Islamic State or ISIS flag displays

9. How many times have the display of Islamic State or ISIS flags between recorded by NSW Police in the period 2015 to 2021?
- By year – 2015 and in what locations?
  - 2016 and in what locations?
  - 2017 and in what locations?
  - 2018 and in what locations?
  - 2019 and in what locations?
  - 2020 and in what locations?
  - January 1, 2021 to October 31, 2021 and in what locations?

### **ANSWER:**

| Islamic State Flag Displays* |            |           |           |           |           |          |          |            |
|------------------------------|------------|-----------|-----------|-----------|-----------|----------|----------|------------|
| Record                       | 2015       | 2016      | 2017      | 2018      | 2019      | 2020     | 2021     | Total      |
| Events                       | 57         | 12        | 15        | 4         | 6         | 3        | 3        | 100        |
| Reports                      | 85         | 51        | 30        | 13        | 16        | 5        | 5        | 205        |
| <b>Total</b>                 | <b>142</b> | <b>63</b> | <b>45</b> | <b>17</b> | <b>22</b> | <b>8</b> | <b>8</b> | <b>305</b> |

\* Information extracted from COPS

| Islamic State Flag Displays – Locations** |      |      |      |      |      |      |      |
|---|------|------|------|------|------|------|------|
| Region                                    | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
| Central Metropolitan                      | 20   | 16   | 4    | 1    | 4    | 0    | 2    |
| SW Metro                                  | 50   | 12   | 16   | 6    | 6    | 1    | 3    |
| NW Metro                                  | 32   | 12   | 10   | 5    | 7    | 2    | 2    |
| Southern                                  | 6    | 1    | 1    | 2    | 0    | 1    | 0    |
| Western                                   | 2    | 1    | 1    | 0    | 0    | 1    | 0    |
| Northern                                  | 4    | 7    | 3    | 1    | 2    | 1    | 0    |
| Other, e.g. Crime stoppers                | 28   | 14   | 10   | 2    | 3    | 2    | 1    |

\*\* Information extracted from COPS. Events and information reports combined.

## High Risk Terrorist Offenders

10. How many High Risk Terrorist Offenders (HRTOs) and under surveillance in NSW as of November 3, 2021?
- Of those who many are men and how many are women?
  - What are their ages?
  - What are the requirements as part of their release?

### **ANSWER:**

#### **NSW High Risk Terrorist Offenders (THRO) Cohort**

(Refer to the NSW *Terrorist (High Risk) Offenders Act 2017*. The NSW Police Force is responsible for monitoring and compliance of THRO offenders.)

There are four individuals currently released in the community on Extended Supervision Orders.

- All four are male;
- They are aged 27, 54, 46, 49; and
- THRO offenders are required to comply with conditions determined by the court. The conditions that the court may impose on a THRO offender are defined in the THRO Act, as outlined below. The court determines the conditions for each offender, based on its view as to the appropriateness of each condition for the individual offender.

(1) An extended supervision order or interim supervision order may direct an eligible offender to comply with such conditions as the Supreme Court considers appropriate, including (but not limited to) directions requiring the offender to do any one or more of the following:

- to permit any enforcement officer to visit the offender at the offender's residential address at any time and, for that purpose, to enter the premises at that address,
- to permit any enforcement officer to access any of the following:
  - a computer or related electronic equipment that is at the offender's residential address or in the possession of the offender,
  - data held within, or accessible from, the computer or related electronic equipment (including data accessible by means of an electronic identity),
- to permit any enforcement officer to seize any computer or other object at the offender's residential address or in the possession of the offender for the purpose of enabling it to be forensically examined,

- d) to use specified services or facilities,
- e) to make periodic reports to an enforcement officer,
- f) to notify an enforcement officer of any change in the offender's address,
- g) to participate in intervention programs or initiatives,
- h) to wear electronic monitoring equipment,
- i) to reside at an address approved by an enforcement officer,
- j) not to reside in or resort to specified locations or classes of locations,
- k) not to associate or make contact with specified persons or classes of persons,
- l) not to engage in specified conduct or classes of conduct,
- m) not to engage in specified financial, property or business dealings (including not to enter into specified agreements or hold specified interests in connection with such dealings),
- n) not to possess or use specified objects or substances,
- o) not to engage in specified employment or classes of employment,
- p) not to change the offender's name,
- q) to comply with any obligation that could be imposed on the offender under Part 3 of the Child Protection (Offenders Registration) Act 2000 if the offender were a registrable person within the meaning of that Act and were not the subject of an interim supervision order or an extended supervision order,
- r) to comply with specified requirements in connection with the offender's access to and use of the internet,
- s) to provide any enforcement officer with information about any one or more of the following:
  - i. a carriage service used, or intended to be used, by the offender (including any telephone number used, or intended to be used, by the offender),
  - ii. (ii) an internet service provider or carriage service provider used, or intended to be used, by the offender,
  - iii. (iii) an internet connection used, or intended to be used, by the offender (including whether the connection is a wireless, broadband, Asymmetric Digital Subscriber Line (ADSL) or dial-up connection),
  - iv. (iv) an electronic identity used, or intended to be used, by the offender,
- t) to provide any enforcement officer with requested information in relation to any employment or any financial affairs of the offender.

(2) In this section:

carriage service, carriage service provider and internet service provider have the same meanings as in the *Telecommunications Act 1997* of the Commonwealth.

- a) electronic identity means each of the following:
- b) an email address,

- c) a user name or other identity allowing access to an instant messaging service,
- d) a user name or other identity allowing access to a chat room or social media on the internet,
- e) any other user name or other identity allowing access to the internet or an electronic communication service.

A further seven individuals have been returned to custody for breaching their Extended Supervision Orders or Interim Detention Orders.

### **Commonwealth High Risk Terrorism Offenders (HRTTO) - NSW Cohort**

(Refer to the *Commonwealth Criminal Code 1995*). The Australian Federal Police are responsible for monitoring and compliance of HRTTO offenders.)

There is one individual currently released in the community on an Interim Control Order.

- a) The person is male;
- b) He is aged 29; and
- c) HRTTO offenders are required to comply with conditions determined by the court. The conditions that the court may impose on a HRTTO offender are defined in the HRTTO Act, as outlined below. The court determines the conditions for each offender, based on its view as to the appropriateness of each condition for the individual offender.

(3) The obligations, prohibitions and restrictions that the court may impose on the person by the order are the following:

- a) a prohibition or restriction on the person being at specified areas or places;
- b) a prohibition or restriction on the person leaving Australia;
- c) a requirement that the person remain at specified premises between specified times each day, or on specified days, but for no more than 12 hours within any 24 hours;
- d) a requirement that the person wear a tracking device;
- e) a prohibition or restriction on the person communicating or associating with specified individuals;
- f) a prohibition or restriction on the person accessing or using specified forms of telecommunication or other technology (including the internet);
- g) a prohibition or restriction on the person possessing or using specified articles or substances;
- h) a prohibition or restriction on the person carrying out specified activities (including in respect of his or her work or occupation);
- i) a requirement that the person report to specified persons at specified times and places;
- j) a requirement that the person allow himself or herself to be photographed;

- k) a requirement that the person allow impressions of his or her fingerprints to be taken;
- l) a requirement that the person participate in specified counselling or education.

A further four HRTO offenders have been returned to custody for breaching their orders.

## ISIS Brides/Jihadis

11. How many people are residing in NSW – who have returned from foreign zones under Islamic State control– and are they being monitored as former Australian Jihadis or ISIS brides?
- a. Number of women?
  - b. Number of men?
  - c. Number of minors/children?
  - d. Are they the subject of monitoring?
    - i. If yes, what are the measures?

### **ANSWER:**

Questions regarding the number of persons who have returned from foreign zones under Islamic State control should be referred to the Australian Federal Police.

The NSW Police Force does not publicly disclose operational information regarding current terrorism-related investigations or surveillance activities.

## Step Together helpline

12. Given the Step Together hotline – 1800 875 204 – was set up in June 2017 and it is a NSW funded helpline and online support service for people concerned about friends, family or loved ones who may be headed down the path of violent extremism, how many telephone calls has it received since it was established– as of November 3, 2021?

- a. How many calls received in:
  - i. 2017?
  - ii. 2018?
  - iii. 2019?
  - iv. 2020? And,
  - v. January 1, 2021 to October 31, 2021?
- b. How many charges or arrests have been made in
  - i. 2017?
  - ii. 2018?
  - iii. 2019?
  - iv. 2020? And,
  - v. January 1, 2021 to October 31, 2021?
- c. What was the cost of the hotline in
  - i. 2017?
  - ii. 2018?
  - iii. 2019?
  - iv. 2020? And
  - v. January 1, 2021 to October 31, 2021?

### **ANSWER:**

This question should be referred to the Hon. Anthony Roberts MP, as the Minister responsible for Counter Terrorism and Corrections.

