

BUDGET ESTIMATES 2023-2024

Portfolio Committee No. 5 – Justice and Communities

The Hon. Yasmin Catley MP

Minister for Police and Counter-terrorism and

Minister for the Hunter

Hearing: Friday 23 February 2024

RESPONSES TO SUPPLEMENTARY QUESTIONS ON NOTICE

Answers due by: 21 March 2024

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Police and Counter-Terrorism, the Hunter

Questions from Hon Mark Latham MLC

NSW Rural Crime Wave

1. Given that the Coalition has now identified a rural crime wave in NSW, what solutions have you identified by reading the Coalition's Law and Order Policy from the last election?

I am advised:

I am not aware of any Law and Order election policy from the Coalition.

2. Isn't it true that there was no such policy and the Minister responsible for this omission (former Attorney General Mark Speakman) was so well thought of by his party that it made him leader of the Opposition after the election?

I am advised:

I have no comment on this matter related to the previous Government.

Drug and Alcohol Matters

3. What action is the Minister taking to ensure that all blood result tests for alcohol and drugs from hospital patients are released to the police, not just from those who have died?

I am advised:

The legislation surrounding blood samples taken from drivers involved in crashes is defined under the *Road Transport Act (RTA) 2013*, Schedule 3 - Clause 11 – "Accident Hospital Patients".

Crash patient samples are tested for alcohol only, as per Schedule 3 Clause 11 of the Act. They are not tested for drugs other than alcohol unless Police make application to have the crash patient sample further analysed, under the *Road Transport Act (RTA) 2013*, Schedule 3 Part 4 (24) (8) (ii) and only if Police suspect them driving under the Influence of a drug other than alcohol and impairment of the driver.

The NSW Police Force uses its Alcohol and Drug System (ADS) to account for all blood samples. Those samples are analysed by NSW Health Forensic and Analytical Science Services with results returned to the ADS with a Certificate of Analysis.

Transport for NSW currently has a working group to review the Act, specifically the *Road Transport Act (RTA) 2013*, Schedule 3 - Clause 12, with the view to expand this clause to incorporate crashes that involve injuries amounting to 'Grievous Bodily Harm'. These samples would be required to be tested for both alcohol and drugs as part of the mandatory testing clause.

NSWPF is part of this working group and is one of the strong advocates to expand the testing of all blood samples under clause 11 to include analysis for alcohol and drugs.

4. Why in Southwest Sydney are more RBTs undertaken at 10 and 11am than 10 and 11pm?
 - a) What have been the RBT numbers, broken down on an hourly basis, in the region since 1 July 2023

I am advised:

The times and locations of when the NSW Police Force conducts random drug and alcohol testing is based on operational intelligence and analysis relating to motor vehicle collisions, with a focus on targeting both road trauma and criminal behaviour on our road networks.

Timings for when stationary random testing is conducted are dependent on intelligence, data analysis, operational availability, workplace health and safety, and with consideration for prioritisation of police resourcing. Mobile random testing is conducted by officers throughout a rostered shift, regardless of the time of day or the location.

In South-West Metro, between 1 July 2023 and 29 February 2024, there were 258,910 RBTs conducted (accurate at point in time as at 6 March 2023).

Of those, 23,489 were conducted between the hours of 10am and 11am, and 19,261 were conducted between the hours of 10pm and 11pm (a difference of 4,228).

Former Police Officer Daniel Keneally

5. In the August 2022 Budget Estimates Hearing (ref: transcript page 54) you were asked by the Hon. Rod Roberts MLC if “you have confidence in Constable Keneally’s ability to perform the role of a police officer in NSW?” and you replied “Certainly.” Do you stand by your answer?

I am advised:

The officer is currently suspended without pay. Internal processes are still underway.

Community Road Safety Fund

6. How is this year’s Enhanced Enforcement Program (EEP) funded?

I am advised:

Funding received by Traffic and Highway Patrol Command for the Enhanced Enforcement Program (EEP) is funded by Transport for NSW from the Community Road Safety Fund.

7. Is it appropriate that the EPP is being used to fund “Operation Rampart” given that Division 3B of the *Transport Administration Act 1988* (Community Road Safety Fund) states that the fund is only to be used for “road safety functions of TfNSW” and the costs incurred for its administration?

I am advised:

The Enhanced Enforcement Program (EEP) funding for Operation Rampart is coming directly from Sydney Trains and is unrelated to Division 3B of the *Transport Admin Act 1988* (Community Road safety Fund).

Police Blue Ribbon Insurance (PBRI), Death and Disability and Workers’ Compensation

8. Given that your government, prior to the election, guaranteed the Police Blue Ribbon Insurance Death and Disability and Workers Compensation entitlements in its current level, do you and the Premier stand by your commitments.

Answer:

The New South Wales Government will always stand up for injured workers.

The Police Blue Ribbon Insurance product is renewed annual and therefore, the New South Wales Police Force continuously reviews the policy to ensure it is fit for purpose.

Questions from Hon Chris Rath MLC (on behalf of the Opposition)
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S93Z/Opera House Protest

9. Have Police received training for identifying the threshold for possible prosecution under s93Z?

I am advised:

An online Hate Crime Awareness course that includes an explanation of s93Z legislation is available for both sworn and unsworn to complete.

The NSW Police Force's Engagement and Hate Crime Unit (EHCU) also delivers face to face training to frontline and specialist police, with the EHCU available to advise police on these specific laws. Details are also readily accessible to police via the NSWPF intranet page.

The NSWPF's Computerised Operational Policing System also directs police upon charging an individual that they must consult with the Operational Legal Advice Unit (OLAU) regarding the threshold definition.

10. How many police were present at the Palestinian Action Group protests on:

- a) 25 February 2024
- b) 17 February 2024
- c) 11 February 2024
- d) 4 February 2024
- e) 28 January 2024
- f) 21 January 2024
- g) 14 January 2024
- h) 7 January 2024

Answer:

(a) 25 February 2024:	Total = 226
(b) 17 February 2024:	Total = 223
(c) 11 February 2024:	Total = 225
(d) 4 February 2024:	Total = 242
(e) 28 January 2024:	Total = 243
(f) 21 January 2024:	Total = 242
(g) 14 January 2024:	Total = 234
(h) 7 January 2024:	Total = 233

11. Did the Commander who was present at the protests on October 9th at the Opera House request more officers for support?

I am advised:

Information relating to police operations, including timelines, at the Opera House on 9 October have been made available in SO52 returns to the Legislative Council.

12. Were police numbers relative to crowd size a factor in the decision to prioritise public safety over enforcement at the protest on October 9th?

I am advised:

The NSWPF conducted a risk assessment of the event as is appropriate. At the event NSW Police Force managed a large and volatile crowd to prevent conflict, violence and to protect public safety.

13. When was the number of officers to be deployed to the protest decided?

I am advised:

See answer to question 12.

14. Were the officers or the commander briefed to prioritise public safety over enforcement at the protests or was this a decision made at during the protest by the commander?

I am advised:

See answer to question 12.

15. If yes, when was this brief determined?

I am advised:

See answer to question 12.

16. How many briefs prepared by Police for prosecution under s93Z have not been approved for prosecution by the ODPP?

I am advised:

No briefs of evidence for offences under s 93Z of the Crimes Act (NSW) were prepared and/or sent to the NSW Office of the Director of Public Prosecutions for consideration arising from the Pro-Palestinian rally at the Opera House on 9 October 2023.

17. At what point in time was intelligence received by the police identifying the likelihood of the protests?

I am advised:

See the answer to question 11.

Australia Day Protests

18. Did the protestors on Australia Day utter antisemitic chants?

I am advised:

I am not aware of any antisemitic chants being spoken at Australia Day protests.

19. Were any briefs for prosecution prepared for the protestors on Australia Day under s93Z?

I am advised:

No

20. Are there any investigations related to offences under s93Z currently underway regarding the protests on Australia Day?

I am advised:

No

21. What were the 61 infringement notices issued on Australia Day?

I am advised:

There were 66 persons interacted with as part of the NSN Protest Group on Australia Day at North Sydney RWS.

Infringement notices under the Passenger Transport Regulations (Wilfully interfere with the comfort and safety of others) were issued.

22. At what point in time was intelligence received by the police identifying the likelihood of the protests?

I am advised:

Details of monitoring and activities will not be provided as this goes to police methodology.

23. When did the police know the estimated numbers of the protest on Australia Day?

I am advised:

See answer to question 22.

Regional Crime Inquiry

24. Minister – do you think our Police are adequately resourced?

Answer:

It is my role as the Minister to ensure that the police are properly resourced and I will continue to ensure they have the resources required to keep the community safe.

25. Did the Minister state during the last Budget Estimates Hearing that it was the Minister's role under the Police Act to ensure our Police are adequately resourced?

Answer:

Yes.

26. Does the Minister still believe this to be the case?

Answer:

See answer to question 24.

27. Minister – can you give details as to what policies you have implemented in your time as Minister to assist our Police?

Answer:

Last year, the Government announced its historic package to pay police recruits while they study at the academy. The Government also lifted the previous Government's unfair wage cap, a move welcomed by police and other frontline workers across the state. We have also announced a \$26.2M package to tackle regional crime, including funding to extend police diversion and prevention programs. I will continue to ensure the NSW Police are resourced adequately to keep the community safe.

28. Can the Minister identify the root causes of regional & rural crime?

I am advised:

There are many different kinds of crimes committed in regional and rural areas. There is no single factor or set of factors which causes an individual to become involved in crime. However, we know that factors such as access to healthcare and education services, and family and community support services play a pivotal role in reducing crime.

