Our Vision

Achieving excellence in Australian and New Zealand Policing.

Our Values

Innovation
We value:
• strategic thinking and creating innovative solutions to complex issues
• an organisational culture that is inspirational and creative.

Professionalism
We value:
• our people and our partners with whom we work to produce high quality and timely products
• professional and flexible service delivery.

Respect
We value:
• the diverse needs, perspectives and contributions of our people, partners and communities.

Integrity
We value:
• ethical behaviour, and will ensure everything we do reflects this
• the trust of our people and partners, and their commitment to confidentiality. We will work to sustain and nurture this trust.

Our Mission

ANZPAA will work in partnership to develop, promote and share strategic policing initiatives that enhance community safety in Australia and New Zealand.
# Contents

<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Vision, Mission and Values</td>
</tr>
<tr>
<td>4</td>
<td>Our Board</td>
</tr>
<tr>
<td>6</td>
<td>Foreword by the Chair of the ANZPAA Board</td>
</tr>
<tr>
<td>7</td>
<td>Foreword by the ANZPAA Chief Executive Officer</td>
</tr>
<tr>
<td>8</td>
<td>Governance</td>
</tr>
<tr>
<td>9</td>
<td>Management and Accountability</td>
</tr>
<tr>
<td>11</td>
<td>Our People</td>
</tr>
<tr>
<td>12</td>
<td>Our Strategic Priorities</td>
</tr>
<tr>
<td>13</td>
<td>ANZPAA Highlights and Achievements</td>
</tr>
<tr>
<td>13</td>
<td>Community Policing</td>
</tr>
<tr>
<td>14</td>
<td>Forensic Sciences, Science and Technology</td>
</tr>
<tr>
<td>15</td>
<td>People in Policing</td>
</tr>
<tr>
<td>16</td>
<td>Knowledge and Information Management</td>
</tr>
<tr>
<td>17</td>
<td>What We Also Achieved</td>
</tr>
<tr>
<td>19</td>
<td>Appendices</td>
</tr>
</tbody>
</table>
Our Board

Ken Lay APM
Chief Commissioner, Victoria Police (Chair)

Darren Hine APM
Commissioner, Tasmania Police, (Deputy Chair)

Mr Tony Sheehan
Deputy Secretary (National Security and Criminal Justice Group), Australian Government Attorney-General’s Department

Roman Quaedvlieg APM
Chief Police Officer Australian Capital Territory (ACT) Policing

Ms Kathy Leigh
Chief Executive Officer Australian Capital Territory Department of Justice and Community Safety

Ms Mary-Louise Battilana
Acting Chief Executive Officer and State Emergency Recovery Controller, New South Wales Ministry for Police and Emergency Services

Tony Negus APM
Commissioner, Australian Federal Police

Mr Les Tree
Chief Executive Officer and State Emergency Recovery Controller, New South Wales Ministry for Police and Emergency Services

Andrew Scipione APM
Commissioner, New South Wales (NSW) Police Force

Mr Rick Persse
Chief Executive, South Australia Attorney-General’s Department and Department of Justice

Peter Marshall MNZM
Commissioner, New Zealand Police

John McRoberts APM
Commissioner, Northern Territory Police, Fire and Emergency Services

Bob Atkinson AO APM
Commissioner Queensland Police Service

Ian Stewart APM
Commissioner Queensland Police Service

Gary Burns APM
Commissioner South Australia Police

Mr Ian Stewart APM
Commissioner South Australia Police
Our Board continued

Dr Claire Noone
Acting Secretary, Victoria Department of Justice

Karl O’Callaghan APM
Commissioner, Western Australia Police
Foreword by the Chair of the ANZPAA Board
Chief Commissioner Ken Lay

The year 2012 — 2013 marks my first full year as Chair of the ANZPAA Board. It has been a busy and productive year for the Board and ANZPAA, as well as the other governance bodies ANZPAA supports. The Standing Council for Police and Emergency Management (SCPEM), the National Policing Senior Officers’ Group (NPSOG), the Australasian Police Professionalisation Standards Council (APPSC) and the Australia New Zealand Police Commissioners’ Forum (ANZPCF) have all advanced important work supported by ANZPAA.