## Countering Violent Extremism (CVE) program

13. How many has been spent on the Counter Violent Extremism program in:

- a. 2015?
- b. 2016?
- c. 2017?
- d. 2018?
- e. 2019?
- f. 2020? And
- g. January 1, 2021 to October 31, 2021?

14. Given the NSW government in its submission to the Parliamentary Joint Committee on Intelligence and Security Inquiry into extremist movements and radicalism in Australia – published March 18 2021 claimed that the program reached almost 1.5 million people, what is the basis for that claim?

**ANSWER:**

This question should be referred to the Hon. Anthony Roberts MP, as the Minister responsible for Counter Terrorism and Corrections.



## Questions from the Hon Robert Borsak MLC

15. Minister, on 18 August 2019 you issued a media release announcing reforms at the Firearms Registry. How is it that despite all the structural and procedural changes at the Firearms Registry since 5 July 2018 the Firearms Registry is still making simple administrative errors like:

- Mailing letters to an incorrect address despite being previously notified of a change of address (Mr “EF”);
  - Incorrectly asserting that a firearm licence holder had been involved in a domestic incident with his wife in 2002, when the licence holder would have been 13 years old at the time (Mr “JS”); and
  - Issuing a firearms registration certificate in August 2021 for a firearm that was reported to police as stolen in 2014 (Mr “TK”).
- a. Why isn't the Governance and Quality Assurance Unit at the Firearms Registry picking up these basic mistakes before they are being made?
- b. What actions will be implemented to ensure basic administrative errors, like those mentioned above, do not occur again?

### **ANSWER:**

The Firearms Registry has made significant investment into systems and processes, which has seen ongoing improvements in the quality and accuracy of information from the Command. The Gun Safe System, now live for licence applicants and holders since 25 February 2021, will continue to see enhancements in the accuracy of information due to the real time data exchange and validations against policing systems, including the Integrated Licensing System (ILS) for firearms.

The Gun Safe Dealer Portal, live since August 2020, has seen a vast improvement in the accuracy and timeliness of information supplied by licensed firearm dealers. Now, if a dealer enters in a descriptor of a firearm incorrectly, the transaction is reviewed by Firearm Registry staff and the dealer is advised on how to correctly identify the firearm for future reference. This means that firearm data is cleansed in real time, resulting in more accurate information on the NSW

register of firearms. Ongoing training with staff, combined with the implementation of a high performing team model, and the development & implementation quality management framework will see such errors reduce.

### Questions from Mr David Shoebridge MLC

#### COVID fines

16. Can you advise what happened for the 22 fines that were withdrawn in the data released about fines issued in July and August 2021?

**ANSWER:**

Out of the 22 fines: two have been withdrawn; one is currently before the court; nine have been paid and the remaining are still in process.

17. You have reported you have oversighted all these fines, what does this actually mean?

**ANSWER:**

The NSW Police Force completed a review of all infringement notices issued by accessing the COPS event created for each infringement and reviewing the information contained within the entry to verify the proofs of the offence for which the infringement was issued.

18. Who does this task?

**ANSWER:**

The task was completed by the NSW Police Force officers attached to the Operation Corona Virus and from the Police Prosecutions and Licensing Enforcement Command.

19. How are reviews of COVID-19 penalty notice offences conducted by NSW Police?

**ANSWER:**

See answer to question 17.

20. What rank of officer is involved in the review and is the review undertaken by the same police station or local area command from which the fine was given?

**ANSWER:**

Review was conducted by Sergeants of Police attached to Operation Corona Virus and Police Prosecutions and Licencing Enforcement Command.

21. Given many fines don't detail what Health Order was breached, how is oversight actually conducted and what does it include?

**ANSWER:**

The infringements did not indicate what Public Health Order was breached. However, the time in which the infringement was written determined which Public Health Order it related to.

## Reviews of all penalty notices

22. For the financial years 2021/22, 2020/21, how many COVID-19 penalty notice offences have the NSW Police reviewed on their own motion? What was the outcome of those reviews (penalty to stand, caution, cancellation)?

**ANSWER:**

There were 40,617 Infringements which have been reviewed by the NSW Police Force. Out of those, 34,480 penalty infringements will stand and the remaining are still in process.

23. For the financial years 2021/22, 2020/21, how many COVID-19 penalty notice offences have been referred to NSW Police for review by Revenue NSW? What was the outcome of those reviews (penalty to stand, caution, cancellation)?

**ANSWER:** Since March 2020, a total of 769 COVID penalty notices have been withdrawn and a total of 1,579 COVID penalty notices have been elected to go to Court.

24. How many warnings were given in this same period?

**ANSWER:**

In the 2020/21 financial year, there were a total of 13,548 warnings issued  
In the 2021/22 financial year, there were a total of 15,612 warnings issued.

## Statistics

25. What is the total number of infringements issued to the end of the stay at home orders?

**ANSWER:**

A total of 31,372 infringement notices were issued during the Operation Stay at Home (16 August 2021 to 30 September 2021).

26. In which LGAs in Greater Sydney were those infringements issued in by number of infringements?

**ANSWER:**

Please refer to **Annexure D** on the number of Infringements broken down by PAC/PD (and region). Data period relates to Operation Stay at Home (from 16 August 2021 to 30 September 2021).

27. What (and how many) COVID-related charges are being laid?

**ANSWER:**

Please refer to **Annexure E** on the number of charges being laid. Data period relates to Operation Stay at Home (from 16 August 2021 to 30 September 2021) and broken down by Law Part Title.

28. How many public order charges were laid during the lockdown period?

**ANSWER:**

There were a total of 3,768 charges issued during the Operation Stay at Home (from 16 August 2021 to 30 September 2021).

**Strikeforce Raptor**

29. Who instigated the creation of strikeforce raptor?

**ANSWER:**

The NSW Police Force established Strike Force Raptor in 2009, in response to the homicide of Anthony Zervas.

30. What was the annual budget for Strikeforce Raptor in:

- a. 2020/21?
- b. 2019/20
- c. 2018/19

**ANSWER:**

Please see answer to question 5.

31. Why isn't this information provided in the NSW Police Annual Report?

**ANSWER:**

The NSW Police Force Annual Report does not provide a breakdown of financial information into project level.

32. Who can be investigated by Raptor? Is it limited to defined criminal organisations?

**ANSWER:**

Raptor Squad Charter states that *'Raptor Squad will undertake disruption and preventative operations targeting groups and/or individuals involved in organised crime activities, particularly those involved in acts of violence'*.

Any person identified as being part of or facilitating an organised crime group can be subject to investigation.

All investigations are to be approved by the Director, Crime Operations, State Crime Command.

33. Does the strike force have any police powers beyond what are granted by LEPRAs?

**ANSWER:**

No.



34. What changes have been made to the operation of the strike force since actions by members of the force in May 2019 intimidating a lawyer on his way to court?

**ANSWER:**

Action has been taken against two of the subject officers identified in the Law Enforcement and Conduct Commission's Operation Monza Report.

In February 2021, Strike Force Raptor became a stand-alone squad within the State Crime Command, resulting in the introduction of a new commander. A number of staffing, training and process improvements are currently, or have since been implemented. This includes recruitment reforms and changes to the process for the recording of duties and activities.

## STMP

35. How many people are currently subject to an STMP?

**ANSWER:**

As of 8 November 2021, there are 741 people currently subject to STMP III.

36. How many people were subject to an STMP in 2021?

**ANSWER:**

There were a total of 1,563 people who were subject to STMP III in 2021.

37. In 2021, in each Police Area Command, how many people were subject to an STMP (please provide the name and breakdown for each PAC)?

**ANSWER:**

Please refer to **Annexure F** on the number of people who were subject to an STMP during 2021, by PAC/PD.

38. What proportion of those individuals subject to the STMP in 2021 were Aboriginal or Torres Strait Islander?

**ANSWER:**

In 2021, there were a total of 836 people who were subject to the STMP, who have identified themselves as Aboriginal or Torres Strait Islander.

39. Since the commencement of STMP III in 2020:

- a. How many adults have been subject to STMP III?
- b. How many young people (under the age of 18) have been targeted on an STMP (and of these, how many are Aboriginal or Torres Strait Islander)?
- c. How many young people have been placed on an STMP for:
  - i. 0 – 3 months,
  - ii. 3 – 6 months,
  - iii. More than 6 months?
- d. How many young people have been targeted on an STMP while they are:
  - i. Subject to bail;
  - ii. Subject to supervision as part of a court ordered penalty;
  - iii. Subject to conditions of a s32 Order under the Mental Health (Forensic Provisions) Act?
- e. How many young people aged under 14 have been placed on an STMP (and of these, how many are Aboriginal or Torres Strait Islander)?
- f. How many young people aged under 16 have been placed on an STMP (and of these, how many are Aboriginal or Torres Strait Islander)?

**ANSWER:**

- a) 1,724
- b) 209 young people were target of STMP III since 4 November 2020. Of those, 119 juveniles have identified as Aboriginal or Torres Strait Islander.
- c) i) Young person on STMP from 0-3 months: 44  
ii) Young person on STMP from 3-6 months: 105  
iii) Young person on STMP from more than 6 months: 60
- d) This question cannot be answered as the police systems have no way of extracting the date a bail condition or order was finalised. Therefore, the NSW Police Force cannot accurately report on persons who were on bail or subject of an order at the time they were put on STMP III.