29. Can the Minister identify any targeted crime prevention strategies?

I am advised:

A mix of strategies to reduce crime will always be appropriate. The New South Wales Police Force works closely with government and non-government partners on crime prevention programs, such as those set out in the New South Wales Police Force's Youth Strategy 2023-2025.

30. Is the Minister aware of the impact that socio-economic factors on crime rates?

I am advised:

Yes.

31. Is the Minister aware of the impact of substance abuse on crime in these areas and the lack of support for rehabilitation?

I am advised:

Yes.

32. What initiatives are in place to improve community policing and build trust between law enforcement and rural residents?

I am advised:

The NSW Police Force works tirelessly to protect the communities from crime and the fear of crime, including in the regional and remote areas of NSW. This is achieved through strong community engagement. The focus on strong stakeholder engagement with both Government and Non-government organisations within each individual community provides an effective platform for Police and Community connection.

Community safety and security messaging is a priority for the NSW Police Force, and the Police capacity to prevent and disrupt criminal behaviour is strengthened by active engagement with community groups, Local Government and other stakeholder organisations and community leaders.

For example, the NSW Police Force's Western Region has established Operation Regional Mongoose, focusing on Youth Crime, and the establishment of a number of successful Rural Crime related strike forces.

These strike forces and operations, coupled with other surge operations including the regular deployment of resources such as PolAir, Traffic and Highway Patrol Command and other specialist support units has achieved significant results and enhanced community safety.

The Western Region within the NSW Police Force has established the Western Region Operations Support Group (OSG) unit in 2023, forming a capability enhancement for the whole Western Region based in Dubbo. The aim is to respond to issues that require a public order response, search warrant specialist tactical resource, crime suppression and public reassurance during periods of high crime, specialist search functionality and major event policing.

A number of youth diversion strategies are a priority in Western Region for the reduction of youth crime including Walwaay, Aboriginal Youth Team, Fight for success and other PCYC programs. The introduction of Youth Action Meetings (YAMS) and YAMS co-ordinators in selected Police Districts provides an effective platform for cross agency collaboration with regard to young offenders and youth at risk.

33. How does the government collaborate with local communities to tailor crime prevention strategies to the unique challenges of rural areas?

I am advised:

As mentioned above, Operation Regional Mongoose was established to provide a high-visibility policing response to tackle serious property-related crime, including motor vehicle thefts, committed predominately by young offenders.

This Operation commenced in 2022 and is ongoing, operating within the Northern and Western Regions. There are strong collaborative efforts between the Police Districts to prevent and disrupt young offenders who commit offences and associate freely between districts.

For example, in July 2023, a Tri-District operation was held within the Hunter and Central Coast region to proactively target recidivist youth property offenders. Intelligence between Districts was freely shared to maximise each district's tactical and strategic approaches in targeting these offenders.

All Police Districts continue to focus on the identification and appropriate prosecution of offenders in this crime category. It has also been recognised that identifying and acting on opportunities to engage youth who are involved in offending has also been complimentary to response efforts. Work is continuing in conjunction with Department of Communities and Justice and other government agencies to provide diversionary opportunities to reduce the likelihood of further offending.

The NSW Police Force is also focussed on immediate proactive policing and crime prevention activities in their communities, including through targeted Strikeforce and Taskforce operations, surge capabilities, and through activities in partnership with Police Citizens Youth Clubs (PCYC) NSW.

34. Are there specific legislative changes or enhancements being considered to better address rural crime?

I am advised:

The NSW Government announced its Regional Crime Package in March, which comprises of legislative changes and programs to address serious youth offending in regional areas.

35. Are there plans to improve coordination between different law enforcement agencies operating in rural regions?

Answer:

The NSW Police Force Regional Field Operations, encompassing Northern, Western and Southern Regions, have well established partnerships with other law enforcement agencies, both state and federal, who operate within the NSW. The Regions continue to work collaboratively with other law enforcement agencies through information sharing, periodic meetings, and joint operations.

The NSW Police Force works very closely with the Queensland Police Service to address cross border issues, including crime in regional areas. Police Districts work with agencies such as Department of Primary Industries on joint fisheries operations, and National Parks and Wildlife in addressing issues, such as illegal hunting within the parks.

Police Districts liaise regularly with NSW Health regarding issues, such as illegal tobacco and vape sales.

The Rural Crime Prevention Team are constantly enhancing the working relationship with various law enforcement agencies both on a national and international level.

National operations, such as Operation Stock Check, were initiated as an initiative to prevent and disrupt the movement of stolen livestock with a joint focus across all state and territory borders to target stock theft.

The Rural Crime Prevention Team (RCPT) also work closely with other agencies that have an enforcement capability, including and not limited to; DPI (Biosecurity and Food Safety, Hunting and Fisheries), Local Land Services, RSPCA, OLG and local Councils and SafeWork NSW.

36. What resources are allocated for community outreach programs aimed at educating rural residents on crime prevention?

Answer:

The NSW Police Force has a number of resources that are allocated to crime prevention in each Police District (PD) to support our communities. Each PD has dedicated Crime Prevention Officers who work collaboratively with other District and Region resources to support the education of and an increased awareness of rural residents around crime prevention.

Rural Crime Investigators work throughout Northern, Western and Southern Regions, engaging with the community and provide crime prevention support and advice. Crime Prevention Units have staff trained in 'safer by design' allowing security audits to be conducted on repeat victims/locations.

Crime Prevention Officers and Youth Liaison Officers conduct crime prevention training through schools and community groups to raise awareness and address crime prevention. Aboriginal Community Liaison Officers also works closely with the Aboriginal Communities including issues around crime prevention.

Regional PDs support a number of community local partnerships, including Councils, in respect to crime prevention messaging. PDs also have representation on multiple crime prevention meetings and stake holder meetings, including business chambers, crime prevention committees and others.

The RCPT works closely with regional PDs and relevant external stakeholders to provide rural communities/industries with information, knowledge and resources to bolster their resilience against rural crime.

37. How does the government plan to address the lack of mental health resources contributing to crime in rural areas?

Answer:

This question should be directed to the Minister for Mental Health.

38. What role does the government see for local authorities and community leaders in tackling crime in rural regions?

I am advised:

The Government aims to engage with all local authorities and other relevant stakeholders when it comes to tackling crime in rural regions.

39. Are there plans to conduct comprehensive studies or inquiries to understand the root causes of crime in specific rural communities?

I am advised:

BOCSAR regularly provides information to the government related to the causes of crime, including:

- developing and maintaining statistical databases on crime and criminal justice in NSW;
- conducting research on crime and criminal justice issues and problems;
- monitoring trends in crime and criminal justice;
- providing information and advice on crime and criminal justice in NSW.

40. How can the government ensure a transparent and accountable approach in addressing the challenges of rising crime in regional and rural areas?

I am advised:

The Government ensures transparency and accountability through a variety of mechanisms, including the Budget Estimates process, questions in the Parliament, reporting from oversight bodies, and annual reporting from agencies.

Detainees

41. Are there restrictions or conditions imposed on released detainees to minimize potential risks?
a) If yes, what are those restrictions or conditions?

I am advised:

This question should be referred to the Commonwealth Government as it is responsible for the *Migration Act*. The Australian Border Force and the Australian Federal Police are responsible for the overall monitoring of former detainees.

42. How is the local community informed or involved in the process of releasing foreign detainees?

Answer:

See answer to question 41.

43. What role do technological tools play in monitoring and managing the activities of released foreign detainees?

Answer:

See answer to question 41.

44. Are there contingency plans in place to address unforeseen security challenges related to these detainees?

Answer:

See answer to question 41.

45. How is information sharing facilitated between relevant agencies to enhance community safety?

I am advised:

Information sharing is managed via Operation AEGIS.

46. What measures are taken to address the mental health and rehabilitation of foreign detainees to reduce potential risks?

Answer:

See answer to question 41.

Domestic Violence

47. What are the Minister and the Commissioner doing to ensure retention of experienced police, an increase in moral, and addressing the damaging blame culture in police, which has a direct flow on effect to victims of crime?

- a) What are the People Matters Surveys showing are the areas of improvement required for the Force?
- b) And what is being done by the NSW Government to support the Police Force to make those changes?
- c) Will the NSW Government release the People Matters Survey responses?

I am advised:

The retention of experienced police officers is a key priority of the NSW Police Force and a range of programs, strategies and initiatives are underway that focus on building an inclusive and progressive organisation that reflects, respects, and values our people, developing the cultural strategic direction for the organisation enhancing and promoting a positive and inclusive workplace culture.

The NSW Police Force's People and Capability Command is focussed on identifying areas of cultural challenge and opportunity across the NSWPF. Its Culture Strategy 2023-2027 which has been launched will positively impact sourcing and attraction, recruitment and onboarding, career planning, leadership and succession, retention and motivation, and performance management including reward and recognition.

- a) The recent results reflect feedback across areas that warrant attention as the NSW Police Force works towards a positive workplace culture. Issues such as recruitment, pay, and how senior managers support and recognise staff and model the organisation's values are of focal interest to the NSW Police Force.
- b) The NSW Police Force has announced paid recruit training at the Academy, removing a potential barrier for many people considering a career in policing. In addition to this, the organisation has embraced the PULSE program to connect its staff and support them at each stage of their employment. The NSW Police Force will continue to remain focused in working alongside the NSW Government to ensure a safe, positive, and effective organisation.
- c) The PMES results are publicly available via the Public Service Commission website.

Neo Nazism

48. What measures are in place to monitor and address neo-Nazi activities in our area?

I am advised:

The NSW Police Force actively monitors neo-Nazi activities both online and in the real world within NSW. The NSW Police Force works closely with other law enforcement and intelligence agencies to ensure the safety of the NSW community.

