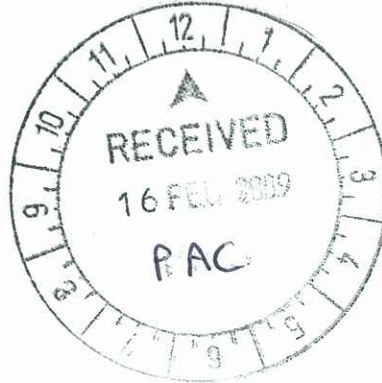




THE AUDIT OFFICE
OF NEW SOUTH WALES

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The Hon Grant McBride MP
Vice Chair
Public Accounts Committee
Legislative Assembly
Parliament House, Macquarie Street
SYDNEY NSW 2000



February 2010

Dear Mr McBride

**Examination of Auditor-General's Performance Audit Report
Managing Injured Police**

We have reviewed the submission provided by the NSW Police Force (Force) concerning the recommendations in the above performance audit report.

Following tabling of the report, we were pleased that the Force accepted all but one of our recommendations.

Please find attached our assessment of whether each response addresses the issues raised in the original report, along with a comment on progress. We have not substantiated the submission.

I plan to forward a copy of this correspondence to the Commissioner, NSW Police Force for his information.

I am happy to provide any further assistance the Committee may need in completing its examination.

Yours sincerely

Peter Achterstraat
Auditor-General

Attachment

**Recommendations in the Performance Audit
Managing Injured Police**

Recommendations	Does NSW Police response indicate appropriate action has started	NSW Audit Office comments on progress reported in NSW Police's response
1. establish systems to collect sufficient data to judge the efficiency and effectiveness of injury management practices in respect to police officers by June 2010 (p 16)	Yes	<p>Reported status: delayed</p> <p>Securing funding for an electronic data system is an important first step, and the response indicates that funding has been approved for 2010-11.</p>
2. develop injury management guidelines to help commands consistently implement policies by March 2009 (p 17)	Yes	<p>Reported status: delayed</p> <p>NSW Police reports in its submission that standard operation procedures (SOPs) have been developed, and that consultation with the Police Association of NSW (PANSW) on the injury management component of the SOPs will occur by March 2010.</p>
3. introduce quality assurance practices as part of its routine audits of commands to test compliance with injury management policies and procedures by March 2009 (p 17)	Yes	<p>Status: Completed</p> <p>Response indicates that an audit tool has been developed.</p>
4. develop standards for investigating incidents based on the severity and type of incident by June 2009 (p 19)	Yes	<p>Reported status: Completed</p>
5. as part of the quality assurance program for injury management, test compliance of injury management plans and return to work plans with policy by March 2009 (p 21)	Yes	<p>Reported status: Completed</p>
6. monitor performance against its one week standard for the placement of injured officers in suitable positions by March 2009 (p 21)	Yes	<p>Reported Status: Completed</p>

Recommendations	Does NSW Police response indicate appropriate action has started	NSW Audit Office comments on progress reported in NSW Police's response
7. investigate and develop strategies to address psychological injuries in order to encourage early return to work by June 2009 (p 28)	Yes	<p>Reported status: Completed</p> <p>It is not clear from the submission if the research project that was to be undertaken in collaboration with the PANSW to identify barriers to return to work has been completed and whether this resulted in additional strategies.</p>
8. finalise the guidance material to assist medical practitioners make decisions regarding work restrictions on injured officers by June 2009 (p 30)	Yes	<p>Reported status: delayed. Due for completion by March 2010</p> <p>Guidance material would help medical practitioners identify suitable duties for injured officers.</p>
9. review the approach to determining the number of permanent restricted duty positions in a command as a proportion of actual strength on a case by case basis (p 30)	Rec was rejected	<p>Reported status: N/A</p>
10. review the conditions in the Death and Disability scheme to improve the rate of redeployment of post'88 officers to suitable positions in the Force or elsewhere in the public sector by June 2009 (p 31)	Yes Delayed	<p>Reported status: Ongoing</p> <p>NSW Police report that the Death and Disability scheme is being revised during the term of the Police Wages MOU (to operate from 1/7/11).</p> <p>It is not clear whether the conditions for redeployment to suitable positions are being reviewed as part of this process.</p>
11. review the impact of the top-up pay to post'88 officers under the Police Award 2005 by June 2009 (p 31)	Yes	<p>Reported status: Completed</p> <p>Clause 9 of the Crown Employees (Police Officers - 2009) Award states that the NSW police Force is <u>not obliged</u> to make payment to an officer who has been in receipt of workers' compensation payment for in excess of 26 weeks.</p>
12. develop in consultation with the Police Superannuation Scheme administrator, protocols including time standards for processing medical discharge applications by March 2009 (p 35)	Yes Delayed	<p>Reported status: Ongoing</p> <p>The proposed legislative changes whereby NSW police can initiate an application for benefits would address some of the delays in the process. Protocols are still needed to address other administrative delays.</p>

Recommendations	Does NSW Police response indicate appropriate action has started	NSW Audit Office comments on progress reported in NSW Police's response
13. monitor the determination of hurt on duty claims by commands against its three month standard by March 2009 (p 35)	Yes	Reported status: Completed and ongoing
14. complete its review of the benefits and officers' contributions under the Death and Disability scheme with a view to either reducing benefits, increasing officers' contributions or ceasing the scheme as a matter of urgency (p 38).	Yes Delayed	Reported status: Ongoing Our report raised concerns about the Death and Disability scheme, particularly the actuarial assessment (page 38) of future claims. The Force self insures against these claims and its estimated liabilities increased from \$29 million in June 2006 to \$115 million in June 2008.