- e) One person under the age of 14 has been subject to STMP III since 4 November 2020 (this person was identified as Aboriginal or Torres Strait Islander).
- f) 73 persons under the age of 16 have been subject to STMP III since 4 November 2020 (47 have identified themselves as Aboriginal or Torres Strait Islander).

40. We understand that young people are now being asked to sign STMP Nomination documentation when they are being targeted by NSW Police.

- a. Are all STMP targets now being provided with notification letters, or is this only for targets under the age of 18?
- b. Have there been or are there currently any young people who are being targeted on some form of STMP, whether that be STMP I, STMP II, STMP III or STMP (DV), who have not been provided with written documentation confirming that they are being targeted by police, and what the targeting activities will be?
- c. How many young people have signed STMP Notification documentation?

**ANSWER:**

- a) All persons who are made an STMP target must be notified by way of notification letter that they are a current STMP target, irrespective of age.
- b) All young persons are being targeted under STMP III, STMP I and II are no longer current, and there was no requirement for targets to be provided with written notification in these earlier iterations.

At present, 48% of young people currently being targeted do not have evidence of a letter being served. Of those currently being targeted that have been

provided a letter, 19 young people have signed the document; eight have co-signed with a parent; and two have been signed by a parent/guardian instead. The remainder have refused or have not signed.

#### **STMP data**

41. What are the characteristics that lead to a child/young person being identified as someone who might participate in criminal activity?

#### **ANSWER:**

The Crime Severity Index (CSI) score is used to assess the severity of an individual's criminal history based on charges, incidents and information reports. The scoring is a weighted index based on the ABS National Offence Index and used to provide an indicator of which offenders present the highest risk to the community, on the premise that prior offending is an indicator of future offending.

For young persons, seven additional questions are completed at the time of nomination based on known risk factors associated with the risk of re-offending in young people, which are aligned with the Youth Level of Service/Case Management Inventory - Australian Adaptation (YLS/CMI-AA) used by the Department of Communities and Justice and the Youth Command.

42. What data have you gathered regarding the impact/effectiveness of the STMP program, including whether and how these programs reduce crime; how these programs reduce crime, and how they impact young people and particularly FN people?

**ANSWER:**

A 12-month review of STMP is currently being undertaken by the NSW Police Force's State Intelligence Command, which aims to address these questions.

Additionally, all current STMP targets must be reviewed every three months to determine the impact of strategies on the individual from a crime reduction and wellbeing perspective.

43. Has there been any evidence gathered regarding the impact of placing young people on STMPs, either from a criminal justice perspective or wellbeing?

**ANSWER:**

The 12-month review being conducted by the NSW Police Force's State Intelligence Command intends to address the impact of targeting from a criminal justice perspective.

In addition, as part of the mandatory three-month review for all current targets, the impact of being placed on an STMP is being addressed during the review.

44. Of those on the STMP list, how many have not committed a crime?

**ANSWER:**

All young people currently subject to STMP III have been issued with a court action prior to be placed on STMP III.

45. How many have voluntarily gone on the list?

**ANSWER:**

There are no recorded instances of any young person volunteering to be placed on STMP.



46. What steps have been taken to implement the LECC report? What are you doing on intervention?

**ANSWER:**

The recommendations from the Law Enforcement Conduct Commission (LECC) on Operation Tepito are currently being addressed and/or have been implemented.

Please see additional information on **Annexure G**.

**Mal Lanyon**

47. On 1 September 2021 you gave evidence that you counselled Deputy Commissioner Mal Lanyon. What was the actual conduct of Deputy Commissioner Lanyon that caused you to counsel him?

**ANSWER:**

Please refer to the Commissioner of Police's evidence at the Budget Estimates Hearing on Wednesday, 1 September 2020.

48. When you counselled Deputy Commissioner Lanyon, were you aware of the allegations contained in the two paramedic statements?

**ANSWER:**

No.

49. Was the Police Commissioner socialising with Mr Lanyon on the evening that Mr Lanyon was found by paramedics on Lockyer Street?

**ANSWER:**

No.

## Fixated persons unit

50. Are you aware of the reports of a police officer associated with the Newtown Command providing allegedly misleading evidence which resulted in the Fixated Persons Unit placing a man into solitary confinement for 3 weeks?

**ANSWER:**

The NSW Police Force is aware of the reports of a police officer associated with the Inner West Police Area Command providing allegedly misleading evidence.

51. In August the charges relating to this matter were dropped and costs were paid - what was the total cost of the failed prosecution?

**ANSWER:**

Police Prosecutors withdrew all charges and the NSW Police Force will pay all costs, totalling \$11,752.50.

52. Are you further aware that the office involved has sent a defamation threat to the man who was affected by this?

**ANSWER:**

The NSW Police Force is aware of reports that the officer involved may be considering defamation action. This is a private matter and has no involvement from the NSW Police Force.

**Police officer**

53. Are you aware of concerns that have been raised about a Bathurst Regional Councillor and serving police officer in the jwire media report 15 October who according to that article equated the persecution of unvaccinated people with that experienced by the Jewish people?

**ANSWER:**

Yes.

54. Given the public health risks posed by COVID and the role of the police in enforcing the health orders are you concerned about a NSW Police officer using his position to advocate not getting vaccinated or otherwise following public health advice?

**ANSWER:**

It is the expectation of the Commissioner of Police that all officers comply with the NSW Police Force Code of Conduct.

55. Mr Christian was previously under question for being involved in a police activity which destroyed evidence of blackmail of one of his political rivals - are you aware of this?

**ANSWER:**

Yes.

56. What if any involvement did Cr Christian have in events, including what if any conflict of interest declarations and arrangements were put in place.

**ANSWER:**

The officer in question did not have any involvement in the reported event. As such, there is no basis for him to declare a conflict of interest.

## Drug dogs

57. Did drug dog operations get paused during any stage of the pandemic?

58. If so when and for how long?

**ANSWER TO 57 and 58:**

The Drug Dog Operations did not 'pause' at any stage during the pandemic.

The volume of jobs decreased due to the impact of the pandemic (venue closures and movement restrictions) but drug detection dogs continued to assist when requested, for example at search warrants and vehicle searches.

## Resignations

59. How many police have resigned from the NSW Police Force in the last two years by month?

**ANSWER:**

There has been 465 police officers who have left the NSW Police Force via resignations (i.e. not due to medical discharge, retirement, death or other reasons).

60. What were the reasons for these resignations?

**ANSWER:**

Please see **Annexure H** for a breakdown of police officers' resignations by reasons (data from 2019 to 2021).

## Costs

61. What was the cost to NSW for the police operations, ADF operations, resources for Operation Stay-At-Home and other police responses to the public health orders?

**ANSWER:**

The NSW Police Force has no visibility of the ADF costs.

Since the beginning of the pandemic in March 2020 to 31 October 2021, the NSW Police Force incremental expenditure relating to COVID-19 operations was \$136.2 million, including Hotel Quarantine, Victorian Border Closure operations, PPE equipment, COVID-19 related cleaning and additional overtime associated with enforcement of Public Health Orders, including Operation Stay at Home.



## EMERGENCY SERVICES

### Questions from the Hon Mark Buttigieg MLC (on behalf of the Opposition)

TOLing

62. Does the government intend to add more stations to the list of stations that can be temporarily taken offline due to staffing shortages?

**ANSWER:**

The Government has no role in making operational firefighting decisions. I am advised that Fire and Rescue NSW has proposed 22 additional fire stations to be added to the list of strategically located retained fire stations that can be taken offline temporarily subject to a dynamic risk assessment. This matter is currently before the Industrial Relations Commission with a finding expected to be handed down in 2022.

63. Does the government intend to permanently close any fire stations in the next 18 months?

**ANSWER:**

Fire and Rescue NSW continually review its infrastructure and operational coverage to ensure the best response capability is provided across the State.

64. Can the Minister provide the number of times that a station has been temporarily closed due to staff shortages?
- (a) Can the Minister disaggregate this information to identify specific stations with specific dates and times that were taken offline?

**ANSWER:**

Please see response to Supplementary Question 62

65. What is the total spend in the 2020-21 Budget on fire prevention initiatives?

**ANSWER:**

I am advised that in 2020-21, Fire and Rescue (FRNSW) expended \$17 million in recurrent and \$1 million in capital funding through its Community Safety Directorate, who have oversight over fire safety and prevention in the community and built environment.

Bushfire Inquiry Report

66. Per Recommendation 55(a) of the Bushfire Inquiry Final Report can the Minister please provide an update on the rollout of the public safety network (PSN)?
- (a) When will the rollout be complete (if incomplete)?

- (b) Has the government ensured access to NSW RFS Private Mobile Radio networks where PSN coverage is not available?