49. How can law enforcement collaborate with communities to prevent the spread of neo-Nazi ideologies?

I am advised:

The NSW Police Force works closely with a range of community groups to identify and prevent the spread of all forms of ideological and racial hate motivated violence. All members of the community are encouraged to report hate-related incidents to police.

The NSW Police Force also works with a range of other state and national agencies and bodies to counter violent extremism. For example, the Premier's Prevention Panel on Hate and Extremism, chaired by the Premier's Department.

The NSW Police Force is part of the Department of Communities and Justice multi-agency Engagement and Support Program as part of the broader Countering Violent Extremism (CVE) program.

50. What legal actions can be taken to curb the influence of neo-Nazism within our society?

I am advised:

Police may charge an offender under the following Acts:

1. S93ZA *Crimes Act 1900* (NSW) - A person who knowingly displays by public act and without reasonable excuse a Nazi symbol commits an offence.

2. *Commonwealth Criminal Code Act 1995 - Countering Terrorism legislation amendment (Prohibited Hate symbols and other measures) Act 2023.*

It is an offence to publicly display a Nazi symbol and/or a Nazi salute. It is important to note that police may only charge a person where the elements of the offence have been met.

51. How does the police force address hate crimes stemming from neo-Nazi ideologies?

I am advised:

Incidents reported as possible hate related crimes are investigated at the relevant Command. All reports are individually reviewed at the Counter Terrorism and Special Tactics Command. Reports are monitored and analysed across the State. This information helps identify any targeted approaches that may subsequently be required.

52. In what ways can community members report suspected neo-Nazi activities to law enforcement?

I am advised:

The community can report suspected neo-Nazi activities to:

- any police stations;
- Crime Stoppers;
- NSW Police Force Community Portal; and
- National Security Hotline.

53. What preventative strategies are in place to deter recruitment by neo-Nazi groups?

I am advised:

Refer to question 49.

54. How does the police force work to ensure the protection of marginalized communities targeted by neo-Nazis?

I am advised:

The role of the NSW Police Force is to protect all members of the community. The NSW Police Force's Engagement and Hate Crime Unit actively engages with vulnerable communities to build rapport and trust and encourage reporting. It also works closely with other government agencies, Local Government Areas, non-government organisations and community leaders to ensure a multi-pronged approach to keeping the community safe.

55. What educational initiatives are supported by law enforcement to counteract neo-Nazi propaganda?

I am advised:

The NSW Police Force supports a range of educational initiatives to counteract neo-Nazi propaganda. The following links detail the public information used by the NSW Police Force to promote education on the issue:

https://www.police.nsw.gov.au/crime/hate_crimes

<https://dcj.nsw.gov.au/resources/engagement-and-support-program.html>

<https://multicultural.nsw.gov.au/community-resilience/compact/>

56. Are there specific training programs for officers to recognize and address neo-Nazi-related incidents?

I am advised:

The NSW Police Force has a range of training programs for officers to recognise and address neo-Nazi related incidents, including Hate Crime Awareness online training, face-to-face training, Hate Crime Guidelines and readily available supporting resources, which provide information on relevant legislation, police powers and procedures.

57. How is intelligence gathered and shared among law enforcement agencies to combat neo-Nazism?

I am advised:

The NSW Police Force has well established intelligence gathering and sharing arrangements with other law enforcement and intelligence agencies, both across Australia and overseas. Details of those arrangements cannot be provided as it goes to police methodology.

58. What community engagement programs are in place to build trust and address concerns related to neo-Nazism?

I am advised:

The NSW Police Force's Engagement and Hate Crime Unit actively engages with community groups and leaders to build ongoing rapport and awareness. The Engagement and Hate Crime Unit presents to, and engages with, community groups and leaders, other government agencies, non-government organisations and local police to identify issues, and to ensure a multi-pronged approach to keeping the community safe.

The aim is to encourage reporting and develop education around hate crime and associated incidents. Liaison officers, and other police, in all PACs and PDs work closely with communities to develop trust, and to identify and address concerns relating to all crime, or in some cases, behaviours that may contribute to increased anti-social or criminal activities, including neo-Nazism.

Internally across the NSW Police Force, there are a variety of engagement programs that aim to develop trust and relationships with specific community groups and the community more broadly, that when used together with various NSW Police Force policy and procedures, the programs will support a more cohesive community which can combat neo-Nazi views and actions.

59. How does the police force handle instances of online hate speech and recruitment by neo-Nazis?

I am advised:

The NSW Police Force's Counter Terrorism and Special Tactics Terrorism Security and Intelligence Unit reviews all matters, both online and "in person", relating to hate crime and related incidents and refer and advise accordingly. Where appropriate, the NSWPF will charge an individual with the relevant charges.

The NSW Police Force works closely with other jurisdictions and agencies to manage these situations, including the E-Safety Commissioner.

60. Are there specific penalties or consequences for individuals involved in promoting neo-Nazi ideologies?

I am advised:

Under Section 93Z of the *Crimes Act 1900*, it is an offence to publicly threaten or invite violence on the grounds of race, religion, sexual orientation, gender identity, or intersex or HIV/AIDS status. Maximum penalty is 100 penalty units or three years (or both)

Under Section 93ZA of the *Crimes Act 1900*, a person who knowingly displays, by a public act, and without reasonable excuse, a Nazi symbol commits an offence. It is a summary offence with a maximum penalty of 100 units or imprisonment of 12 months (or both).

Under the *Criminal Code Act 1995* (Commonwealth), it is a crime to knowingly display prohibited Nazi symbols, Nazi salutes and prohibited terrorist organisation symbols. Section 80.2K provides that a police officer may direct a person to remove a prohibited symbol from display within a reasonable time. If they do not comply there is a maximum of 20 penalty unit.

Under the *Criminal Code Act 1995* (Commonwealth), it is a crime to:

- Use a carriage service to access, share, advertise, promote or solicit violent extremist material;
- Possess or control violent extremist material that was obtained or accessed from a carriage service, including material in a computer or data storage device.

Violent extremism material is defined in the legislation. These offences carry a maximum penalty of five years' imprisonment.

Police Staff Numbers

61. Please provide the number, or closest to as of today, of how many police officers are in the NSW Police Force?

I am advised:

As of 10 March 2024, there are 18,371 Authorised Police Positions (16,672 Police Officer Headcount).

62. Is that at full strength or operational strength?

I am advised:

See answer to question 61.

63. How many is our current operational strength?

I am advised:

See answer to question 61.

64. Please provide the breakdown for each station across the state in terms of full strength and operational strength as of February 2024?

I am advised:

Authorised police positions for each PAC and PD are available in the NSWPF Annual Report.

Staffing levels across PACs and PDs fluctuate on a daily basis. Staffing levels and resources are deployed to ensure policing demands are met. Resource allocation across the state is managed at command and regional levels with appropriate strategies implemented to ensure adequate staffing is maintained.

65. Are you aware of other ways to support our police moving to the bush?

I am advised:

Recruitment and retention are a high priority for the NSW Police Force. The NSW Police Force is committed to provide meaningful work, job satisfaction, flexibility, a variety of paths and roles (operational, specialist and corporate areas), opportunities to change paths, opportunities for career progression, promotion, and enhanced leadership capabilities.

The NSW Police Force has a number of strategies to support/assist officers to move to regional areas.

These include:

- In July 2023, the NSW Police Force implemented an enhanced incentive scheme to attract and retain officers in remote and special remote location within the state. The incentives scheme includes a modernised allowance structure that provides police officers attached to identified remote/special remote incentives a lump sum payment every year for five years to the value of up to \$36,000. Tenure requirements have also been reduced in typically hard to fill locations. These incentives are in addition to police housing that is provided at identified locations at 3% of an officer's salary, well below market rate. Separate funding has been put aside to use when positions become specifically hard to fill, to provide some level of additional assistance to attract officers.
- 72 officers have transferred into Remote/Special Remote locations between 1 July 2023 and 12 March 2024. The policy also aims to improve retention, keeping existing officers out in regional and remote communities.
- Promotional opportunities are also available in regional areas and may attract transfer provisions, such as removal costs and reimbursement of specific costs relating to the purchase and sale of property.
- Implementation of a Capability Development and Rotation Program to provide employees with the opportunity to try different roles and duties within the NSW Police Force that are outside their normal role, to refresh, develop and explore alternative career pathways.
- All regional areas have access to Mental Health Clinicians.
- A RECON hub (an in-house treatment program delivered by experts in the field of physiotherapy, strength and conditioning and psychology) is being established for Western Region based at Dubbo and is already in place at Southern Region in Goulburn and Northern Region in Newcastle.
- Access to Early Access Treatment Initiative (EATI) a psychologist of choice, including Telehealth.

66. Are there specific regions or departments within the state facing more acute shortages of police personnel? If so, why?

I am advised:

Staffing levels and resources are deployed to ensure policing demands are met. Resource allocation across the state is managed at command and regional levels with appropriate strategies implemented to ensure adequate staffing is maintained.

67. How are you collaborating with local councils and community organisations to address shortages?

I am advised:

The NSW Police Force undertakes recruitment strategies by engaging in a range of community activities, including command open days, career days, school visits, marketing and public interest events, internal and criminal investigations.

The NSW Police Force Recruitment team is responsible for attracting and recruiting students to the Associate Degree in Policing Practice and re-appointing those officers who have previously left the organisation and wanting to return.

Ongoing community engagement activities in metropolitan and regional areas is a constant collaboration with councils, community groups, PCYC, and the education sector.