Highlights for Australia and New Zealand policing include the development and subsequent adoption by Ministers in SCPEM, of the Directions in Australia and New Zealand Policing 2012 — 2015 (the Directions), the development of the Australia New Zealand Police Professionalisation Strategy 2013 — 2018, and the co-ordination of a wide range of joint activities in the community through ANZPAA and its cross-jurisdictional groups.

The Directions are a primary reference for police jurisdictions in shaping their strategic and business plans. Their development was led by ANZPAA as part of a comprehensive consultation process.

They provide guidance on priority areas to improve the focus and performance of police service delivery and better safety outcomes for communities. Professionalisation has been a discussion point in policing for many years. I am pleased to say that discussions facilitated by ANZPAA have now developed into a proposed strategy for APPSC to consider early in 2013 — 2014. Work has already started in support of professionalised policing, including the development of education and training guidelines under the Police Practice Standards Model.

The Police Commissioners of Australia and New Zealand have continued their commitment to effectively address major issues which impact on communities in 2012 — 2013. This has seen continued agency collaboration reflected in cross-jurisdictional operations and initiatives.

One of ANZPAA’s roles is to co-ordinate these initiatives across jurisdictions. As in previous years, Australian Federal, State and Territory police agencies and New Zealand Police conducted joint operations to promote and improve road and rail safety, reduce the number and use of illicit firearms, and address violence, drug and alcohol misuse.

I thank my fellow Board members for their continued leadership and commitment to cross-jurisdictional issues. I particularly thank those former Board members who have resigned or retired this year, and extend my best wishes to them on behalf of all Board members for their future endeavours.

Finally, I would like to acknowledge ANZPAA for its work over the course of the year. The 2012 — 2013 year saw the 5th and 21st anniversaries respectively of ANZPAA and ANZPAA NIFS, and I believe the past year has marked further progress in ANZPAA’s services to cross-jurisdictional policing issues across Australia and New Zealand.

Ken Lay APM
Chief Commissioner Victoria Police

The Police Commissioners of Australia and New Zealand have continued their collective commitment to effectively address major issues which impact on communities in 2012—2013.

Foreword by the Chair of the ANZPAA Board
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Ken Lay APM
Chief Commissioner Victoria Police

The Police Commissioners of Australia and New Zealand have continued their collective commitment to effectively address major issues which impact on communities in 2012—2013.
Foreword by the ANZPAA Chief Executive Officer

Jon White

This is a special Annual Report as it not only presents details of our performance over the past year but also marks ANZPAA’s five-year anniversary and the 21st anniversary of our National Institute of Forensic Science Directorate.

As I reflect on how ANZPAA has developed since its inception in 2007, I am proud of what we have achieved and how we are positioned for the future. Over time, ANZPAA has enhanced its ability to enable the Board, the ANZPCF, APPSC, NPSOG and SCPEM to take opportunities to address strategic and policy issues of cross-jurisdictional importance.

At the same time, we have consolidated and rationalised the ANZPAA work programme to a manageable level to allow us to advance priority matters in a quality way for the Board and the other bodies we serve. We have also focused on our workplace and the systems and processes we use, and significant improvements have been achieved.

There has been a great deal of work over the year on developing advice and options to improve our governance arrangements. Successive decision-making by the ANZPCF, the Board and NPSOG has been necessary in order to have Ministers in SCPEM consider proposed changes early in 2013 — 2014. In addition, the Rules of Association for APPSC have been revised as a result of legislative change in the State of Victoria as well as the need to generally update them.

All in all, I look forward to the efficiencies which will come with the proposed changes to Board membership and the APPSC Rules, along with the alignment of ANZPCF meetings with those of the Board.

For the Agency, it is important that these changes are reflected in a revised ANZPAA Memorandum of Understanding, with the last of these revisions being in 2009. This will be a priority in 2013 — 2014. An important element of the work to do with the revision of our MOU will focus on how best to secure the intellectual property in ANZPAA’s products and documents.

There has been much work completed by ANZPAA over the year, including the following highlights:

- ANZPAA Education and Training Guidelines for the Practice Level of Police Officer, Family and Domestic Violence, and Mental Health.
- Australia New Zealand Police Pursuit Principles.
- Australia New Zealand Police Use of Force Principles.
- Kinship DNA Matching Capability Assessment.