**ANSWER**

As noted in the NSW Bushfire Inquiry 2020 Progress Report (July-September 2021) tabled in Parliament on 16 November 2021, NSW RFS has provided approval for NSW firefighting agencies to program their radios with RFS PMR channels in accordance with standard protocols. Further updates on the implementation of recommendations from NSW Bushfire Inquiry, are available in the NSW Bushfire Inquiry 2020 Progress Report (July-September 2021).

67. Per Recommendation 55(b) of the Bushfire Inquiry Final Report, has NSW Telco Authority completed implementing solutions for the operational communications networks across the NSW-QLD border?
- (a) When will the rollout be complete (if incomplete)?
- (b) What is the status of discussions with Victorian agencies?

**ANSWER:**

As noted in the NSW Bushfire Inquiry 2020 Progress Report (July-September 2021), NSW Telecommunications Authority have been tasked to review jurisdictional interoperability and continue to deliver against the Operational Communications Strategy 2020. Implementation continues for operational communications networks across the NSW-QLD border. A tactical solution to bridge the period between now and full integration between the state's networks is being developed with requirements being developed by AFAC. Engagement with Victorian counterparts has commenced to develop a roadmap for interoperability. The target date for completion of Recommendations 55(b) is Quarter 2, 2024.

68. The NSW Government has committed \$480m in response to the NSW Bushfire Inquiry recommendations. How much of this amount has been spent?
- (a) At what stage is the procurement of the two new Bell 412 helicopters?
- (b) Of the \$28m directed to research and development of new technologies to tackle future bushfires how much of the \$7m for this past year was allocated?
- i. What research has or is being produced from these grants?

**ANSWER:**

For an update on the implementation of recommendations from NSW Bushfire Inquiry, please refer to the NSW Bushfire Inquiry 2020 Progress Report (July-September 2021) tabled in Parliament on 16 November 2021.

- (a) The NSW RFS acquired two medium helicopters (Bell 412s) to the aerial fleet in 2020/21. Both are operational.
- (b) The Office of the NSW Chief Scientist and Engineer is administering the NSW Bushfire Response R&D Mission. This question should be directed to the Minister for Jobs, Investment, Tourism and Western Sydney, and Minister for Trade and Industry.

### Land Clearing

69. Regarding the Rural Boundary Clearing Code what advice did the Minister receive from the Department that recommended land clearing 25 metres out from fences?

- (a) Did advice received from the Department specifically nominate 25 metres?
- (b) If the advice received did not specifically nominate 25 metres, what is the origin of the 25metres as the amount of space that can be cleared from fencing?
- (c) Did the Department ever advise the Minister or Cabinet that land clearing 25 metres from boundaries will be ineffective in protecting against bushfires?

**ANSWER:**

Given the devastating effects of the 19/20 fire season, representations were received from the community, particularly in rural areas, that landholders needed greater flexibility to prepare their properties to help reduce the risk of fire impact.

The NSW Government decided to create a scheme focused on rural areas similar to the 10/50 vegetation clearing scheme for urban areas. This would empower rural landowners to construct fire breaks along the boundaries of their properties to allow for improved opportunities to contain fires in the landscape and provide additional time for them and firefighters to defend their properties. Consultation was undertaken across the relevant areas of government in response to the inquiry recommendation and the outcome of these discussions was provided to the Minister.

- (a) Yes after consultation.
- (b) N/A
- (c) No.

70. What scientific basis is there for the 25 metre measure?

**ANSWER:**

The creation of a cleared 25 metre zone for the purpose of bush fire hazard reduction is consistent with decades of NSW RFS operational expertise, NSW Fire Trial Standards and the NSW Rural Fire Service's primary planning tool, Planning for Bush Fire Protection, which includes specific requirements for Asset Protection Zones and references relevant Australian standards, Building Codes and academic research on vegetation classification, fire behaviour, fuel dynamics and integrated land use planning and construction standards.

**Celeste Barber Foundation**

71. Regarding the \$51 million raised through Celeste Barber's fundraising campaign, could the Department please detail the following:

- (a) Of the \$30m dedicated to high-tech equipment, how much of the \$30m has been spent?
  - i. On what equipment?
  - ii. How was it dispersed?
  - iii. Were all requests for funding by respective stations met?
  - iv. Can you provide a list of applications?
  - v. Can you attach the items applied for and budget allocated?
- (b) Of the \$20m dedicated to station upgrades, how much of the \$20m has been expended?
  - i. How much has been allocated to thermal imaging cameras and mobile signal boosters?
  - ii. How many stations have received an upgrade from this allocation?
- (c) Of the \$10m kept in a 'benevolent fund' to provide assistance to injured

- firefighters and families of those killed, how much has been expended?
- i. How many applications have been received?
  - ii. What is the average turnaround in applications?
- (d) Of the \$2m dedicated to a new app to improve dispatch operations, has the app been developed?
- i. If incomplete, when will it be available to the NSW RFS?
  - ii. Who developed the app/apps?
- (e) How much money has been paid out of the trust overall?
- i. How many applications have been received?
  - ii. What is the cause of the delay in reviewing and approving applications?

**ANSWER:**

These questions should be referred to NSW Rural Service & Brigades Donations Trust Fund.

**Preparations for upcoming bushfire season**

72. What specific measures has the Department taken to prepare for the specific threat of grass fires?

**ANSWER:**

In September 2021, NSW Rural Fire Service released the annual NSW Fire Season Outlook Statement for 2021-22, which was subsequently tabled in Parliament. The Statement provides a summary of available information relating to the grass and bush fire risk across the state including weather and climatic conditions, agency information relating to firefighting capability and resources, risk management and mitigation works, and research relating to community preparedness.

73. If someone is subject to an evacuation order and is isolating due to COVID-19, Resilience NSW advises people to not attend an evacuation centre and to stay with family and friends. What measures will the Department and Resilience NSW take to avoid household and community transmission from someone subject to an evacuation order who is isolating due to COVID-19?

**ANSWER:**

I am advised that Evacuation Management Guidelines COVID-19 Supplement sets out considerations and procedures for agencies involved in the evacuation process to reduce the risk of person-to-person transmission of COVID-19 during evacuations. The Supplement was endorsed by the State Emergency Management Committee in June 2020. The Supplement is available publicly at [www.opengov.nsw.gov.au/publications/19472](http://www.opengov.nsw.gov.au/publications/19472).

## Bullying and Harassment

74. In March 2021, Volunteer Firefighters Association secretary Greg Goode said that only 10% of volunteers complained about bullying and harassment and described RFS workplace culture as “very bad.”
- (a) What is the process to lodge a complaint?
    - i. How many complaints were received via this process over 12 months?
  - (b) Regarding the 10% figure, does the Department regard this as underreporting?
  - (c) Does the Department monitor an over-representation of complaints in a specific station or region?
    - i. What mechanism is triggered by this?
  - (d) Have you conducted any workplace culture surveys?
    - i. Please provide the reports produced by these surveys in the past 12 months?
  - (e) What actions has the Department taken to support cultural change within the RFS?
  - (f) On or about 17 March 2021, the Commissioner referred allegations made on Facebook of sexual assault, bullying, harassment and physical violence within RFS ranks to the police. What steps has the Minister and/or Department taken to address the issues raised in these allegations?

### ANSWER:

- (a) NSW RFS volunteers can report serious matters directly to their Brigade Captain or Group Officer or to the District Manager if there are concerns about reporting at brigade level. If a volunteer believes their concerns have not been acted on at the local level, the matter can be escalated to the District Manager or Area Commander. Depending on the nature of the complaint, volunteers can make a complaint to external bodies such as the NSW Ombudsman, the Independent Commission Against Corruption, Anti-Discrimination NSW or the NSW Civil and Administrative Tribunal. For matters that may potentially involve criminal offences, members can report directly to NSW Police and/or the NSW RFS Performance and Conduct unit.
  - i. 44 complaints were reported to the NSW RFS Performance & Conduct Unit, Membership Services and/or Regional Services by NSW RFS volunteers and staff members in 2020/21.
- (b) The NSW RFS is not able to determine how Mr Goode arrived at this figure and therefore cannot comment.
- (c) The NSW RFS has a case management system that captures all conduct matters reported to the Area and above. The case management system has reporting elements that allows Areas to monitor complaints (relating to conduct) within their region.
  - i. The NSW RFS has no tolerance for inappropriate workplace behaviour at any level of the organisation and will undertake a rapid, targeted response under the Grievance and Disciplinary framework should a number of complaints be received about a specific station, region or other workplace. Such a response can involve appropriate NSW RFS personnel, volunteer organisation and union representatives.

(d) NSW RFS members took part in a Grievance and Discipline Review survey in April 2021.

i. A report on the survey outcome was published at:

[https://www.rfs.nsw.gov.au/data/assets/pdf\\_file/0016/210832/NSW-RFS-Grievance-Discipline-Survey-Report-20210618.pdf](https://www.rfs.nsw.gov.au/data/assets/pdf_file/0016/210832/NSW-RFS-Grievance-Discipline-Survey-Report-20210618.pdf)

(e) The NSW RFS is dedicated to ensuring both its volunteers and staff members feel safe, supported and able to speak up about any matters of concern.