For example, the NSW Police Force intends to attend the following promotion and recruitment events:

Metropolitan community engagements

15/3/2024:	Pacific Youth Leaders Event – Auburn
20/3/2024:	Law Students Forum – Darling Harbour
04/4/2024:	Davidson High School Career Night – Frenchs Forest
09/4/2024:	Central Coast Career Expo
19/4/2024 to 20/4/2024:	Hawkesbury Show
06/5/2024:	St Augustines College Career Expo – Brookvale
11/5/2024:	Fairfield PAC open Day
13/5/2024:	Lower North Shore Career Expo – North Sydney
20/5/2024:	Trinity Grammar Career Night – Summer Hill
22/5/2024 to 23/5/2024:	Greater Western Sydney Careers Market – Penrith
30/5/2024 to 1/6/2024:	HSC and Careers Expo – Randwick Race Course Kensington
5/6/2024:	Blakehurst High School Careers night – Blakehurst
6/6/2024:	Macarthur Career Expo – Menangle Park
13/6/2024:	Holy Spirit Catholic College career day – Lakemba
14/6/2024:	St Pauls Catholic College – Greystanes
27/6/2024 to 29/6/2024:	Western Sydney Career Expo – Sydney Olympic Park
6/8/2024:	Parramatta and Hills District Apprenticeship expo
13/8/2024:	Central Coast Apprenticeship expo – Tumby Umbi

16/8/2024 to 17/8/2024:	Sydney Careers and employment Expo – Moore Park
27/8/2024:	Macarthur Apprenticeship Expo - Liverpool
3/9/2024:	Western Sydney Apprenticeship expo – Penrith
10/9/2024:	Sutherland Apprenticeship Expo – Gymea
21/9/2024:	Camden PAC Open Day

Regional community engagements

8/3/24 to 10/3/24:	Port Macquarie PAC Open Day
21/3/24 to 23/3/24:	IPROWD Dubbo
26/4/24 to 28/4/24:	Batemans Bay PAC Open Day
7/5/24:	Illawarra Apprentice Expo
8/5/24 to 10/5/24:	Dubbo, Bathurst Career expo
16/5/24:	Newcastle /Lake Macquarie Careers expo
17/5/24:	Hunter Valley Career Expo
21/5/24:	Charles Sturt University Open Day – Dubbo Campus
28/7/24:	Charles Sturt University Open Day – Port Macquarie Campus
6/8/24 to 8/8/24:	Canberra Careers Expo
18/8/24:	Charles Sturt University Open Day - Bathurst Campus

68. How many police officers in the NSW Police Force are currently on long service leave, sick leave, mental health leave, maternity / paternity or any other form of leave?

I am advised:

As at 31 January 2024 there were 1487 sworn officers are on long term sick leave and approximately 200 officers on long service leave.

The number of police officers on various other forms of leave fluctuates on a daily basis.

69. How many officers are currently suspended from duty?

I am advised:

As at 6 March 2024, 43 officers are suspended from duty.

70. Is it true that staffing shortages are so bad in some areas we are seeing detectives normally tasked with investigating crimes from assaults and break ins to more serious matters, are being told to put the uniform back on and are placed on general duties?

I am advised:

All police positions attached to Police Districts or Police Area Commands are flexible resources available to respond to incidents across the district. The NSW Police Force will redeploy resources to the areas of greatest need, and there will be some circumstances where detectives will be deployed as general duty to help strengthen first response and cover any temporary shortfalls in staffing.

71. Are junior constables being given shifts as supervisors or duties above their skill level or what they have been trained to do?

I am advised:

The NSW Police Force provides opportunities for all of their employees to relieve in higher duties. It is an opportunity for all employees to develop leadership skills and learn new skills.

The NSW Police Force employees are supported and coached by supervisors, managers and commanders when they are relieving in higher duties. Supervisory duties are allocated on a skill and capability basis.

72. What KPIs are in place for Chief Inspectors to meet when it comes to keeping stations under budget?

I am advised:

Commanders and managers are accountable for the efficient and effective delivery of service within budget allocations. There are no KPIs associated with budgetary factors allocated to the role of Inspector, noting officers can only approve expenditure as prescribed by the Instrument of Delegation of Authority and in accordance with the NSW Police Force financial policies and applicable legislation.

73. Do Chief Inspectors receive a bonus if they meet these KPIs?

I am advised:

See answer to question 72.

The NSW Police Force does not have a bonus system.

74. Minister, you reported that 20 officers have started in relation to pre-election promise of an additional 150 police officers for the South West of Sydney. Where are the remaining 130 officers?

I am advised:

The NSW Government announced as part of its Election Commitment to deliver an additional 100 police officers in its first term of government: 50 in Sydney's South West and 50 in Sydney's North West.

As at 13 October 2023, 20 additional authorised police positions have been allocated as part of the first stage of the most recent government election commitments to Metropolitan Field Operations. This comprised of 10 additional Authorised Police positions to Sydney's North West and 10 additional Authorised Police positions to Sydney's South West.

This election commitments will be delivered in stages over four years.

75. Can you outline a timeframe for the 130 missing officers to be on the ground in the South West of Sydney as per the pre-election commitment?

I am advised:

See answer to question 74.

76. Can you detail what the roles and responsibilities are for the 20 officers that have started?

I am advised:

The 20 additional Authorised Police Positions allocated to Metro Field Operation on 13 October 2023 are of various duty types, including: 14 General Duty, two (2) Criminal Investigation and four (4) Domestic and Family Violence positions.

77. Where are they located in the South West of Sydney?

I am advised:

10 additional authorised police positions were allocated on 13 October 2023 to the following Police Area Commands (PACs): five (5) in Bankstown PAC and five (5) in Camden PAC.

78. Will you commit to the ongoing operation and staffing of suburban metropolitan police stations?

I am advised:

The NSW Police Force allocates its resources based on operational imperatives. Commanders have the autonomy to deploy their resources based on local intelligence.

The safety of NSW is our utmost priority, and the NSW Police Force will continue to conduct policing operations where most needed to disrupt criminal activities and proactively prevent crime.

79. Will you rule out more temporary unattended stations?

I am advised:

Commanders have the autonomy to deploy their resources based on local intelligence, community service and safety.

Temporary police station closure is made by commanders based on operational need in consultation with the relevant Region Commander (Assistant Commissioner).

80. Will you rule out more closures of these metropolitan police stations?

I am advised:

See answer to question 79.

Blue Ribbon Insurance Scheme

81. What specific challenges do police officers in NSW face in terms of work-related injuries and their potential long-term impact on their health and career?

I am advised:

The challenges for all NSW Police officers are unique. Due to the nature of the Police work, officers are regularly exposed to challenging and traumatic events. The NSW Police Force has extensive, well researched and structured approach to the support of all employees through a suite of programs and initiatives. Furthermore, the ongoing and contemporary education and training of Police is structured to ensure they are prepared and supported to undertake their duties.

The NSW Police Force policies and approaches support a return to meaningful work as soon as possible.

82. How does the current Blue Ribbon Insurance Scheme for injured police officers in NSW address their medical and financial needs?

I am advised:

Police Blue Ribbon Insurance (PBRI) provides insurance coverage for injured police officers.

83. Can you provide information on the coverage and benefits the scheme provides for police?

I am advised:

PBRI comprises an on-duty income protection component that pays up to 75% plus 17% loading for up to seven years, total permanent disablement (TPD) lump sum and death benefit lump sum.

It also provides off duty income protection that pays up to 75% plus 17% loading for up to two years.

84. Can you explain what collaboration occurs between the NSW Police Force and insurers to continually improve the scheme and support our officers?

I am advised:

The NSW Police Force regularly meets with insurers to review claims operations and individual cases, and collaborates annually in relation to the renewal of the PBRI product.

85. What is the current cost of the scheme over the past four years?

I am advised:

The PBRI premium is included in the NSW Police Force ERE budget which can be found in the Financial Statements in the published NSW Police Force Annual Reports.

86. What work has been done in costing the scheme for the future?

I am advised:

Costing impacts will be determined noting that premiums are sensitive to industry, market and risk share factors.

87. What is estimated cost for the scheme to continue for the next four years?

I am advised:

See answer to question 86.

Officer Wellbeing

88. How many officers were on leave due to mental health reasons as of February 2024?

I am advised:

1,249 of the 1,487 (84%) police officers on Long Term Sick as at 31 January 2024 had a reportable psychological workers compensation claim.

89. What support services are you as Minister providing these officers so they don't end up leaving the force all together?

I am advised:

The NSW Police Force offers a suite of wellbeing support services targeted at maintaining employee physical and mental wellbeing. This also includes support to family members.

Examples of services, such as:

- Mental Health Clinicians
- Early Access Treatment Initiative (EATI)
- In house rehabilitation (RECON) with physiotherapists, psychologists, and exercise physiologists
- Family support coordinators
- Employee Assistance Program
- Peer Support Officers
- Chaplains
- Recover at Work Unit dedicated to supporting the recover at/return to work process
- Deployment unit focused on identifying permanent opportunities for Officers who are unlikely to be able to return to their pre-injury operational role.
- Access to treatment providers of an officer's own choice and approved workplace rehabilitation providers (where required) when there is an accepted workers compensation claim.
- People and Capability Command is working extensively with various other internal and external customers to enhance employee engagement and retention. Some of these initiatives include:
 - The PULSE program – a suite of psychological, health, fitness, safety and injury management initiatives will connect with staff and support them at each stage of their employment;
 - The recent launch of the NSWPF Culture Strategy to promote and imbed core cultural values – Respect, Pride and Trust (RPT) – in to our everyday way of working, to enhance the Policing profession; and
 - Our Capability Development and Rotation program – this provides employees with the opportunity to try different roles and duties within NSWPF that are outside their normal role, to refresh, develop and explore alternative career pathways.

90. What mental health services are available to police officers in NSW?

Answer:

See answer to 89.

