

**Question on Notice arising during appearance by
Mr Andrew Scipione, Commissioner of Police – 26 June 2015**

Question on Notice – pages 7-8 of transcript

DAVID SHOEBRIDGE: What arrangements have you put in place then, in the NSW Police Force, to deal with the prospect of one or more of your officers being charged as a result of the Ombudsman's inquiry?

Mr SCIPIONE: Well, there are many arrangements that are in place, if you like. There is any range of documents which certainly advised a whole range of people. In fact, we went outside of those we knew were caught up as part of Prospect, to the entire force, because we do not know everyone that was called up as part of that investigation. We have given them a very clear understanding. We have circulated this via email. We have put this out across the organisation on many occasions, in terms of the support that they can get, be it welfare, be it in terms of legal representation they can apply to and get support from the Legal Representation Office. There was a standing arrangement in place with regards to those giving evidence before the Ombudsman, in terms of how they could get counselling, legal assistance, employee assistance, welfare support. All those things are well published. I am quite happy to take that on notice, if you like, and give you access to all those documents.

Mr DAVID SHOEBRIDGE: I think that might be useful and I would ask you to take that on notice.

Answer

The health and safety of police officers is paramount and the NSW Police Force encourages its employees to seek welfare assistance whenever it is needed.

The NSW Police Force cannot speak to any assistance that specific individual/s affected by the Ombudsman's Inquiry may have accessed. However, at a general level, all police officers have access to the full range of the health and well-being programs offered by the NSW Police Force. These include (but are not limited to):

- The Employee Assistance Program,
- Resilience Building Programs,
- Partnership programs with the Police Association of New South Wales,
- 24hr Trauma Support,
- Police Medical officer referral and support,
- Peer Support Programs,
- Injury Management Advisor,
- Police Chaplains, and
- individual case management.

All NSW Police Force employees and their families, are entitled to counselling assistance under the Employee Assistance Program (EAP). Officers and their families are able to access an immediate telephone service or arrange for face-to-face sessions. Six sessions are provided over a 2 year period, but more can be arranged. Officers can also be referred for specialist medical treatment.

Additionally, police psychologists have been available to attend and support officers at Inquiry hearings. This support was provided both prior to, and after, the hearings. Confidential counselling, outside the usual EAP arrangements, has also been made available to affected officers, when required.

The NSW Police Force maintains support and information packages which are given to officers involved in investigations, whether they are the subject of the investigation or merely a witness. The packages can also relate to officers who are not involved in an inquiry, but are seeking some welfare assistance. These support and information packages are available to all employees (including those affected by Operation Prospect) on the Human Resources and Professional Standards Command intranet sites.

It remains the situation that not all employees involved with the Ombudsman's Inquiry are known to the NSW Police Force. We are not notified when a person is summonsed to appear. For this reason, we have routinely sent organisation-wide messages that have reinforced the support services available to NSW Police Force employees, without specifically referring to an individual or group of individuals. Messages were forwarded on 4, 9 and 22 December 2014, 21 January 2015 and 24 June 2015 (copies attached). The content of these messages is expanded upon below.

4 December 2014

Availability of counselling services provided by the NSW Ombudsman, for employees directly involved in the Ombudsman's Inquiry, and welfare services for all employees, including the Employee Assistance Program.

9 December 2014

Availability of ex-gratia funding for legal representation, through the NSW Government Legal Representation Office, for current and former police officers and other employees appearing as witnesses before the Select Committee of Inquiry.

22 December 2014

Reminder about the availability of assistance through the Legal Representation Office.

21 January 2015

Reminder about the previous three organisation-wide messages.

Reminder about the availability of counselling services provided by the NSW Ombudsman, for employees directly involved in the Ombudsman's Inquiry.

24 June 2015

Reminder about the availability of counselling services provided by the NSW Ombudsman, for employees directly involved in the Ombudsman's Inquiry, and welfare services for all employees, including the Employee Assistance Program.

END



Statewide document: Event : NON EVENT -- Relates

Message | Message Details

Subject : Legislative Council Select Committee on the conduct and progress of the Ombudsman's inquiry "Operation Prospect"

Event : NON EVENT Relates

Category : ADMINISTRATIVE

Date: 04/12/2014

Message Content :

On 12 November 2014, the Legislative Council approved the establishment of a Select Committee to inquire into and report on the conduct and progress of the Ombudsman's inquiry "Operation Prospect".

Some employees have been involved in the Ombudsman's inquiry and the same or other employees may become involved in the Select Committee inquiry.

Employees who are directly involved in the Ombudsman's inquiry are reminded of the counselling service available. The service is entirely confidential and the details have been previously provided to those involved by the Office of the Ombudsman.

All other employees are reminded of the welfare services available through the New South Wales Police Force, including the Employee Assistance Program.

EAP can be contacted by telephoning 1300 667 197 24hrs a day, 7 days a week

The EAP is a confidential service providing short term counselling from an external organisation contracted to the NSW Police Force.

Attachment :

Mail sent :04/12/2014 12:49 PM



Statewide document: Event : NON EVENT -- Relates

Message | Message Details

Subject : Legal Assistance for the Legislative Council Select Committee inquiry into Operation Prospect
Event : NON EVENT Relates
Category : ADMINISTRATIVE

Date: 09/12/2014

Message Content :

The Premier has approved the provision of ex gratia funding by the Department of Premier and Cabinet for legal representation, through the Legal Representation Office (LRO), for current and former police officers and other crown employees appearing as witnesses before the Select Committee Inquiry.

The funding is to be provided on the same basis as that provided to witnesses appearing before Operation Prospect.

If assistance is approved representation will usually be provided by an in-house lawyer from the LRO or a panel lawyer appointed and funded by the LRO.