The Service is committed to improvement and is currently undertaking a comprehensive review of its grievance and disciplinary framework. The first stage of the review – the April 2021 survey – sought feedback from staff and volunteers about current practices and their ideas for a new grievance and disciplinary framework. A new approach for managing complaints will be introduced in 2022.

In the interim, the NSW RFS also has engaged an external law firm to undertake an independent review ‘Speak Up’ process relating to previous claims of serious misconduct matters. The process enables members to seek a review of serious matters they reported in the past three years if they believe the outcome was not appropriate or the appropriate process was not followed. This review is also helping inform the new approach.

The NSW RFS Commissioner has also reiterated the importance of the NSW RFS Respectful and Inclusive Workplace Service Standard, which is supported by the Code of Conduct and Ethics.

The Service has taken firm action in response to any adverse findings of investigations into complaints made by personnel including dismissing a number of staff members whose actions have been found to have breached this Standard.

(f) One matter was referred to NSW Police Force, however the alleged complainant did not want any further action taken. NSW RFS attempted to provide support to the complainant.

75. How many claims for psychological injury have been made in the previous 12 months by emergency services workers?

- (a) Has there been an increase in workers compensation claims for psychological injury made by emergency services workers compared to the previous 12 months?
- (b) How much was paid in compensation claims over the past 3 years by each year to emergency services workers?
- (c) How many emergency services workers have resigned after lodging complaints or psychological injury compensation claims in the past 12 months?

**ANSWER:**

In 2020/2021, agencies received 92 claims for psychological injury.

(a) NSW RFS have received an additional 7 worker compensation claims for psychological injury comparative from the 12-month period, November 2020 to November 2021 to the previous 12-month period. NSW SES have received 1 additional claim.

(b)

|                | FY 2018 - 2019 | FY 2019 – 2020 | FY 2020 – 2021 |
|----------------|----------------|----------------|----------------|
| <b>FRNSW</b>   | \$2,778,771    | \$3,264,565    | \$1,875,852    |
| <b>NSW SES</b> | \$259,664      | \$99,326       | \$168,798      |
| <b>NSW RFS</b> | \$1,266,082.57 | \$1,996,512.40 | \$815,611.09   |

(c) I am advised that after lodging complaints or psychological injury compensation claims in the past 12 months, 8 emergency services workers have resigned from NSW SES.

## SurfLife Saving

76. Are there currently any surf life saving clubs that have premises that they can no longer occupy due to needed repairs?

### ANSWER 76:

Surf Life Saving NSW is a non-government organisation. As such, Resilience NSW does not hold this information. The NSW Government has provided funding of \$21.8 million to Surf Life Saving NSW over four years, from 2019, to support their provision of lifesaving and rescue support services.

77. What programs is the Department running to recruit new volunteer lifesavers?

### ANSWER 77:

The NSW Government does not maintain a workforce of volunteer lifesavers. The NSW Government has provided funding of \$21.8 million to Surf Life Saving NSW over four years, from 2019, to support their provision of lifesaving and rescue support services.

## Marine & Rescue

78. How many other applications from Marine Rescue NSW units received funding as part of the Infrastructure Grants Clubgrants Category 3 Fund?

- (a) How much funding does that amount to?  
(b) How many applications from Marine Rescue NSW units were rejected?  
i. How much does that reflect?  
ii. What applications were rejected?

### ANSWER:

Questions regarding the Infrastructure Grants Clubgrants Category 3 Fund should be directed to the Minister for Customer Service.

## NSW SES

79. Noting it is storm season, is the NSW SES awaiting any additional support as an organisation?

- (a) Could the Minister provide a list of items required by SES branches across NSW?

**ANSWER:**

NSW State Emergency Service is not awaiting any additional support as an organisation.

### Fire and Rescue NSW budget

80. Over the last 5 financial years what has been the budget overruns from Fire and Rescue NSW?
- (a) What would each amount be as a percentage of the allocated budget for that financial year?

**ANSWER:**

Please see Fire and Rescue NSW's Annual Reports.

81. What were the main causes for each overrun?
- (a) Has the Department modelled how climate change influenced disaster events will impact budget requirements for Fire and Rescue NSW?
- i. If so, please table this modelling.

**ANSWER:**

Please see Fire and Rescue NSW's Annual Reports.

### Fire and Rescue NSW reforms

82. Commissioner, could you please provide an update on gender equity reforms instigated by your predecessor?

**ANSWER:**

I am advised Fire and Rescue NSW prioritises and continues to make progress towards equitable representation amongst firefighting ranks. Fire and Rescue NSW employs target marketing and a recruitment process that is strictly based on merit with the same selection standards for all candidates, regardless of gender.

83. What was the cost of rebranding Fire and Rescue NSW to Fire + Rescue?
- (a) Could you please provide an itemised breakdown of these costs?

**ANSWER:**

The roll-out of Fire and Rescue NSW's brand refresh was absorbed under existing programs of work to find efficiencies and minimise government expenditure. The rebrand costs formed part of the provision of design services and are publicly available in Fire and Rescue NSW's Annual Report.

### Fire stations

84. In the past five years Commissioner, how many new stations were opened (that is, not rebuilt or refurbished) to meet previously undeveloped areas in greater Sydney?



**ANSWER:**

Since the 2015/16, Fire and Rescue NSW has built four new fire stations across greater Sydney.

85. In the past five years, what new greenfield site stations have been opened to meet previously undeveloped areas in greater Sydney?

**ANSWER:**

Please refer to response to Supplementary Question 84.

86. Has the Department or Fire + Rescue NSW completed an audit of operating station facilities to identify suitability for women and people who are disabled?
- (a) If so, how many stations do not have suitable facilities for:
- i. Women?
  - ii. People who are disabled?
- (b) How many of those stations are in regional areas?

**ANSWER:**

- (a) Fire and Rescue NSW has completed an audit of station suitability for women.
- i. 219 stations were originally designed for single gender accommodation.
  - ii. FRNSW has not completed an audit of stations for disabled suitability.
- (b) 111 of the identified stations are in regional NSW.

87. When was the last audit of stations completed to review compliance with:
- (a) Building standards?
- (b) Work Health and Safety laws and regulations?

**ANSWER:**

- (a) Fire and Rescue NSW stations are reviewed for statutory compliance under a whole of government contract with inspections ranging from three months to annually.
- (b) Fire and Rescue NSW conducts Work Health and Safety inspections annually.

88. What is the estimated cost of works required to ensure compliance of stations in NSW with?
- (a) Building standards?
- (b) Work, Health and Safety laws and regulations?

**ANSWER:**

I am advised Fire and Rescue NSW continues to work with Infrastructure NSW and NSW Treasury in accordance with the whole of government Asset Management Policy. The process will inform the modernisation of facilities including considerations for building standards and Work, Health and Safety standards.

## Questions from Mr David Shoebridge MLC

### 25m Clearing Code

89. Does RFS have any information about if the code is being used, and to what extent?

**ANSWER:**

The Rural Boundary Clearing Code is a self-assessment tool for landholders.

90. What role does the RFS have in monitoring how the code is being used?

**ANSWER:**

The NSW RFS does not have a regulatory role to monitor the use of the Code.

### FRNSW Management Oversight and Overtime Cost Blowouts

91. What steps have been taken by FRNSW to address operational safety concerns experienced at 234 Station Bowral in terms of the Station's compliance with minimal Retained Firefighters being available on call?

**ANSWER:**

I am advised the availability of On Call Firefighters often fluctuates due to primary employment and other responsibilities. Fire and Rescue NSW has increased staff establishment to ensure Bowral Fire Station (234) is currently operating at full establishment, with no vacancies. Staffing levels are maintained through application of a standard policy approach to filling temporary shortages.

92. If no steps have been taken in respect of the operational safety concerns – then why not?

**ANSWER:**

Please refer to response to Supplementary Question 91.

93. What is the annual overtime expenditure incurred by 234 Station Bowral 2576 for the period ending 30 June in each of the financial years of 2016, 2017 and 2018?

**ANSWER:**

I am advised the annual overtime expenditure for Bowral Fire Station (234) from 2016-2018 is:

- 2016 - \$1,731
- 2017 - \$2,580
- 2018 - \$1,175

94. Why was there no overtime expenditure in the 3 financial years leading up to December 2018 and in the subsequent 2+ year period the amount of \$1,588,482 has been incurred at 234 Station?

**ANSWER:**

Please refer to the Supplementary Question response 93 in relation to overtime expenditure.

I am advised the termination of the local management team following a Professional Standards Branch investigation created a disruption to staffing levels resulting in a temporary increase of overtime.

95. What steps has FRNSW taken to review and address the various operational aspects of the 234Station will Bowral including its annual overtime expenditure?

**ANSWER:**

I am advised Fire and Rescue has proposed policy reform for the management of resourcing which is before the Industrial Relations Commission.

