ANZPAA
Australia New Zealand Policing Advisory Agency

Annual Report 2019→20

Positioning Policing for the Future
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At ANZPAA, now more than ever, we are guided by our purpose to position policing for the future.

This year, COVID-19 has brought new and unparalleled challenges for policing, with significant disruption and impact across the world. ANZPAA has continued to add value to policing during this time of high uncertainty and upheaval by identifying, responding to and advising on current and emerging cross-jurisdictional priorities, in a rapidly changing environment.

Being fast and flexible is not only relevant during a pandemic but is an integral component of ANZPAA’s first long-term 5-year strategy, launched in May 2020. Our new strategy provides a robust roadmap to navigate change and better understand our dynamic world while supporting us to be agile and embrace new opportunities even amidst the chaos. It will also help us continue to assist police in managing risk, achieving cost efficiencies and promoting stronger connections within their workforces, across jurisdictions and the wider community.

During 2019-20, we focused on supporting police in facing new and complex challenges. We delivered timely analysis, including pivoting to the release of more regular and targeted Environment Scans and COVID-19 Issues briefs to police leaders and a wider policing audience most impacted by this pandemic.

After extensive planning and preparation for this year’s Police Conference in March, the onset of the pandemic in Australia saw ANZPAA pivot online to provide access to some of the conference’s key speakers, ensuring valuable content was still delivered to delegates.

This report further outlines the delivery of our core projects. As we all transitioned to new ways of working collaboratively online, we have continued to develop a range of cross-jurisdictional products, analysis, benchmarking, research, policies, projects, forensic science and strategic foresight advice to assist our police partners.

ANZPAA does not work alone. We engage and collaborate with our police partners and key stakeholder agencies in ways that build on all our strengths, sharing collective expertise to achieve more effective results for policing as we all face a new reality together.
Strategic Priorities

Exploring operational models and policing responses to identify good practice and support efficiency and effectiveness of policing.

OPERATIONAL PRIORITIES

1. Developed policy options for a cross-jurisdictional approach to drone regulation, enabling police to negotiate outcomes for police organisations with CASA.

2. Examined the recruitment and retention of Indigenous members into police organisations with a focus on understanding how to better promote greater diversity and inclusion for First Nation peoples.

3. Delivered advice on the likely policing impacts regarding potential changes to illicit drug policy and legislation.

4. Developed a forensic Workflow Mapping Framework that was applied to the fingerprint discipline resulting in the identification of workflow efficiencies and improved utilisation of resources.

STRATEGIC FORESIGHT

1. Provided analyses on key issues and trends affecting the policing environment through regular Environment Scans delivered across the year, the development of the 2019 ANZPAA Annual Trends Analysis and ANZPAA Technology Radar, and various issues papers for police leaders to inform decision making and prepare for, and shape, the future of policing.
ENGAGEMENT AND COLLABORATION

1. Brought together Australian and New Zealand Commissioners and senior police leadership across various forums to share operational information and intelligence relating to the impacts of COVID-19, to inform policing responses to the pandemic.

2. Undertook planning for the delivery of the ANZPAA Police Conference 2020 in Melbourne and transitioned the conference online the week prior to the scheduled event (due to COVID-19).

3. Showcased enterprising and innovative police ideas through the inaugural PitchFest contest, as part of the ANZPAA Police Conference.

4. Commenced planning and explored innovative platforms for the ANZPAA Police Conference 2021, on behalf of the ANZPAA Board.

5. Conducted 59 meetings to inform the ANZPAA work program, facilitating cross-jurisdictional collaboration and the development of products and advice to police leaders.

6. Facilitated collective responses to 4 legal requests and mitigated risks associated with requests for intellectual property.

7. Undertook planning for the relocation of ANZPAA to the new Victoria Police Building.

8. Released the Research & Innovation 2020 Annual Projects document to assist in the targeting of research and innovation initiatives towards operationally relevant areas, to increase the efficiency and effectiveness of forensic science service provision.
Business Priorities

Future Focus:
Identifying and advising on issues and trends affecting the policing environment now and into the future through strategic policy, projects and collaborations.

WORKFORCE CAPABILITY
1. Delivered the annual Workforce Demographics Report, which provides data on police workforce trends occurring over time, to better inform police workplace strategies.

COMMUNITY ENGAGEMENT
1. Analysed and advised police leaders on the implications of militarisation on public perceptions of policing, noting current community sentiment.
2. Managed the ongoing contract for the National Survey of Community Satisfaction with Policing on behalf of Australian police jurisdictions, reducing duplication of effort and standardising activities.

SAFETY AND WELLBEING
1. Developed Mental Health Principles to support police leaders in their commitment to building and maintaining employee mental health, wellbeing and resilience within their organisations.
2. Influenced the way in which police respond to incidents involving persons likely to be experiencing mental health issues by developing an interactive Mental Health Guide allowing easy access for frontline members to practical advice in an operational setting.
**OPERATIONAL PRIORITIES**

1. Explored the world of COVID-19 and shared approaches to best meet strategic and operational challenges facing police during the pandemic by developing 23 COVID-19 issues briefs.

2. Facilitated policing input in the development of road safety principles into speed detection, with AUSTROADS, as part of a coordinated national path of action to reduce fatal and serious injury crashes.

3. Mapped police frontline responses to family violence incidents, identifying opportunities for jurisdictions to increase efficiencies and share expertise.

4. Developed *Cross-border Policing Principles* that enabled the delivery of good practice and flexible policing services to provide best outcomes to cross border communities.

5. Addressed significant risk to community safety by critically analysing and advising on the risk of firearms being diverted to criminal networks through interstate movement, for consideration by police jurisdictions and Ministers.

6. Developed a Use-of-Force Reference Guide, providing a consistent cross-jurisdictional reference point for police to develop policies, capabilities and training, to mitigate risk for their State/Territory.

7. Developed and revised policy and strategy documents, ensuring they reflect current police practices and remain fit-for-purpose, including the:
   - *Australia New Zealand Policy for Missing Persons Investigations*
   - *Australia New Zealand Policing Capability Guidelines for Dignitary Protection*
   - *Australia New Zealand Policing Strategy to Prevent and Respond to the Abuse of Children and Young People*.

8. Developed a model for a standardised and streamlined approach to transitioning laboratory-based technology to the field for use by Australia and New Zealand forensic agencies.

9. Published *Empirical Study Design in Forensic Science* which supports the continuous improvement of forensic science and its application in the criminal justice system, and provides a tool to assess the validity of forensic science methods or opinions.
Business Priorities

Future Focus:
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EDUCATION AND TRAINING


2. Facilitated the finalisation of the collaborative procurement project in relation to the joint purchasing of ammunition, which resulted in significant savings for jurisdictions as well as delivered ammunition testing results to ensure the best products are procured.

3. Advised on Vocational Education and Training (VET) reforms and guidelines to ensure police education and training remains relevant and adheres to standards of practice.


7. On behalf of police jurisdictions, proactively engaged and partnered with key stakeholders at an international level, including IACP, CACP, Interpol, and various international policing agencies, and also at a national level, through national road safety bodies, the Vocational Education and Training Sector and other relevant industry, government and research groups, to enhance outcomes for policing and communities.
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