These documents demonstrate the skills and expertise of our staff and their commitment to working closely with jurisdictions in helping police to continue achieving the safety and security of Australia’s and New Zealand’s communities. In addition, a great deal of other work was undertaken over the year which will be reflected in the agendas of the governance bodies we serve in 2013 — 2014.

The 2012 — 2013 year, as the 21st anniversary of ANZPAA NIFS, saw the development of a range of forensic science standards which were officially launched in late 2012. One standard in particular, Minimizing the Risk of Contamination in Products Used to Collect and Analyse Biological Material for Forensic DNA Purposes, has been accepted by the International Standards Organisation/International Electrotechnical Commission as the basis for the development of an international standard.

Additionally, ANZPAA NIFS is working in conjunction with partners to host the 25th World Congress of the International Society for Forensic Genetics in Melbourne in September 2013, reflecting ANZPAA NIFS’ excellent reputation in the international forensic science community.

I am pleased to see the Agency continue to build its capabilities and reputation for high quality products and services. The achievements we celebrate are a tribute to our staff and in their professionalism and dedication. However the work we undertake is only made possible with the support and commitment of our Board and particularly the strategic direction Board members provide.

I especially acknowledge the Board’s support for my visit to England in September 2012 enabling me to both contribute to a conference on police education and training, as well as gain knowledge of the substantial policing reforms being undertaken in the United Kingdom.

Throughout the year we have focused on the best possible use of the resources made available to us in the Agency, and efficiencies have been implemented in a number of areas. At the same time, we have focused on productivity and the quality of our work.

We continue to rely heavily on our jurisdictional network to advance our work, and I thank each and every member of our Forums, Working and Reference Groups, and particularly the ANZPAA Liaison Group. We have much important work before us in the Agency, and I believe we can look forward to the challenges ahead with confidence.

Jon White
Chief Executive Officer
The ANZPAA Board is responsible to the Standing Council on Police and Emergency Management (SCPEM), which is constituted under the auspices of the Council of Australian Governments (COAG).

The ANZPAA Board is comprised of Police Commissioners from Australia and New Zealand and representatives of State and Territory government and justice departments.

ANZPAA is responsible for progressing work on behalf of the Australasian Police Professional Standards Council (APPSC), an incorporated body. ANZPAA’s Chief Executive Officer (CEO) is the Public Officer for APPSC.

ANZPAA also supports the work of the Australia and New Zealand Police Commissioners’ Forum (ANZPCF).

Over the year, we provided the ANZPAA Board with advice on a number of alternative governance models for ANZPAA, including our relationships with other bodies. The model agreed upon for further work proposes that the ANZPAA Board reduce in size and comprise of Police Commissioners and the ACT Chief Police Officer. ANZPAA will be seeking through NPSOG, Ministerial approval for this model in the next financial year.

The work of ANZPAA is supported by a number of Forums, Working and Reference Groups.

ANZPAA plays a key role in advancing cross-jurisdictional work and enhancing co-operation between jurisdictions through policy support and facilitation of these meetings. ANZPAA groups (with the exception of ANZPAA NIFS groups) were the subject of reforms over the year, with all Terms of Reference and Action Plans updated together with new reporting requirements.

ANZPAA provided Secretariat services to 177 group meetings in this reporting year.

Governance Arrangements

Standing Council of Police and Emergency Management

<table>
<thead>
<tr>
<th>Governance</th>
<th>Relationships</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia New Zealand Police Commissioners Forum</td>
<td>Corporate and Secretariat</td>
</tr>
<tr>
<td>ANZPAA Board</td>
<td>ANZPAA National Institute of Forensic Science</td>
</tr>
<tr>
<td>National Policing Senior Officers Group</td>
<td>Strategic Services</td>
</tr>
<tr>
<td>ANZPAA</td>
<td>Forums, Working and Reference Groups</td>
</tr>
</tbody>
</table>
ANZPAA is led by our CEO, Jon White. The agency has three directorates: Corporate & Secretariat, the National Institute of Forensic Science (ANZPAA NIFS) and Strategic Services.

Chief Executive Officer
The CEO, Jon White reports four times a year to the ANZPAA Board. Jon is responsible for the overall efficient and effective management of ANZPAA. Jon also reports to APPSC and the ANZPCF twice a year.

Executive Management Team
The CEO is assisted by the Executive Management Team (EMT) which is comprised of the directors from the three ANZPAA directorates.