Fire and Rescue NSW has delivered the following at Bowral Fire Station (234):

- New station management supported with training and mentorship from zone leadership.
- Delivered workplace wellbeing and refresher training.
- Provided additional resources to support local retained stations including Bowral.
- Recruitment to ensure all positions are occupied.

96. If a review has been undertaken by FRNSW what were the findings of such a review?

**ANSWER:**

I am advised the Fire and Rescue NSW have appointed an external investigator to complete an investigation into the matter which is subject to an ongoing appeal.

97. What steps has FRNSW taken to address the issues found at 234 station including its recruitment/safety issues and its annual overtime expenditure blowout?

**ANSWER:**

I am advised that Bowral Fire Station (234) has no locally reported safety issues. In addition to the responses provided in Supplementary Question 95, Fire and Rescue NSW has delivered:

- Workplace wellbeing intervention.
- Coordinated ongoing meetings to support local management.
- Provided team refresher training at the Emergency Service academy in Sydney.
- Updating the station configuration to improve amenity and functionality.
- Engaged in hazard reduction initiatives to upskill toward the bushfire season.

98. If no review has been undertaken by FRNSW of 234 Station's operations could the Minister explain why such a review has not taken place particularly given the ongoing safety/staffing concerns including where emergency response times have more than doubled since December 2018 and there has been significant re-occurring cost over time

blowouts?

**ANSWER**

I am advised Fire and Rescue NSW is reviewing the service delivery arrangements in the area which includes Bowral Fire Station (234). The review has been scheduled to commence in 2022 allowing greater consultation with the easing of COVID-19 restrictions.

## Annexure 1 - Supplementary Response 5(a)

| 2009    | Charges |
|---------|---------|
| 2009-03 | 5       |
| 2009-04 | 80      |
| 2009-05 | 80      |
| 2009-06 | 87      |
| 2009-07 | 69      |
| 2009-08 | 61      |
| 2009-09 | 37      |
| 2009-10 | 31      |
| 2009-11 | 41      |
| 2009-12 | 44      |

| 2010    | Charges |
|---------|---------|
| 2010-01 | 52      |
| 2010-02 | 50      |
| 2010-03 | 45      |
| 2010-04 | 68      |
| 2010-05 | 57      |
| 2010-06 | 51      |
| 2010-07 | 45      |
| 2010-08 | 54      |
| 2010-09 | 51      |
| 2010-10 | 33      |
| 2010-11 | 32      |
| 2010-12 | 58      |

| 2011    | Charges |
|---------|---------|
| 2011-01 | 37      |
| 2011-02 | 41      |
| 2011-03 | 38      |
| 2011-04 | 29      |
| 2011-05 | 25      |
| 2011-06 | 16      |
| 2011-07 | 19      |
| 2011-08 | 20      |
| 2011-09 | 23      |
| 2011-10 | 18      |
| 2011-11 | 33      |
| 2011-12 | 35      |

| 2012    | Charges |
|---------|---------|
| 2012-01 | 24      |
| 2012-02 | 20      |
| 2012-03 | 28      |
| 2012-04 | 14      |
| 2012-05 | 22      |
| 2012-06 | 12      |
| 2012-07 | 11      |
| 2012-08 | 28      |
| 2012-09 | 40      |
| 2012-10 | 28      |
| 2012-11 | 21      |
| 2012-12 | 20      |

| 2013    | Charges |
|---------|---------|
| 2013-01 | 35      |
| 2013-02 | 24      |
| 2013-03 | 27      |
| 2013-04 | 19      |
| 2013-05 | 26      |
| 2013-06 | 23      |
| 2013-07 | 22      |
| 2013-08 | 20      |
| 2013-09 | 16      |
| 2013-10 | 16      |
| 2013-11 | 29      |
| 2013-12 | 19      |

| 2014    | Charges |
|---------|---------|
| 2014-01 | 20      |
| 2014-02 | 22      |
| 2014-03 | 21      |
| 2014-04 | 19      |
| 2014-05 | 15      |
| 2014-06 | 26      |
| 2014-07 | 28      |
| 2014-08 | 20      |
| 2014-09 | 28      |
| 2014-10 | 26      |
| 2014-11 | 40      |
| 2014-12 | 17      |

| 2015    | Charges |
|---------|---------|
| 2015-01 | 51      |
| 2015-02 | 41      |
| 2015-03 | 21      |
| 2015-04 | 34      |
| 2015-05 | 34      |
| 2015-06 | 24      |
| 2015-07 | 30      |
| 2015-08 | 44      |
| 2015-09 | 34      |
| 2015-10 | 29      |
| 2015-11 | 21      |
| 2015-12 | 17      |

| 2016    | Charges |
|---------|---------|
| 2016-01 | 26      |
| 2016-02 | 25      |
| 2016-03 | 22      |
| 2016-04 | 30      |
| 2016-05 | 22      |
| 2016-06 | 27      |
| 2016-07 | 21      |
| 2016-08 | 21      |
| 2016-09 | 25      |
| 2016-10 | 17      |
| 2016-11 | 25      |
| 2016-12 | 21      |

| 2017    | Charges |
|---------|---------|
| 2017-01 | 17      |
| 2017-02 | 25      |
| 2017-03 | 31      |
| 2017-04 | 32      |
| 2017-05 | 43      |
| 2017-06 | 28      |
| 2017-07 | 29      |
| 2017-08 | 27      |
| 2017-09 | 22      |
| 2017-10 | 21      |
| 2017-11 | 21      |
| 2017-12 | 32      |

| 2018    | Charges |
|---------|---------|
| 2018-01 | 54      |
| 2018-02 | 46      |
| 2018-03 | 59      |
| 2018-04 | 36      |
| 2018-05 | 62      |
| 2018-06 | 59      |
| 2018-07 | 70      |
| 2018-08 | 57      |
| 2018-09 | 97      |
| 2018-10 | 51      |
| 2018-11 | 46      |
| 2018-12 | 56      |

| 2019    | Charges |
|---------|---------|
| 2019-01 | 68      |
| 2019-02 | 43      |
| 2019-03 | 63      |
| 2019-04 | 43      |
| 2019-05 | 38      |
| 2019-06 | 41      |
| 2019-07 | 47      |
| 2019-08 | 45      |
| 2019-09 | 29      |
| 2019-10 | 38      |
| 2019-11 | 52      |
| 2019-12 | 38      |

| 2020    | Charges |
|---------|---------|
| 2020-01 | 34      |
| 2020-02 | 21      |
| 2020-03 | 24      |
| 2020-04 | 29      |
| 2020-05 | 34      |
| 2020-06 | 36      |
| 2020-07 | 27      |
| 2020-08 | 24      |
| 2020-09 | 26      |
| 2020-10 | 36      |
| 2020-11 | 29      |
| 2020-12 | 37      |

| 2021    | Charges |
|---------|---------|
| 2021-01 | 17      |
| 2021-02 | 29      |
| 2021-03 | 41      |
| 2021-04 | 37      |
| 2021-05 | 21      |
| 2021-06 | 34      |
| 2021-07 | 58      |
| 2021-08 | 58      |
| 2021-09 | 62      |
| 2021-10 | 52      |
| 2021-11 | 25      |