If you have been requested by the Select Committee to attend as a witness, or if you are served with a summons to appear, you can contact the LRO. The approval does not cover the provision of legal advice in relation to any submission that an individual wishes to make to the Committee.

If you choose to use your own lawyer you will be personally responsible for the lawyer's fee unless prior written approval for funding is obtained from the LRO. The LRO will not pay legal costs incurred prior to the date your application is approved.

Contact details for the LRO are:

A P Scipione APM
Commissioner of Police

Attachment :

Mail sent :09/12/2014 05:22 PM



Statewide document: Event : NON EVENT -- Relates

Message | Message Details

Subject : Legal assistance for submissions to the Operation Prospect Parliamentary Select Committee
Event : NON EVENT Relates
Category : ADMINISTRATIVE
Author :

Date: 22/12/2014
Message Content :

Legal assistance for submissions to the Legislative Council Select Committee inquiry into Operation Prospect

The Department of Premier and Cabinet has approved the extension of ex gratia funding to current and former police officers and other crown employees for the provision of legal advice and the preparation of submissions prior to their appearance before the Select Committee.

Only those persons who can demonstrate a direct and substantial interest in the Select Committee and who have been, or who have a reasonable expectation that they will be, called as a witness before the Select Committee will be eligible for ex gratia assistance.

Ex gratia assistance will be capped at an amount determined by the LRO and you should contact the LRO before engaging legal services in order to confirm whether you are eligible and the amount approved. The LRO will not pay legal fees incurred prior to the date your application is approved.

Contact details for the LRO are:

Legal Representation Office
Level 3
60-70 Elizabeth Street
Sydney NSW 2000

Also attached, is a general guide for employees who may be called to appear before the Select Committee.

A P Scipione APM
Commissioner

Attachment :  - OGC Q&A.docx

Mail sent :22/12/2014 04:50 PM



Statewide document: Event : NON EVENT -- Relates

Message | Message Details

Subject : Legislative Counsel Select Committee's proposal to publish documents arising from its inquiry into the conduct and progress of "Operation Prospect"

Event : NON EVENT Relates

Category : ADMINISTRATIVE

Author :

Date: 22/01/2015

Message Content :

This NEMESIS Message should be read in conjunction with three previous messages distributed statewide on the subject of the NSW Legislative Council Select Committee inquiry into the conduct and progress of Operation Prospect, namely;

Message dated 4 December 2014 – Subject: Legislative Council Select Committee on the conduct and progress of the Ombudsman's inquiry "Operation Prospect" concerning available counselling services

Message dated 9 December 2014 – Subject: Legal Assistance for the Legislative Council Select Committee inquiry into "Operation Prospect" concerning the provision on free legal advice by the Legal Representation Office for officers appearing as witnesses before the Parliamentary Inquiry.

Message dated 22 December 2014 – Subject: Legal Assistance for submissions to the Operation Prospect Parliamentary Select Committee - concerning the extension of legal assistance for witness submissions to the Operations Prospect Parliamentary Inquiry.

Copies of these messages can be accessed on the intranet via Statewide Messaging.

The purpose of this message is to inform involved employees that by an announcement on the NSW Parliamentary website, the Select Committee has resolved to publish the following documents on Thursday 29 January 2015:

- Warrant 095/2000 under s 16 of the Listening Devices Act 1984, dated 4 April 2000
- Warrant 266/2000 under s 16 of the Listening Devices Act 1984, dated 14 September 2000
- Affidavit supporting warrant 266/2000, dated 14 September 2000.

The Committee's website also states:

"If you are of the opinion that your name appears on any of these documents and you do not wish for this information to be made public, please contact the committee via email on operationprospect@parliament.nsw.gov.au by no later than 10 am Wednesday 28 January 2015. These requests will be considered by the Select Committee."

The announcement can be accessed on the NSW Parliament Website at Legislative Council>Committees>Inquiries> Conduct and progress of "Operation Prospect".

Employees involved in the inquiry should consider whether this announcement is relevant to their individual circumstances and if appropriate, may follow the process outlined by the Select Committee.

Those employees who are directly involved in the Ombudsman's inquiry are reminded of the counselling service available. The service is entirely confidential and the details have been previously provided to those involved by the Ombudsman.

All other employees are reminded of the welfare services available through the NSW Police Force including the Employee Assistance Program. EAP can be contacted by telephoning 1300 667 197, 24 hours a day, 7 days a week. The EAP is a confidential service providing short term counselling from an external organisation contracted to the NSW Police Force.

Attachment :

Mail sent :22/01/2015 09:24 AM



Statewide document: Event : NON EVENT -- Relates

Message | Message Details

Subject :	Operation Prospect – Welfare of officers involved
Event :	NON EVENT Relates
Category :	ADMINISTRATIVE
Author :	
Contact Phone :	
Date:	24/06/2015
Message Content :	

Operation Prospect – Welfare of officers involved

All NSW Police Force employees who may be involved in, or otherwise affected by the Ombudsman’s Inquiry Operation Prospect, are once again reminded of the counselling services available.

Employees who are directly involved are reminded of the counselling services made available by the Ombudsman. The service is entirely confidential and the details have been previously provided to those involved by the Office of the Ombudsman.

Those directly involved and all other employees are also reminded of the welfare services available through the NSW Police Force, including the Employee Assistance Program. The EAP is a confidential service providing short term counselling from an external organisation contracted to the NSW Police Force.

EAP can be contacted by telephoning 1300 667 197, 24 hours a day, 7 days a week.

Any employee affected by the Inquiry who may be in need of assistance is strongly urged to take up the counselling services available.

Peter Gallagher, APM
Commander, Professional Standards Command

Attachment :

Mail sent :24/06/2015 11:48 AM