The EMT:
• sets the organisation’s strategic direction
• positions the agency to continually meet and exceed our stakeholders’ expectations
• plans and reports on work program initiatives and monitors outcomes to ensure we meet our objectives
• ensures our people are trained, skilled and supported to deliver ANZPAA’s work program.

Risk and Audit Management
The ANZPAA Risk and Audit Committee (the Committee) was established to assist the Board in the effective discharge of its responsibilities for financial reporting, internal control, risk management and internal and external audits. The Committee Chair is Commissioner Darren Hine (Tasmania Police).

The Committee does not relieve any ANZPAA executives of their responsibilities for these matters. The Committee is an important component of ANZPAA’s corporate governance framework and is fundamental in assisting the Board to:
• ensure all key controls are operating effectively
• ensure all key controls are appropriate for achieving corporate goals and objectives
• meet statutory and fiduciary duties as well as the identification and dissemination of good practice.
• In 2012 – 2013, the Committee revised its Terms of Reference, updated its Risk Management Policy and completed the 2011 – 2012 Financial Audit.

Budgeting
ANZPAA is funded by the police jurisdictions of Australia and New Zealand and the Commonwealth AGD. For the financial year 2012 – 2013, ANZPAA continued to be funded in line with previous financial year contributions from jurisdictions as determined by the Board. A review was initiated by the Board during the year of ANZPAA’s funding arrangements and this will be reported in the 2013 – 2014 financial year.

Communications
Keeping our stakeholders informed and up-to-date on the latest developments and news within ANZPAA is an integral part of our communications strategy. While Marketing and Communications is responsible for raising the public profile of ANZPAA, it also plays a major role in co-ordinating the development and delivery of all of our publications, including brochures, posters, flyers, reports, and a rapidly expanding range of education and training guidelines.

Publications
The ANZPAA Advisor and ANZPAA NIFS News are our primary publications for communicating with stakeholders. These publications present a comprehensive overview of ANZPAA-led projects, industry reports and news. Over the previous financial year ANZPAA distributed eight newsletters with a readership of over 600 stakeholders.

Website
Marketing and Communications, in collaboration with the Information Technology (IT) team, are also responsible for the development, presentation and delivery of ANZPAA’s website and a wide range of electronic communications. Our website recorded over 119,000 visits (an increase of 46.3% from the previous financial year), with an average of 317 visits per day. On average, each visit was around 5 minute’s duration.
Media
In the 12 months from July 2012 to June 2013 there were 103 media references, articles and interviews regarding ANZPAA across print, online, radio and television. An analysis of the media data reveals that the quality of ANZPAA’s media coverage is high – with 100 per cent positive or neutral news stories about our activities.

Commentary and analysis included topics such as:
- road safety including cross-jurisdictional operations such as the road toll, AUSTRANS and Operation Crossroads
- drug use and alcohol misuse including Operation Unite
- illicit firearms (Operation Unification)
- recent advances in forensic sciences.

Information Technology
Our information technology team provides technical support for all employees. They assist with the installation and maintenance of in-house computer systems and are responsible for user profiles, internet connectivity, security monitoring, backup services and system upgrades.

IT Refresh Program
In 2012 – 2013, all workstations were updated to the Windows 7 operating system. Microsoft Office was upgraded to 2010 and ANZPAA’s document management system (TRIM) was replaced with the improved version 7.2. The server infrastructure was also improved to accommodate the new system requirements, with the remaining half due to be upgraded in 2013 – 2014. The upgrades to the system infrastructure and business software reinforce ANZPAA’s commitment to delivering quality products and services to all our stakeholders.

Work Program Database
We have developed a new database to facilitate the recording and reporting of all work items assigned by the ANZPAA Board, APPSC, ANZPCF, SCPEM and the National Policing Senior Officers Group (NPSOG). With this new database, we will be able to better manage our work program and ensure we are more readily accountable for our deliverables.

Extranet
We have also revised the extranet resource. As part of the review of the ANZPAA groups, all meeting documentation, including an archive of 2012 meeting materials, is now distributed through the ANZPAA Extranet for meetings held after 31 March 2013. All stakeholders were provided with an ANZPAA account in March 2013. The format of meeting papers has also changed, with all documents bundled into a single file, making it easier to download.