| REGION & PAC/PD                             | Infringements issued<br>from 17/03/2020 to 30/09/2021 |
|---|---|
| <b>CENTRAL METROPOLITAN REGION</b>          | <b>13,102</b>   |
| EASTERN BEACHES                             | 1067  |
| EASTERN SUBURBS PAC                         | 1208  |
| INNER WEST PAC                              | 1128  |
| KINGS CROSS                                 | 689   |
| LEICHHARDT                                  | 777   |
| SOUTH SYDNEY PAC                            | 1559  |
| ST GEORGE PAC                               | 2449  |
| SURRY HILLS                                 | 438   |
| SUTHERLAND SHIRE PAC                        | 1106  |
| SYDNEY CITY PAC                             | 2681  |
| <b>NORTH WEST METROPOLITAN REGION</b>       | <b>9,903</b>  |
| BLACKTOWN                                   | 1581  |
| BLUE MOUNTAINS                              | 229   |
| HAWKESBURY                                  | 318   |
| KURING GAI                                  | 464   |
| MT DRUITT                                   | 1790  |
| NEPEAN PAC                                  | 1305  |
| NORTH SHORE PAC                             | 476   |
| NORTHERN BEACHES PAC                        | 632   |
| PARRAMATTA                                  | 1440  |
| RIVERSTONE PAC                              | 631   |
| RYDE PAC                                    | 724   |
| THE HILLS                                   | 313   |
| <b>SOUTH WEST METROPOLITAN REGION</b>       | <b>11,366</b>   |
| AUBURN PAC                                  | 1612  |
| BANKSTOWN                                   | 1704  |
| BURWOOD PAC                                 | 489   |
| CAMDEN PAC                                  | 380   |
| CAMPBELLTOWN CITY PAC                       | 1148  |
| CAMPSIE                                     | 606   |
| CUMBERLAND PAC                              | 1795  |
| FAIRFIELD CITY PAC                          | 1589  |
| LIVERPOOL CITY PAC                          | 2043  |
| <b>NORTHERN REGION</b>                      | <b>8,072</b>  |
| BRISBANE WATER                              | 1007  |
| COFFS/CLARENCE                              | 609   |
| HUNTER VALLEY PD                            | 859   |
| LAKE MACQUARIE                              | 1314  |
| MANNING/GREAT LAKES                         | 388   |
| MID NORTH COAST                             | 451   |
| NEWCASTLE CITY                              | 872   |
| PORT STEPHENS-HUNTER PD                     | 933   |
| RICHMOND                                    | 437   |
| TUGGERAH LAKES                              | 666   |
| TWEED/BYRON                                 | 536   |
| <b>SOUTHERN REGION</b>                      | <b>4,906</b>  |
| LAKE ILLAWARRA                              | 932   |
| MONARO PD                                   | 283   |
| MURRAY RIVER PD                             | 490   |
| MURRUMBIDGEE PD                             | 411   |
| RIVERINA PD                                 | 758   |
| SOUTH COAST PD                              | 523   |
| THE HUME PD                                 | 440   |
| WOLLONGONG                                  | 1069  |
| <b>WESTERN REGION</b>                       | <b>4,935</b>  |
| BARRIER PD                                  | 314   |
| CENTRAL NORTH PD                            | 471   |
| CENTRAL WEST PD                             | 409   |
| CHIFLEY PD                                  | 828   |
| NEW ENGLAND PD                              | 912   |
| ORANA MID WESTERN PD                        | 1417  |
| OXLEY PD                                    | 584   |
| <b>POLICE TRANSPORT &amp; PUBLIC SAFETY</b> | <b>72</b>   |
| PT&PS MARINE AREA COMMAND                   | 72  |
| <b>TOTAL</b>                                | <b>52,356</b>   |

| REGION & PAC/PD       | Infringements issued<br>from 16/08/2021 to 30/09/2021 |
|-----------------------|---|
| ST GEORGE PAC         | 1,476   |
| SYDNEY CITY PAC       | 1,404   |
| MT DRUITT             | 1,060   |
| BANKSTOWN             | 1,031   |
| LIVERPOOL CITY PAC    | 989   |
| AUBURN PAC            | 910   |
| BLACKTOWN             | 903   |
| CUMBERLAND PAC        | 899   |
| FAIRFIELD CITY PAC    | 840   |
| NEPEAN PAC            | 818   |
| SOUTH SYDNEY PAC      | 791   |
| PARRAMATTA            | 732   |
| SUTHERLAND SHIRE PAC  | 646   |
| EASTERN SUBURBS PAC   | 621   |
| CAMPBELLTOWN CITY PAC | 608   |
| INNER WEST PAC        | 584   |
| EASTERN BEACHES       | 559   |
| RYDE PAC              | 504   |
| NORTHERN BEACHES PAC  | 419   |
| RIVERSTONE PAC        | 398   |
| LEICHHARDT            | 386   |
| CAMPSIE               | 336   |
| KINGS CROSS           | 334   |
| KURING GAI            | 320   |
| SURRY HILLS           | 273   |
| NORTH SHORE PAC       | 271   |
| BURWOOD PAC           | 243   |
| CAMDEN PAC            | 234   |
| THE HILLS             | 177   |
| HAWKESBURY            | 157   |
| BLUE MOUNTAINS        | 93  |
| <b>TOTAL</b>          | <b>19,016</b>   |

## Annexure E

| LAW PART TITLE   | Charges laid<br>from 16/08/2021 to 30/09/2021 |
|--|---|
| Not comply with noticed direction re s 7/8/9 - COVID-19      | 2,429   |
| Fail to comply with any other wear face covering directive   | 353   |
| Fail to comply with self-isolation direction                 | 136   |
| Not wear fitted face covering public transport waiting area  | 133   |
| Not comply with curfew - area of concern                     | 129   |
| Fail to comply requirement public health order - COVID-19    | 102   |
| Not wear fitted face covering in retail/business premises    | 98  |
| Not wear fitted face covering in public transport/taxi etc   | 72  |
| Fail to comply with carry face covering directive            | 72  |
| Unlawfully participate in o/door gathering-stay at home area | 52  |
| Not comply noticed direction re spitting/coughing - COVID-19 | 30  |
| Not wear face covering indoor area-non-residential premises  | 24  |
| Fail to comply with electronic registration directive        | 24  |
| Unlawfully participate in o/door gathering-area of concern   | 23  |
| Fail to comply with a direction under this Part              | 20  |
| Not wear fitted face covering indoor area of common property | 10  |
| Not comply with noticed direction under section 7, 8 or 9    | 10  |
| Not wear fitted face covering - prescribed outdoor gathering | 10  |
| Person at least 16 not carry id evidence o/side Grter Sydney | 9   |
| Not ensure true and accurate info provided to Service NSW    | 6   |
| 16 or 17 years old not wear or carry a face covering         | 5   |
| Furnish false or misleading information                      | 5   |
| Leave Greater Sydney for prescribed purposes without permit  | 3   |
| Person at least 16 not carry permit outside Greater Sydney   | 3   |
| Fail to comply with outdoor public gatherings direction      | 3   |
| 15 years old or younger not wear or carry a face covering    | 3   |
| Not wear fitted face covering in place of public worship etc | 1   |
| Person relying on permit not comply with permit conditions   | 1   |
| Travel from Metropolitan Sydney area to NSW outside area     | 1   |
| Leave Greater Sydney to unlawfully move/inspect property     | 1   |
| <b>Total</b>   | <b>3,768</b>                                  |



## Annexure F

| PAC/PD                     | Total STMPs during 2021 |
|----------------------------|-------------------------|
| Auburn PAC                 | 35                      |
| Bankstown PAC              | 77                      |
| Barrier PD                 | 15                      |
| Blacktown PAC              | 32                      |
| Blue Mountains PAC         | 18                      |
| Brisbane Water PD          | 19                      |
| Burwood PAC                | 19                      |
| Camden PAC                 | 21                      |
| Campbelltown City PAC      | 32                      |
| Campsie PAC                | 26                      |
| Central North PD           | 22                      |
| Central West PD            | 16                      |
| Chifley PD                 | 11                      |
| Coffs Clarence PD          | 25                      |
| Cumberland PAC             | 48                      |
| Eastern Beaches PAC        | 62                      |
| Eastern Suburbs PAC        | 17                      |
| Fairfield City PAC         | 35                      |
| Georges River HWP          | 2                       |
| Hawkesbury PAC             | 20                      |
| Hunter Valley PD           | 27                      |
| HWP - Traffic North        | 4                       |
| HWP - Traffic South West   | 2                       |
| Inner West PAC             | 35                      |
| Kings Cross PAC            | 18                      |
| Ku-ring-gai PAC            | 17                      |
| Lake Illawarra PD          | 24                      |
| Lake Macquarie PD          | 37                      |
| Leichhardt PAC             | 21                      |
| Liverpool City PAC         | 27                      |
| Manning Great Lakes PD     | 39                      |
| Mid North Coast PD         | 24                      |
| Monaro PD                  | 7                       |
| Mt Druitt PAC              | 23                      |
| Murray River PD            | 37                      |
| Murrumbidgee PD            | 17                      |
| Nepean PAC                 | 47                      |
| New England PD             | 28                      |
| Newcastle City PD          | 28                      |
| North Shore PAC            | 20                      |
| Northern Beaches PAC       | 19                      |
| Orana Mid Western PD       | 40                      |
| Oxley PD                   | 35                      |
| Parramatta PAC             | 13                      |
| Port Stephens Hunter PD    | 52                      |
| PTC - North West           | 10                      |
| PTC - North/Central        | 1                       |
| PTC - South/Southwest      | 7                       |
| Richmond PD                | 24                      |
| Riverina HWP               | 3                       |
| Riverina PD                | 27                      |
| Riverstone PAC             | 21                      |
| Ryde PAC                   | 26                      |
| South Coast PD             | 39                      |
| South Sydney PAC           | 37                      |
| South West Metro Region    | 8                       |
| St George PAC              | 26                      |
| State Intelligence Command | 1                       |
| Surry Hills PAC            | 30                      |
| Sutherland Shire PAC       | 32                      |
| Sydney City PAC            | 18                      |
| The Hills PAC              | 7                       |
| The Hume PD                | 23                      |
| Tuggerah Lakes PD          | 22                      |
| Tweed Byron PD             | 10                      |
| Wollongong PD              | 32                      |
| <b>Total</b>               | <b>1,597</b>            |