91. How many officers engage with the RECON program annually?

I am advised:

In 2023, there were 220 referrals and in 2024 YTD, there have been 78 Referrals.

Injuries and injury management outcomes

92. Can you provide the number of psychological injuries to sworn police officers for the past 5 financial years.

I am advised:

Please find the number of Reportable Psychological Workers Compensation Claims from the last five (5) financial years:

FY 2018-19: 753
FY 2019-20: 789
FY 2020-21: 1,017
FY 2021-22: 1,158
FY 2022-23: 1,337

93. Has the NSWPF identified why these numbers continue to increase?

I am advised:

The provision of mental health and wellbeing education alerts officers and their leaders to the signs and symptoms of poor mental health and encourages Officers to report early so that early intervention can be provided.

The reduction in stigma across the organisation for reporting and/or having a worker's compensation claim and seeking treatment for a psychological condition continues to be improved and therefore leads to increase number of claims.

94. Has the NSWPF identified the most prevalent causes of psychological injuries in NSW police officers?

I am advised:

The NSW Police Force data, which is supported by external research, shows that the most prevalent cases of psychological injuries are:

- Exposure to traumatic event(s)
- Occupational violence
- Work related mental stress
- Workplace related bullying and harassment
- Work pressure

95. The annual report also demonstrates an increase in the amount of hours lost to unplanned absences (sick leave and workplace injury leave). Has the NSWPF identified the cause of this increase?

I am advised:

The NSW Police Force Annual Report 2022-23 (p18) reported an increase in average lost time due to unplanned absences (from 185 hours to 203 per FTE).

This includes sworn and unsworn staff.

96. Does this mean that when police are injured, it is taking longer for them to return to work?

I am advised:

Based on Worker's Compensation data, the length of time it takes for an employee to return to work is steady (85% of those that returned to work return within six months).

97. What was the number of officers who were medically discharged in each of the last 5 financial years?

I am advised:

Please find the number of medically discharge police officers from the last five financial years:

FY 2018-19: 303
FY 2019-20: 424
FY 2020-21: 428
FY 2021-22: 570
FY 2022-23: 605

98. What percentage of these involved a psychological injury?

I am advised:

The following data is based on the primary claim as at termination where a police officer has a psychological workers compensation claim when they were medically discharged:

FY 2018-19: 62%
FY 2019-20: 67%
FY 2020-21: 73%
FY 2021-22: 80%
FY 2022-23: 86%

Attrition and vacancies

99. How many classes in the NSWPF Academy were scheduled to be completed in 2023-24?

I am advised:

In 2023, four classes attested from the NSW Police Academy.

In 2024, four classes are scheduled for attestation. In March 2024, class 361 attested and an additional three classes are scheduled to attest during the 2024 calendar year.

100. What is the capacity of each class?

I am advised:

The NSW Police Force Academy is a flexible learning environment that can respond to recruitment need at any given time.

There is no set class capacity figure. The Academy can expand and shrink to suit the recruited class size.

101. Has each class been at capacity?

I am advised:

Class size is based on the attraction and recruitment of the required numbers to fill current vacancy rates, rather than a quota.

Firearms Registry

102. Minister, how many recommendations did Mr McKechnie make in the review into the NSW Firearms Registry?

I am advised:

The report was commissioned and subsequently not accepted or released by the former Minister for Police.

103. How many of those recommendations have you implemented?

I am advised:

See answer to question 102.

104. Also in relation to the NSW Firearms Registry, are you aware of examples of people who are doing the right thing when they apply, by ticking the box outlining mental health treatment, who are having their firearms taken away almost immediately with no recourse?

I am advised:

If under the authority of an existing licence or permit, an applicant has responded 'yes' to any of the questions regarding suicide, self-harm, mental illness, alcoholism, or drug dependence, for which they have not already provided a Mental Health Risk Assessment (MHRA), their authority will be suspended until a satisfactory risk assessment can be provided.

When deciding whether to suspend a licence, the Firearms Registry will consider the severity of all available information to determine if the direction is reasonable and most in the interest of public safety. These considerations are outlined in the publicly accessible Decision-Making Guidelines.

PCYC

105. How will the NSW Government help the Paramatta PCYC to continue, to provide critical youth services while new premises are found?

I am advised:

PCYC NSW is an important partner of the NSW Police Force. However, PCYC is a separate not-for-profit entity. The development of new PCYC infrastructure is a matter for PCYC.

106. Will a temporary location be made available while a new one is found and or built?

I am advised:

I am advised PCYC NSW are in the process of approaching local partners, including the Department of Education, Local Council, and the Department of Defence to understand what local infrastructure can be activated so service delivery can be maintained in the absence of a physical PCYC managed property.

107. Is there a temporary funding measure to ensure continuity of service?

I am advised:

The funding position for operating costs for the delivery of NSW Police Force/PCYC partnership programs will be unchanged. The change in Parramatta will be the location from where programs will be delivered.

Hunter

108. What is the Government's plan to invest adequately in enabling infrastructure in the Hunter so we can unlock the existing pipeline for the region's housing and jobs? Industry pipeline analysis shows that the Hunter needs about \$500m to get up to speed and allow zoned land to be delivered.

I am advised:

The NSW Government 2023/24 budget includes billions of dollars in regional investments to build on the strengths of our regions, invest in housing delivery, essential services and infrastructure, and improve service delivery and quality of life in our rural and regional communities.

109. Does the Government have a plan for unlocking the potential of the Hunter?
a) If yes, when will this plan be released?

I am advised:

Please see answer to question 108.

110. What is the current status of the Hunter River High School upgrade?
a) When does the Minister expect the Hunter River High School upgrade will be completed?

Answer:

This question should be directed to the Minister for Education.

111. What is the current status of the Irrawang High School upgrade?
a) When does the Minister expect Irrawang High School will be completed?

Answer:

This question should be directed to the Minister for Education.

112. What is the current status of the Newcastle Education Campus?
a) When does the Minister expect the Newcastle Education Campus will be completed?

Answer:

This question should be directed to the Minister for Education.

113. The Newcastle Mines Grouting Fund was effectively eliminated in the last budget by the removal of the \$5m backing new applications, despite the program being an unequivocal success in enabling more than \$3 billion in private sector investments in the Newcastle CBD. The job is not done, the Fund is still needed and should be reinstated. Its removal reintroduces financial uncertainty for mines remediation work that may be required on a site, and that uncertainty jeopardises desperately needed housing supply and community infrastructure that could be delivered by the private market. There are funds held by Subsidence Advisory NSW that could be repurposed to get this Fund back up and running. Why has the Minister not taken practical steps like this to get huge returns to help meet Housing Accord targets?

Answer:

This question should be directed to the Minister for Planning.

114. How many metres of Nelson Bay Road duplication will be completed:

- a) In 2024-25?
- b) In 2025-26?
- c) In 2026-27?

Answer:

This question should be directed to the Minister for Regional Roads.

115. Could you give an update on Section 2 of the upgrade to Nelson Bay Road between Williamtown and Bobs Farm?

Answer:

This question should be directed to the Minister for Regional Roads.

Stockton Bowling Club

116. Are you familiar with the recent decision by Newcastle City Council to shut down live music at Stockton Bowling Club?

- a) Do you think it is right that a Council can unilaterally make the decision to shut down live music despite the concerts occurring for more than a decade?
- b) Is the cost of \$115,000 to complete a development application to continue holding the concerts a barrier to supporting live music in this state?
- c) What will you do to ensure that this situation is resolved and doesn't happen anywhere else?

I am advised:

Development applications are a matter for Newcastle City Council.

Tomaree Lodge

117. Do you have any update on the work you are undertaking regarding Tomaree Lodge?

- a) Given you are spending \$1 million per year on security and maintenance at Tomaree Lodge, when will you be releasing the report "Tomaree Lodge Site Potential Future Uses Community Consultation Outcomes" that you have been keeping secret since May last year?

- b) The community has been very patient especially given you are spending \$1 million per year on security and maintenance, why do they have to wait so long for answers when you have had the report on your desk since May?
- c) What comments do you have on the recent motion passed by Port Stephens Council to take a strategic leadership role in the future of Tomaree Lodge?

Answer:

This question should be directed to the Minister for Lands.

McDonald-Jones Stadium resurfacing

118. Was there any penalty or other payment by Venues NSW or the NSW Government to tenants of McDonald-Jones Stadium as a result in delays in resurfacing the playing field last year.
- a) What was the cost – in terms of lost revenue and/or penalties – for Venues NSW or the NSW Government for the cancellation of the Jets and Mariners game that was to be held at McDonald-Jones Stadium on 25 November?

Answer:

This question should be directed to the Minister for Sport.

Hunter Park

119. What is the status of the Hunter Park Precinct?
- a) When does the Government anticipate there will be an update to the progress of the Hunter Park Precinct?

Answer:

The question should be directed to the Minister for Planning.

Newcastle Show

120. What discussions have you had with the Newcastle Agricultural Horticultural & Industrial (AH&I) Association about the future of the Newcastle Show?
- a) What support has the NSW Government provided to the Newcastle Show?
 - b) What support will the NSW Government provide to the Newcastle Show in 2024 and 2025, by year?

Answer:

Details of NSW government initiatives, grants or funding programs can be found at <https://www.nsw.gov.au/grants-and-funding>

Oz Mulch

121. Are you aware of the predicament facing Oz Mulch, a family run, green waste recycling business in the Hunter which has been shut down by the EPA?
- a) Why did the EPA shut down Oz Mulch?