ANZPIRe
ANZPIRe’s membership and research repository has improved over the past 12 months and continues to assist law enforcement agencies to share their research and project work. This resource captures research from:
- police officers as part of development programs or university study
- consultants commissioned by the jurisdictions
- associated law enforcement bodies and evidence based best practice.

The Charles Sturt University (CSU) part-funding of a position in ANZPAA to support ANZPIRe has now ceased. The work on the Australia New Zealand Police Professionalisation Strategy 2013 — 2018 has identified the policing body of knowledge as a key element. In addition, the work on options for a cross-jurisdictional policing research model are envisaged to assist in strengthening the evidence base of what works in policing and making that more accessible to police.
Our People

ANZPAA places a high priority on developing a working environment that emphasises safety and wellbeing, maximises employee performance and recognises achievements. This section reports on activities in safety and wellbeing, employee services, workplace relations and employee performance.

Safety and wellbeing
A key priority continued to be improving the health, safety and wellbeing of our people. Some of the initiatives undertaken in the past year include:

Strut and stroll: Each Friday, we encourage employees to take part in ‘strut and stroll’. This half hour initiative encourages employees to leave the office and go for a walk outside.

Flu shots: In an effort to both promote wellbeing and minimise illness in the workplace, all employees have the opportunity to take advantage of a free influenza vaccination every year.

Gym access: Through our host organisation, Victoria Police, our employees have 24/7 access to an employee gym.

Information sessions: Through our host organisation, Victoria Police, we held a number of health and wellbeing information sessions and health assessments.

Employee Services
ANZPAA has a number of strategies focused on creating an inclusive work environment for all our staff including a social network, access to excellent facilities and encouraging staff in their professional development.

Employee Assistance Program: Our employees have access to a range of psychological and support services through Victoria Police’s Health, Safety and Wellbeing Employee Services.

Social committee: Over the past year our Social Committee ANZPAA-Rational organised a range of activities such as morning teas, casual Fridays and various fundraisers. ANZPAA-Rational is dedicated to promoting social events while also fundraising for various charities. Our employees raised over $660 for the Kidney Foundation, Red Cross, Lort Smith Animal Hospital, Legacy, Edgars Mission and the Good Friday Appeal.

Workplace relations and employee performance
Our priority during 2012 – 2013 was on building on existing workplace relations. This focus was demonstrated by the development of our new workplace Team Charter. The Team Charter reflects our commitment to creating an environment that is productive, cohesive and reflective of our agreed team values through leadership, co-operation, balance, integrity and diversity.

The Team Charter took into account:

• outcomes of the ‘Resilience at Work’ workshops
• ANZPAA’s previous ‘We are all Leaders’ statement
• ANZPAA’s values
• the CEO’s Performance and Development Discussion (PDD) objectives.

Our workplace culture acknowledges and rewards excellence, values collegiality and collaboration, and recognises the diversity of ways in which employees contribute to achieving our business objectives.

Our employee Performance and Development Discussion is an opportunity for all employees to get involved in their professional development and career pathways.
In June 2012, the ANZPAA Board endorsed the revised ANZPAA’s *Strategic and Business Plan for 2012 – 2013*. ANZPAA’s four strategic priorities continued to focus on major challenges and issues that face policing.

1. Community policing (including community engagement, crime, drugs and alcohol, and road safety).
2. Forensic Sciences, Science and Technology.
3. People in Policing.
4. Knowledge and Information Management.

These strategic priorities will align with the *Directions in Australia New Zealand Policing 2012 – 2015* in next year’s iteration.

The following pages contain some of the highlights of 2012 – 2013.
Community Policing

Community Engagement
In 2012 – 2013, we:
• continued to manage the contract of the National Survey of Community Satisfaction with Policing which informs the Police Chapter of the Report on Government Services and jurisdictional reporting
• finalised the Centre of Excellence in Policing and Security (CEPS) review of policing programs with respect to Culturally and Linguistically Diverse (CALD) communities.