| LECC Recommendation - Operation Tepito  | NSWPF Action - STMP III   |
|---|---|
| The NSWPF create an STMP risk assessment tool that has been assessed as valid and reliable for use in relation to children and young people.  | Targets assessed on their previous offending using the CSI. When nominating young people, the Risk Factor identification Tool is used to identify known risk factors and to develop appropriate strategies. This tool aligns with the current YLS/CMI-AA Guide, which is used by Youth Command and reference by LECC. |
| Completion of the comprehensive profile should become a requirement of the STMP process.  | Profiles are mandatory, and created within the Chimera system. Nomination is not able to be progressed for approval in Chimera without a valid profile.   |
| The NSWPF consider how police interactions with young STMP targets can be limited to NSWPF police officers trained in youth policing strategies.  | Youth policing strategies are detailed in the Youth Toolkit and Target Action Plans (TAPs) are developed in consultation with Youth Officers (YOs) and School Liaison Police (SLP) where relevant   |
| The NSWPF increases the engagement of Aboriginal Community Liaison Officers in the development and application of Target Action Plans (TAP) for Aboriginal children and young people.   | TAPs are developed in consultation with Aboriginal Community Liaison Officers (ACLOs) and YOs, as well as appropriate partner agencies.   |
| Police records of all STMP interactions involving the exercise of LEPRAs state the facts which demonstrate compliance with LEPRAs. The NSWPF should consider how to avoid duplication and improve the accuracy and detail of information recording for STMP related policing interactions.                | All relevant STMP interactions must be recorded in COPS with sufficient detail to demonstrate compliance with LEPRAs. The 'Occurrence Only: Interaction' incident category is used to record engagement with STMP targets where no LEPRAs are necessary.  |
| Local commands develop and implement a more rigorous approach to evaluating the effectiveness of STMP targeting strategies applied to individual targets.   | Targets managed under STMP III require regular monitoring and formal three-month reviews.   |
| The NSWPF undertake an evidence-based and evaluation of the efficacy of the STMP on children and young people.  | A 12 month review of STMP is currently being undertaken by State Intelligence and Youth Command.  |
| All police officers tasked with undertaking policing actions related to the STMP receive training that ensures they understand the scope, aims and purpose of the STMP as it relates to children and young people   | Multiple online training webinars have been provided, as well as quick reference guides available on the internet. Statewide STMP training will be available online in early 2022.  |
| The NSWPF reviews the overt targeting actions prescribed in the young people's TAPs to ensure they are consistent with the <i>Young Offenders Act 1997</i> (NSW).   | A Youth Toolkit has been developed to deliver a standardised approach that is aligned with best practice and the <i>Young Offenders Act 1997</i> (NSW).   |
| The NSWPF consider how existing NSWPF youth case management frameworks can be applied to the STMP framework for young people made STMP targets.   | Ongoing consultation with Youth Command and relevant partner agencies to ensure inclusion of all relevant prevention-focused programs in the Youth Toolkit.   |
| The NSWPF increase the engagement of Youth Liaison Officers and School Liaison Police with youth STMP targets   | YOs and SLPs will take an active role in tasking and deployment meetings and development of TAPs  |
| NSWPF advise all young people of their STMP status and provide them with details about the activities that police intend to apply under their TAP.  | Targets must now be formally notified by letter that they are being monitored under STMP, and includes details of the strategies and programs they intend to utilise.   |
| Target Actions Plans for young STMP targets include a reminder for police to undertake policing actions in compliance with relevant legislation and direction about the timing and frequency of police interactions.  | TAPs include full details of strategies and, where relevant, timings and frequencies. TAPs will be authorised by Crime Managers or Specialist equivalent to ensure their compliance.  |
| The NSWPF increase the use of positive strategies for young STMP targets.   | The Youth Toolkit includes positive strategies focused on early intervention and prevention.  |
| The commission recommends that where home visits are prescribed for young STMP targets, a reason for these visits is listed in their Target Action Plan, along with instructions regarding the frequency and time of the visits; and that a comprehensive official record of any such visit is completed. | TAPs will include the full details of any strategy including the reason for home visits, timings and frequencies. Each home visit will be recorded in COPS as a police interaction.   |

## Annexure H

### Police Officer Resignations by Year/Month

The following table shows the number of police officers that have resigned from the NSWPF from Nov 2019 to Oct 2021.

It excludes Police Officers separating due to Medical Discharge, Retirement, Death or other reasons.

| Police Officer Resignations by Year/Month | Jan       | Feb       | Mar       | Apr       | May       | Jun       | Jul       | Aug       | Sep       | Oct       | Nov       | Dec       | Grand Total |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|
| <b>2019</b>                               |           |           |           |           |           |           |           |           |           |           | 24        | 15        | 39          |
| Resign - Job Dissatisfaction              |           |           |           |           |           |           |           |           |           |           | 2         | 1         | 3           |
| Resign - Move OS/Interstate               |           |           |           |           |           |           |           |           |           |           | 2         |           | 2           |
| Resign - Work Conditions                  |           |           |           |           |           |           |           |           |           |           |           | 2         | 2           |
| Resignation - Disciplinary                |           |           |           |           |           |           |           |           |           |           | 3         | 2         | 5           |
| Resignation - Family/Domestic             |           |           |           |           |           |           |           |           |           |           | 3         | 2         | 5           |
| Resignation - Ill Health                  |           |           |           |           |           |           |           |           |           |           | 2         | 1         | 3           |
| Resignation - Not Specified               |           |           |           |           |           |           |           |           |           |           | 2         | 1         | 3           |
| Resignation - Other Career                |           |           |           |           |           |           |           |           |           |           | 9         | 6         | 15          |
| SES resignation                           |           |           |           |           |           |           |           |           |           |           | 1         |           | 1           |
| <b>2020</b>                               | 20        | 15        | 12        | 10        | 12        | 12        | 16        | 21        | 18        | 25        | 21        | 17        | 199         |
| Resign - Job Dissatisfaction              | 2         |           | 1         |           | 5         | 1         | 2         | 3         | 3         | 6         | 3         | 2         | 28          |
| Resign - Move OS/Interstate               | 1         |           | 2         | 1         | 3         | 3         | 2         | 1         |           | 2         |           | 2         | 17          |
| Resign - Other Police Service             | 1         | 1         |           | 1         |           |           |           | 1         |           | 1         |           |           | 5           |
| Resign - Work Conditions                  |           | 2         |           |           |           |           | 2         |           |           |           | 1         | 1         | 6           |
| Resignation - Disciplinary                |           |           | 1         | 2         |           | 1         |           | 4         | 2         | 1         |           | 1         | 12          |
| Resignation - Family/Domestic             | 4         | 1         | 1         | 1         | 1         | 1         | 2         | 4         | 2         | 1         | 6         | 2         | 26          |
| Resignation - Ill Health                  | 2         | 1         |           | 1         |           |           |           | 1         | 4         | 2         |           |           | 11          |
| Resignation - Not Specified               | 2         |           | 1         | 1         | 1         |           |           |           |           | 2         |           |           | 7           |
| Resignation - Other Career                | 8         | 9         | 5         | 5         |           | 7         | 7         | 7         | 6         | 10        | 10        | 9         | 83          |
| Resignation - Study                       |           |           |           |           | 1         |           | 1         |           |           | 1         |           |           | 3           |
| Resignation - Travel                      |           |           |           |           |           |           |           |           |           |           | 1         |           | 1           |
| <b>2021</b>                               | 21        | 29        | 33        | 27        | 15        | 29        | 18        | 14        | 19        | 22        |           |           | 227         |
| Resign - Job Dissatisfaction              | 3         | 3         | 8         | 9         | 1         | 4         | 4         |           | 3         | 1         |           |           | 36          |
| Resign - Move OS/Interstate               | 4         |           | 3         |           | 1         | 2         | 1         | 1         | 1         |           |           |           | 13          |
| Resign - Other Police Service             | 1         |           |           |           |           |           |           |           |           | 1         | 1         |           | 3           |
| Resign - Work Conditions                  |           |           | 1         | 2         | 1         | 3         |           | 1         | 1         | 1         |           |           | 10          |
| Resignation - Disciplinary                | 1         | 1         | 2         | 1         |           | 4         | 1         | 2         | 2         |           |           |           | 14          |
| Resignation - Family/Domestic             | 1         | 4         | 6         | 2         | 3         | 5         | 1         |           | 2         | 7         |           |           | 31          |
| Resignation - Ill Health                  | 1         |           | 2         | 2         |           | 1         | 1         | 2         | 2         | 1         |           |           | 12          |
| Resignation - Not Specified               |           | 3         |           | 1         |           |           | 3         |           |           |           |           |           | 7           |
| Resignation - Other Career                | 10        | 17        | 10        | 9         | 9         | 9         | 6         | 7         | 6         | 10        |           |           | 93          |
| Resignation - Study                       |           | 1         | 1         |           |           | 1         | 1         | 1         | 1         |           |           |           | 6           |
| Resignation - Travel                      |           |           |           | 1         |           |           |           |           |           | 1         |           |           | 2           |
| <b>Grand Total</b>                        | <b>41</b> | <b>44</b> | <b>45</b> | <b>37</b> | <b>27</b> | <b>41</b> | <b>34</b> | <b>35</b> | <b>37</b> | <b>47</b> | <b>45</b> | <b>32</b> | <b>465</b>  |