- b) Do you agree with this decision?
- c) Oz Mulch claims the EPA is forcing them to spend millions of dollars to upgrade their existing environmental controls to a level that would support an operation 40 times the size of the Oz Mulch business. Is this an acceptable response by the EPA?
- d) Will you make representation to the Minister for the Environment to review the EPA's decision on Oz Mulch to work with the business owners, not against them?
- e) In light of recent issues with mulch products, will the Government review the EPA's decision as a matter of priority to shut down Oz Mulch, considering the family-owned business contests the decision by the EPA?

Answer:

This question should be directed to the Minister for the Environment.

Questions from Ms Sue Higginson MLC
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POLICE AND COUNTER TERRORISM

Consorting laws

122. How many consorting law checks have been carried out:

- a) In the financial year 2023-24?
 - i. Before the NSWPF response on 9 Nov 2023 to the LECC recommendations?
 - ii. Since the NSWPF response on 9 Nov 2023 to the LECC recommendations?
- b) In the financial year 2022-23?
- c) In the financial year 2021-22?

I am advised:

(a)

Incident Further Classification	2023-24 YTD (as at 16 March 2024)
Warning	196

i.

Incident Further Classification	Incidents
Charge	101

ii.

Incident Further Classification	Incidents
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Warning	95
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(b)

Incident Further Classification	2022-23
Warning	620

(c)

Incident Further Classification	2021-22
Warning	768

123. How many consorting law checks were carried out on First Nations people?

- a) In the financial year 2023-24?
 - i. Before the NSWPF response on 9 Nov 2023 to the LECC recommendations?
 - ii. Since the NSWPF response on 9 Nov 2023 to the LECC recommendations?
- b) In the financial year 2022-23?
- c) In the financial year 2021-22?

I am advised:

(a)

Incident Further Classification	2023-24 YTD (as at 16 March 2024)
Warning	78

i.

Incident Further Classification	Incidents
Warning	39

ii.

Incident Further Classification	Incidents
Warning	39

(b)

Incident Further Classification	2022-23
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Warning	283
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(c)

Incident Further Classification	2021-22
Warning	371
Incident Further Classification	2023-24*
Warning	77

i.

Incident Further Classification	Incidents
Warning	465

ii.

Incident Further Classification	Incidents
Warning	37

(b)

Incident Further Classification	2022-23
Warning	283

(c)

Incident Further Classification	2021-22
Warning	143

124. How many consorting law checks were carried out on young people under 18?

- a) In the financial year 2023-24?
 - i. Before the NSWPF response on 9 Nov 2023 to the LECC recommendations?
 - ii. Since the NSWPF response on 9 Nov 2023 to the LECC recommendations?
- b) In the financial year 2022-23?
- c) In the financial year 2021-22?

Answer:

(a)

Incident Further Classification	2023-24*
Warning	0

i.

Incident Further Classification	Incidents
Warning	0

ii.

Incident Further Classification	Incidents
Warning	0

(b) In the financial year 2022-23?

Incident Further Classification	2022-23
Warning	2

(c) In the financial year 2021-22?

Incident Further Classification	2021-22
Warning	1

NSWPF Equipment

125. How many body-worn video cameras do the NSWPF currently own?
- a) Of these, how many are fully operational?
 - b) Of these, how many are defunct or broken?
 - c) Of these, how many have experienced failure in the 2023-24 financial year and required repair?

I am advised:

The NSW Police Force currently has 8,427 body-worn video cameras.

- a) 4512 currently deployed and operational in field, with a further 1,000 cameras awaiting delivery in March 2024.
- b) 2,915
- c) 1,196

126. What equipment is encompassed under the Integrated Connected Officer program?
- a) For each of these categories, can you break down the allocation of \$100 million capital that was spent or allocated to the program?
 - b) Will body-worn video cameras accompany each GLOCK pistol and T7 taser?
 - i. Will all GLOCK pistols and T7 Tasers have holster activation body-worn video camera function?
 - ii. If yes, when will this be fully implemented?

I am advised:

The \$96 million Integrated Connected Officer project Business Case addendum is currently in development.

The project includes replacement of Tasers (which has been completed); Glock firearms; an integrated technology solution (comprising Body Worn Video cameras, In Car Video cameras, and Holster Auto-Activation Devices); an Automatic Number Plate Recognition system, and Mobile Data Terminals (In-Vehicle Tablets).

Every Glock holster will have an auto-activation mechanism that will activate any BWV camera. All T7 Tasers have the auto-activation mechanism in-built, which will operate the same way as the Glock holster auto-activation mechanism.

Plans for distribution commencing in mid-late 2024 and concluding over 18 months are in place.

Firearm Prevention Orders

127. Which body or organisation conducted the review into the standard operating procedures of the application of Firearm Prevention Orders?
- a) Please outline the recommendations made from the review?
 - b) Which modifications to the standard operating procedure have been adopted in response to this review?
 - c) Which recommendations were rejected?
 - d) Will the Ombudsman's recommendation that the FPOs should automatically expire after 5 years be implemented?
 - i. if yes, when?
 - ii. if no, why not?

I am advised:

The NSW Police Force undertook a review and the current SOPs are under consideration:

- (a) It was recommended that the Standards Operating Procedures (SOPs) be updated.
- (b) The updated SOPs are under consideration by the Executive.
- (c) See answer to (b)
- (d) See answer to (b)

Youth Command

128. Please outline the ways in which the new Youth Strategy program will avoid the gross overrepresentation and targeting of young First Nations people that led to the abolishment of the STMP following the LECC report? What training will be provided to officers to account for:
- a) Unconscious bias?
 - b) Racial-profiling of targets? outline the recommendations made from the review?
 - c) Unjust targeting based on profiling?

I am advised:

Youth Strategy

The vision and intent of the NSW Police Force Youth Strategy 2023-2025 is to *“Work with partners to reduce the number of young people engaging in anti-social behaviour and criminal offending to lessen their contact with the criminal justice system.”*

The strategy recognises that wherever possible, diversion of at-risk young people, through the utilisation of partnerships and the specialist services of other agencies is the preferred approach of the NSW Police Force.

At a strategic level, the NSW Police Force has taken a lead role and are represented on numerous multi-agency projects aimed at reducing the over-representation of Aboriginal Youth. These include:

- Youth Action Meetings (NSWPF led)
- Project Community (NSWPF/Youth Justice Partnership)
- Short Term Remand Project
- Joint Protocol into reducing NSWPF contact with youth in out of home care
- Target 11 Closing the Gap
- Bail projects in partnership with ALS and Justice Reinvest

STMP III for youth ceased in September 2023.

Training

In 2023, the NSW Police Force reviewed, designed and implemented numerous culturally led strategies and practices across multi-level training packages, including bespoke training to specialist Commands adapted to their needs.

These training packages are developed and delivered by Aboriginal personnel within the NSW Police Force, in consultation with local communities, to achieve greater place-based outcomes.

The training includes trauma-informed communication approaches and education on unconscious bias, and it includes how to recognise and manage unconscious bias to prevent engrained prejudices.

129. Please outline each crime category the Prevention Disruption Response matrix will respond to as they apply to Youth Command strategies?
- a) Of these crime categories, can you outline the responses each will attract under the PDR?

I am advised:

Prevention Disruption Response (PDR) refers to the operational planning process for developing strategies to respond to identified crime issues. The PDR process covers all crime types and is not specific to youth.

There are no set responses defined under PDR, rather a command considers the crime issues that are occurring in the area and develop strategies to address this issue. Strategies may be preventative, disruptive, or responsive. Where the identified offender is a young person, commands must apply the youth strategy as a framework for managing the young person.

The NSW Police Force is currently developing an amendment to the PDR process, titled Enhanced PDR, which requires commands consider specific crime categories aligned to the Commissioner's priorities.

These categories include sexual violence, serious violence, property crime and domestic and family violence. Enhanced PDR is complementary to PDR and the same planning processes for responding to identified crime issues occurs for the specific crime categories.

130. What indicators will police look at to evaluate the success of the program?

I am advised:

Enhanced PDR, including an evaluation framework, is currently under development and has not yet been approved.

Bail Compliance Checks

131. For each of the calendar years 2022 and 2023, please provide the total number of young people (aged under 18) on bail with a court-ordered enforcement condition, further broken down by:
- a) Number who identify as First Nations?
 - b) Number with an enforcement condition by police area command or police district?
132. For each of the calendar years 2022 and 2023, please provide the total number of young people (aged under 18) on bail without a court-ordered enforcement condition, further broken down by:
- a) Number who identify as First Nations?
 - b) Number with an enforcement condition by police area command or police district?

I am advised:

The NSW Police Force is unable to answer these questions as any enforcement condition related to a person's bail is not currently an extractable field which can be accessed in the COPS database.

Additionally, there is no way to determine what a person's bail conditions were historically, at any point in time.

Operation Kimbla

133. What, if any, action was taken against officer KIM4 as a result of the LECC Operation Kimbla investigation?
- a) Is officer KIM4 still employed by NSW Police?
 - b) If so, is he engaged in front-line policing duties and interacting with First Nations community members?
 - c) Did officers KIM3, KIM5, KIM6, KIM7 receive counselling and further training as a result of the recommendations of Operation Kimbla?

I am advised:

- a) Yes
- b) Yes, Officer KIM4 is engaged in front-line policing duties.
- c) Of the four (4) officers, three (3) have received counselling regarding the subject matter of Operation Kimbla. The fourth subject officer is on leave and will be provided with counselling regarding the subject matter of Operation Kimbla upon their return from leave.

Constable Barlow

134. In 2020 Constable Barlow assaulted a First Nations teenager using the controversial leg sweep maneuver. Can you confirm if Constable Barlow is still employed with the NSWPF?
- a) If so, is Constable Barlow engaged in front-line policing duties?

- b) If so, is Constable Barlow likely to engage with First Nations community members in this line of duty?

I am advised:

Constable Barlow is still a member of the NSW Police Force and is not currently engaged in frontline policing duties.