Crime
In 2012 – 2013, we:
• implemented approved recommendations from the cybercrime capability assessment
• commenced the reviews into the protocols for serious and organised crime
• facilitated and co-ordinated a range of crime-related cross-jurisdictional campaigns (Operation Avert — Outstanding Warrants and Operation Unification — Illicit Firearms)
• developed the Memorandum of Understanding for the Management of Interstate Outstanding Warrants
• monitored the Australian National Child Offender Register (ANCOR) scheme including legislative change
• reviewed and updated the Guidelines for the Release of Witness Perceived Descriptors of Persons to the Media on behalf of the National Policing Senior Officers’ Group (NPSOG)
• completed a review of the cross-border justice project on special constables
• developed the Australia New Zealand Police Use Of Force Principles.

Drugs and Alcohol
In 2012 – 2013, we:
• undertook activities relating to drug and alcohol misuse including:
  • the development and implementation of the ANZPAA Drug and Alcohol Strategy 2012 – 2015
  • the co-ordination and facilitation of Operation Unite in December 2012
• producing a report on the alcohol and public safety activities undertaken across Australia and New Zealand policing.
• conducted a review of current legislation and developed legislative definitions for New Psychoactive Substances (NPS).

Road Safety
In 2012 – 2013, we:
• supported community and cross-jurisdictional road policing operations and activities, (e.g. Operation Crossroads — Christmas and Easter Holiday Road Toll, AUSTRANS, Fatality Free Friday and Rail Safety Week)
• commenced a project with respect to the work of the National Heavy Vehicle Regulator, the implications of the Heavy Vehicle National Law, and associated regulatory and training materials
• developed the Australia New Zealand Police Pursuit Principles.
In 2012 – 2013, we:

- outlined the framework for the development of an Australia and New Zealand Research and Development Strategy For Forensic Science
- developed a framework for a Centres of Specialisation model for forensic science in Australia and New Zealand
- produced the online interactive 'After the Fact' virtual reality crime scene competency and proficiency testing program
- facilitated the development of a software solution for the interpretation of DNA profiles called STRmix
- completed a review of the national framework for efficient crime scene analysis (end-to-end project)
- developed two new forensic Australian Standards and commenced the development of an International (ISO) Standard on consumables for DNA sample collection
- identified communication patterns between medical, science, law and law enforcement practitioners during homicide and/or sexual assault investigations
- assisted in the organisation of the International Congress of Forensic Genetics to be conducted in late 2013
- investigated the use of familial searching and predictive DNA testing in Australia and New Zealand
- developed a model policy for familial searching
- reported on the applications, limitations, implications and cost relating to the use of Rapid DNA technology
- examined the potential expansion of forensic intelligence capacity and data sharing across policing jurisdictions
- participated in an Australian Research Council (ARC) funded research program.
People in Policing

In 2012 – 2013, we:

• supported the police professionalisation stream of work by:
  • implementing Phase One of the Police Practice Standards Model (PPSM)
  • producing approved ANZPAA Education and Training Guidelines
  • maintaining, managing and reviewing the policing sections of the Public Safety Training Package.

• in consultation with the Police Federation of Australia and Safe Work Australia, we continued to develop the Code of Practice for Managing Work Health and Safety in Policing

• developed a Guide for Australia New Zealand Police for Managing Work Health and Safety

• commenced work on the development of Australia New Zealand Police Workforce Planning Principles

• identified emerging issues in ethics and integrity in policing

• worked on developing opportunities for cross-jurisdictional procurement including a framework for police collaboration.

Top: South Australia Police with police dogs.

Bottom: Blood Stain Pattern Analysis. Courtesy of Western Australia Police.
Knowledge and Information Management

In 2012 – 2013, we:

- promoted the Common Incident Management Framework: ICCS PLUS through:
  - partnerships to enhance police incident management responses
  - the establishment of an information source on the ANZPAA website
  - exploring opportunities for research and leadership development.
- maintained the Australia New Zealand Policing Information Resource Exchange (ANZPIRe) knowledge management portal
- implemented recommendations from the review of ANZPAA Forums, Committees and Working Groups, and continued the review of governance arrangements
- provided secretariat services and support to the ANZPAA Board, forums, committees and working groups and support to the ANZPCF, APPSC and other policing bodies as required
- maintained relationships and provided policy advice and support to ANZPAA forums, committees and working groups
- investigated the assessment processes for police officers used by the assessment authority, the Vocational Education Training and Assessment (VETASSESS)
- produced a monthly Education and Training Environmental Scan for key stakeholders
- developed the Australia New Zealand Police Professionalisation Strategy 2012 – 2018 which incorporates a professional domain ‘Police Knowledge’.