Police wellbeing

135. How many employees in NSWPF are currently on long-term sick leave?

- a) How many are commissioned officers?
- b) How many are administrative staff?
- c) How many are from the Northern Region?

I am advised:

As at 31 January 2024, there are 1,576 NSW Police Force employees on Long Term Sick (1,487 police officers and 89 administrative officers).

- a) 71 Commissioned Officers (Inspector or above) are on Long Term Sick
- b) 89 administrative officers are on Long Term Sick
- c) 272 police officers (13%) and five administrative officers (3%) from Northern Region are on Long Term Sick

136. What was the actual expenditure of Employment related expenditure costs in the financial years:

- a) 2022-23?
- b) 2023-24?

I am advised:

- a) In 2022-23, the NSW Police Force actual Employee Related Expenditure cost was \$4,118,425,196 (\$4.12 billion) as per the NSWPF audited Financial Statements.
- b) For 2023-24, the NSW Police Force budget for Employee Related Expenditure is \$4,608,857,752 (\$4.61 billion) as published in the State Budget papers.

137. What was the actual expenditure of employment related expenditure costs in the years:

- a) 2022-23?
- b) 2023-24?
- c) What percentage of the Employment related expenditure for each of these years was attributable to long-term sick leave?

I am advised:

- a) In 2022-23, the NSW Police Force actual Employee Related Expenditure cost was \$4,118,425,196 (\$4.12 billion) as per the NSW Police Force audited Financial Statements.
- b) For 2023-24, the NSW Police Force budget for Employee Related Expenditure is \$4,608,857,752 (\$4.61 billion) as published in the State Budget papers.
- c) The current enterprise resource planning system within NSWPF does not enable a qualified percentage of ERE to be attributed to long-term sick.

Weapons Control

138. How many NSW Police Officers are currently part of task forces that are not attached to particular Local Area Commands (extraordinary duties)?
- a) How many of these officers are able to book weapons out of secure facilities?
 - i. List the duties that allow firearms to be checked out of secure facilities by off duty police officers?
 - b) How many weapons have been booked out of secure facilities in the financial year:
 - i. 23-24?
 - ii. 22-23?
 - iii. 21-22?
 - iv. 20-21?
 - v. 19-20?
 - vi. 18-19?
 - c) What conditions must be met before an off duty police officer is allowed to book a weapon out of a secure facility?
 - i. Is there a requirement to check upcoming duties of officers before a weapon can be removed from a secure facility?
 - ii. Can a weapon remain checked out if the associated duty is cancelled or the officer becomes indisposed?
 - iii. Is there any record of previous weapons related incidents that are considered before a weapon is checked out of a secure facility?

I am advised:

- a) This data is not held centrally.
- b) Police are required to carry arms and appointments when conducting any operational duty, and also, when wearing full uniform in public (ALERT - Concept of Operations and NSW Police Force Handbook). Bulk numbers of firearms may be checked out to transport from training, procurement/distribution and for destruction. Determining the number of weapons booked out of secure facilities per financial year is complex. Each Command is responsible for the movement of firearms.
- c) An off-duty officer may access arms and appointments in preparation for an operational shift, such as transferring the items to another secure facility. This may include home storage where permission has been granted after a thorough risk assessment completed through the chain of command.
 - i. Where the opportunity arises, the roster may be checked and face-to-face interaction occurs to determine if an officer is accessing their arms and appointments for legitimate operational reasons.
 - ii. Arms and Appointments may be stored on or off police premises where the requirements of policy have been met. It is best practice to store service firearms on police premises, whether they be the officers command of duty, or one that is close to the operational shift they are performing. There is also the ability to secure arms and appointments away from police premises. Wherever arms and appointments are stored, it is the responsibility of the officer to notify their chain of command where the firearm is stored. Where an

- officer is 'indisposed' as a result of injury or illness (serious, psychological or long term), the officer is restricted from accessing their firearm.
- iii. Yes, a risk assessment is conducted. Any breach of weapons storage requirements is dealt with at Command level, including via the complaints management process.

These practices are currently being reviewed with the assistance of the Victoria Police.

139. How many of the firearms that are controlled by the NSW Police are subject to the system that allows officers to check them out for extraordinary duties?
- a) What conditions apply to the custody of a firearm that has been checked out of a secure facility?
- i. What compliance checks or systems currently exist to ensure custody of weapons is consistent with the rules?
- b) How many reports of misuse of police firearms, that have been checked out of secure facilities for extraordinary duties, have been reported in the financial year:
- i. 23-24?
- ii. 22-23?
- iii. 21-22?
- iv. 20-21?
- v. 19-20?
- vi. 18-19?
- c) List the categories of misuse?
- d) How many instances of non-compliance with regards to police firearms, that have been checked out of secure facilities for extraordinary duties, have been reported in the financial year:
- i. 23-24?
- ii. 22-23?
- iii. 21-22?
- iv. 20-21?
- v. 19-20?
- vi. 18-19?
- e) List the categories of non-compliance?

I am advised:

If the duty is operational, the officer's individual firearm is permitted to be checked out, and any specialist related firearms for the purpose of operational response (eg: TOU)

- a) Individual officers are responsible for the safe keeping of their individual service firearms. They are to be kept in the officers custody, and when not being worn, must be appropriately secured.
- i. Please seek further information from Governance Command. Command Management Framework (CMF) is an electronic audit/risk system that governs compliance. Commands may also have specific Standard Operating Procedures. Non Police owned firearms are governed by EFIMS. Policies are also in place that guide all police on the custody and storage of weapons (NSWPF Police Handbook).
- b) Allegations pertaining to misuse of police firearms checked out of secure facilities for extraordinary duties:

- i. Nil.
 - ii. One
 - iii. One
 - iv. One
 - v. Nil
 - vi. Two
- c) Police Appointments - Loss
Police Appointments - Not safely store
Police Appointments - Other
Fail to comply with policy / procedures - Arms and appointments
- d) i. Nil
ii. Nil
iii. One
iv. One
v. Nil
vi. One
- e) Police Appointments - Not safely store
Police Appointments - Loss

140. What are the criteria that exist and that must be met before an officer is assigned to a role that allows for firearms to be checked out of a secure facility while off-duty?

- a) Do the criteria include an assessment of prior firearm use?
- b) Do the criteria include an assessment of outstanding accusations of wrongdoing?
- c) Do the criteria include an assessment of social media use?

I am advised:

The officer must be fully operational prior to being assigned a role that allows for firearms to be checked out of a secure facility. They may also be partially operational however, wearing of arms and appointments is subject to risk assessment.

- a) In some circumstances, if risk has been identified
- b) Yes
- c) No, unless information available that social media is causal factor of misconduct

141. How many rounds of ammunition have been discharged by police firearms, that are subject to being checked out for extraordinary duties, in the financial year:

- a) 23-24?
- b) 22-23?
- c) 21-22?
- d) 20-21?

- e) 19-20?
- f) 18-19?

I am advised:

The NSW Police Force is unable to answer this question as there are no extractable fields in the COPS database, which record the number of rounds of ammunition discharged by police firearms.

Additionally, it is not possible to account for whether the firearm was checked out for extraordinary duties.

142. Are there circumstances that prevent a police officer from accessing a firearm?
- a) If yes, what are these?

I am advised:

Access to firearms by operational police officers is governed by two key documents.

1. The NSW Police Force Handbook provides guidelines to commanders on circumstances when access to a firearm should be restricted including:
 - When an officer is on restricted duties or sick leave for an extended period;
 - On any occasion the commander considers necessary;
 - When an officer is on leave for any reason for more than two weeks;
 - If an officer is on any form of stress leave or suspension.
2. The NSW Police Force Guidelines – Employee Suicide Prevention and the Management of “AT RISK” Employees
 - Any officer considered at risk of self-harm must have access to any firearms removed, including any privately owned licence or firearm.

143. How many current serving police officers are restricted from accessing a firearm?
- a) What are the reasons for each of these?

I am advised:

Data of the number of current serving police officers restricted from accessing a firearm is not held centrally. Reasons for restriction are governed by the documents referred to in question 142.

144. How many serving police officers were restricted from accessing a firearm this time last year?

Answer:

See answer to question 143.

145. Where are the booking records for firearms access stored?
- a) Who checks the booking records for firearms?
 - b) How often are they checked?

I am advised:

The NSW Police Force's Standards Operating Procedures, access and movement registers/systems are in place across the organisation.

- a) Checking of records can be completed by a supervisor, a portfolio holder, Duty Officer or Commander. There is no restriction on who can check compliance or where firearms are located, and there is no limitation on how many times they can be checked.
- b) It is mandatory of officers to record movement of individual firearms. Checks are completed weekly as a minimum on Compliance Management Framework (CMF). However, this is risk based and the frequency can be increased or decreased.

Police Engagement with young people

146. How many police engagements with young people involved the discharging of a firearm?

- a) Of these, how many involved Aboriginal and Torres Strait Islander kids?

I am advised:

For the period between 1 July 2019 to 11 March 2024, there has been one police engagement with young people which involved the discharging of a firearm.

That engagement involved an Aboriginal and Torres Strait Islander young person.

147. How many police engagements with young people involved the discharging of tasers?

- a) Of these, how many involved Aboriginal and Torres Strait Islander kids?

I am advised:

	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24 (to 10 March 24)	Total Taser Discharges
Non-Aboriginal and Torres Strait Islander	5	6	2	5	3	21
Aboriginal and Torres Strait Islander	3	4	6	6	2	21
Total	8	10	8	11	5	42

Note:

- Data current to = 10/03/2024
- Data range = Event Reported Date - FY 19-20, 20-21, 21-22, 22-23, 23-24 (to date)
- Ever Identified used to determine Aboriginality. This variable indicates that a person has identified on at least one interaction with police.
- Age of person subject to force at the time of the incident = < 18
- Incident Further Classification = "Taser Probes Discharged"
- This data refers to a count of unique involvements against a particular incident category. This will count each individual instance a person under 18 was subject to a taser probe discharge.
- Because of the wording of the question, police have only included when the probes of a taser were discharged by police. This excludes instances where a drive stun was used.

148. How many police engagements with young people involved the discharging of pepper spray?
 a) Of these, how many involved Aboriginal and Torres Strait Islander kids?

I am advised:

	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24 (to 10/3/24)	Total OC Spray Uses
Non-Aboriginal and Torres Strait Islander	25	19	23	34	13	114
Aboriginal and Torres Strait Islander	42	34	39	44	19	178
Total	67	53	62	78	32	292

Note:

- Data current to = 10/03/2024
- Count = Unique Event + CNI
- Data range = Event Reported Date - FY 19-20, 20-21, 21-22, 22-23, 23-24 (to date)
- Ever Identified used to determine Aboriginality. This variable indicates that a person has identified on at least one interaction with police.
- Age of person subject to force at the time of the incident = < 18
- Force Type = "OC Spray - Single Burst" and "OC Spray - Multiple Bursts"
- This data refers to the "Use of Force" variable which exists at the event level. This will count each unique combination of event and CNI once for people under 18, subject to the relevant force type at least once within an event

Questions from Ms Abigail Boyd MLC

POLICE AND COUNTER TERRORISM

149. How many currently serving police officers have at any time been charged with crimes related to domestic violence?
 a) Please provide this broken down by specific crime categorised by each offender's rank at date of charge?

I am advised:

As at 6 March 2024, there are 57 currently serving police officers who have at any time been charged with 173 offences relating to domestic and family violence.

Law Part Title	Rank at time of charge	# Charges
Agg sex assault- inflict ABH on victim (DV)-SI	Sen Constable	1
Agg-intentionally do sexual act with child >=10<16yrs-DV-T2	Sen Constable	1
	Constable	4
	Pro Constable	1
Assault occasioning actual bodily harm (DV)-T2	Sen Constable	17

Assault with act of indecency (DV)-T2	Constable	2
	Constable	14
	Inspector	5
	Pro Constable	1
	Sen Constable	44
Common assault (DV)-T2	Sergeant	7
Contravene apprehended domestic violence order	Sen Constable	1
	Constable	4
	Sen Constable	11
	Sergeant	6
Contravene prohibition/restriction in AVO (Domestic)		
Destroy or damage property (DV)	Sen Constable	3
	Constable	1
	Sen Constable	2
Destroy or damage property <=\$2000 (DV)-T2		
Intentionally distribute intimate image w/o consent (DV)-T2	Constable	2
Intentionally record intimate image w/o consent etc (DV) -T2	Constable	1
Reckless wounding (DV)-T1	Sen Constable	1
Recklessly cause grievous bodily harm (DV)-T1	Constable	1
Sexual intercourse person under 10-under authority (DV)-SI	Sen Constable	1
Sexual intercourse without consent (DV)-SI	Sen Constable	1
	Constable	4
	Sen Constable	23
	Sergeant	12
Stalk/intimidate intend fear physical etc harm (domestic)-T2		
Threaten to distribute intimate image w/o consent (DV) -T2	Constable	1
Use carriage service so other is harassed/menaced	Sen Constable	1
Total charges		173

150. How many currently serving police officers have at any time been convicted with crimes related to domestic violence?

- a) Please provide this broken down by specific crime and the penalty received, categorised by each offender's rank at date of conviction?

I am advised:

There are three (3) currently serving police officers have, at any time, been convicted with crimes related to domestic and family violence.

Each officer represented in this table was convicted of one offence:

Law Part Title	Sentence Enforced	Rank	# Offences	# Officers
Assault occasioning actual bodily harm (DV)-T2	Bond S9: 2 years. Supervision NSW Probation Service. Anger management to participate in domestic violence counselling and treatment programs as directed.	Senior Constable	1	1

Stalk/intimidate intend fear physical etc harm (domestic)-T2	Bond S9: 12 months. Severity Appeal Lodged	Constable	1	1
Stalk/intimidate intend fear physical etc harm (domestic)-T2	Community correction Order: 18 Months. Supervision: 18 Months.	Senior Constable	1	1
TOTAL			3	3

151. How many currently serving police officers have at any time been charged with crimes related to sexual violence?

- a) Please provide this broken down by specific crime, categorised by each offender's rank at date of charge?

I am advised:

As at 5 March 2024, there are 18 currently serving police officers have, at any time, been charged with 39 offences related to sexual violence.

Law Part Title	Rank at time of charge	# Charges
Agg sex assault- break and enter with intent-SI	Constable	1
Agg sex assault- inflict ABH on victim (DV)-SI	Sen Constable	1
Agg sex assault- inflict ABH on victim-SI	Constable	4
	Pre Employment	1
Agg sex assault- victim under the age of 16 years-SI	Constable	1
	Sen Constable	1
Aggravated sexual intercourse person >=14 & <16 ye	Sen Constable	2
Agg-intentionally do sexual act with child >=10&<16yrs-DV-T2	Sen Constable	1
Aggravated sexual intercourse person >=10 & <14 years-SI	Sen Constable	1
Be sexually active with youth >=16<18 trusted outside Aust	Sen Constable	2
Have sexual intercourse with person >=10 & <14 years-SI	Constable	3
Sexual intercourse person under 10-under authority (DV)-SI	Sen Constable	1
Sexual intercourse person under 10-under authority-SI	Sen Constable	1
Sexual intercourse without consent (DV)-SI	Sen Constable	1
Sexual intercourse without consent-SI	Constable	4
	Sen Constable	2
Sexually touch another person without consent-T2	Constable	8
	Sergeant	2
1. Sexual intercourse without consent (3 counts)*	Constable	2
Total charges		39

*Retired law part title

152. How many currently serving police officers have at any time been convicted of crimes related to sexual violence?

- a) Please provide this broken down by specific crime and the penalty received, categorised by each offenders rank at date of conviction

I am advised:

No currently serving officers have been, at any time, convicted of crimes related to sexual violence.

153. How many currently serving police officers have at any time been found guilty of a crime, without a conviction recorded?

I am advised:

226 currently serving officers have been, at any time, found guilty of a crime, without a conviction being recorded.

154. How many currently serving police officers have at any time been found guilty of a crime related to sexual violence, without a conviction recorded?

I am advised:

No currently serving officers have been, at any time, been found guilty of a crime related to sexual violence, without a conviction being recorded.

155. How many currently serving police officers have at any time been found guilty of a crime related to domestic violence, without a conviction recorded?

I am advised:

11 currently serving officers have been, at any time, found guilty of a crime relating to domestic & family violence, without a conviction being recorded.

156. Since August 2023 how many Police officers have been dismissed on the basis of acts relating to domestic or sexual violence?

I am advised:

The decision of the NSW Commissioner of Police to lose confidence in a police officer, as per s181D of the *Police Act 1990*, is often based on more than one factor.

For the officers referred to below, domestic or sexual violence was one factor in the loss of confidence by the Commissioner.

Since August 2023, four (4) police officers have been dismissed (removed) on the basis of acts relating to domestic and family violence, or sexual violence.

157. Since August 2023 on how many instances had police accessed the records of an intimate partner via COPS or any other police database?

I am advised:

Since August 2023, the investigation into an allegation against one (1) member of the NSW Police Force accessing the records of an intimate partner on COPS/any other police database has been completed, and the allegation sustained.

The NSW Police Force has received allegations against other NSW Police Force members since August 2023. However, as these are active investigations, no information can be provided regarding these allegations.

Procurement

158. How much money has the Department and its agencies spent on products purchased from Hewlett Packard (inclusive of HP Enterprise businesses, HP end-user businesses, and any other businesses representing the Hewlett Packard brand) (HP):
- a) Please provide this information for each financial year since 2018/19 including 2023/24 to 31 December 2023, divided by agency, and include a short description of the kinds of products purchased for each agency each year, including whether any money has been spent since 7 October 2023.

Answer:

The agency undertook an open-market procurement process in accordance with NSW Government procurement manual in establishing the All-of-Government panel for End User Devices and Services. The due diligence checks include compliance to applicable NSW Government policies such as:

- Supplier Code of Conduct - <https://www.info.buy.nsw.gov.au/policy-library/policies/supplier-code-of-conduct>
- NSW Government Procurement Policy, <https://www.info.buy.nsw.gov.au/policy-library/policies/procurement-policy-framework>
- NSW Government Small and Medium Enterprise and Regional Procurement Policy - <https://www.info.buy.nsw.gov.au/policy-library/policies/sme-and-regional-procurement-policy>
- NSW Aboriginal Procurement Policy- <https://www.info.buy.nsw.gov.au/policy-library/policies/aboriginal-procurement-policy> and
- Applicable legislation and standards such as NSW Work Health and Safety Regulation 2017, NSW Workplace Injury Management and Workers Compensation Act 1998, and Modern Slavery Act 2018 NSW

159. What policies and procedures does the Department and its agencies use to ensure that procurement is ethical and meets community standards?

Answer:

See answer to 158.

Further, where practical, the NSW Police Force leverages NSW Government Procurement approved/certified supplier contracts, schemes, and pre-accredited supplier panels.

160. If the Department or any of its agencies procure products from Hewlett Packard (meaning any business representing the Hewlett Packard brand), what probity checks have been done to investigate whether HP is involved in the 'plausible genocide' taking place in Gaza?

Answer:

See answer to 158.