Image: Training and education. ACT Policing.
What We Also Achieved

In addition to the items outlined in the Strategic and Business Plan 2012 – 2013, ANZPAA completed numerous projects as they arose throughout the year. These projects aligned to ANZPAA’s strategic priorities and contributed to the agendas of the ANZPAA Board, SCPEM, ANZPCF, NPSOG and the APPSC.

Qualifications
• PUA 12 of the Public Safety Training Package (PSTP).

Standards
• Forensic analysis – Interpretation (AS 5388.3-2013)
• Forensic analysis – Reporting (AS 5388.4-2013).

Submissions
• Submission to House of Representatives Inquiry into Foetal Alcohol Spectrum Disorder.

Participation in external Boards, Committees and Groups
• Public Safety Mobile Broadband Steering Committee
• Steering Committee Australasian Drug and Alcohol Strategy Conference
• Australia New Zealand Senior Officers Group on Crime Prevention
• Intergovernmental Committee on Drugs
• Steering Committee for the National Pharmaceutical Drug Misuse Strategy
• Industry Advisory Committee (IAC) for Government Skills Australia

Publications
ANZPAA produces a number of documents for education and training, law enforcement and general use.
• ANZPAA Business and Strategic Plan 2012 – 2013
• ANZPAA Drug and Alcohol Strategy 2012 – 2015
• ANZPAA Education and Training Guidelines for Family and Domestic Violence
• ANZPAA Education and Training Guidelines for Mental Health
• ANZPAA Education and Training Guidelines for the Practice Level of Police Officer
• Australia New Zealand Police Pursuit Principles
• Australia New Zealand Police Use of Force Principles.

Campaigns and Operations
• Operation Avert – Outstanding Warrants
• Operation AUSTRANS
• Operation CROSSROADS (incl. Easter and Christmas Road Toll)
• Operation Unite – December 2012 – January 2013
• Operation Unification – Illicit Firearms.

Image: Chair of the ANZPAA Crime Forum and Victoria Police Assistant Commissioner (Crime), Stephen Fontana at the media launch of Operation Unification.
What We Also Achieved

Articles and Papers


## Appendix 1: Acronyms used in this Report

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>ANCOR</td>
<td>Australian National Child Offender Register</td>
</tr>
<tr>
<td>ANZPAA</td>
<td>Australia New Zealand Policing Advisory Agency</td>
</tr>
<tr>
<td>ANZPAA NIFS</td>
<td>ANZPAA National Institute of Forensic Science</td>
</tr>
<tr>
<td>ANZPAA-Rational</td>
<td>ANZPAA's social committee</td>
</tr>
<tr>
<td>ANZPCF</td>
<td>Australia New Zealand Police Commissioners’ Forum (formerly the PCC)</td>
</tr>
<tr>
<td>ANZPRe</td>
<td>Australia New Zealand Policing Information Resource exchange</td>
</tr>
<tr>
<td>APPSC</td>
<td>Australian Police Professional Standards Council</td>
</tr>
<tr>
<td>ARC</td>
<td>Australian Research Council</td>
</tr>
<tr>
<td>AS</td>
<td>Australian Standard</td>
</tr>
<tr>
<td>CALD</td>
<td>Culturally and Linguistically Diverse Communities</td>
</tr>
<tr>
<td>CEO</td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td>CEPS</td>
<td>Centre of Excellence in Policing and Security</td>
</tr>
<tr>
<td>COAG</td>
<td>Council of Australian Governments</td>
</tr>
<tr>
<td>CSU</td>
<td>Charles Sturt University</td>
</tr>
<tr>
<td>DNA</td>
<td>Deoxyribonucleic acid</td>
</tr>
<tr>
<td>EMT</td>
<td>Executive Management Team</td>
</tr>
<tr>
<td>IAC</td>
<td>Industry Advisory Council</td>
</tr>
<tr>
<td>ICXS Plus</td>
<td>Common Incident Management Framework</td>
</tr>
<tr>
<td>ISO</td>
<td>International Organization for Standardization</td>
</tr>
<tr>
<td>MOU</td>
<td>Memorandum of Understanding</td>
</tr>
<tr>
<td>NATA</td>
<td>National Association of Testing Authorities</td>
</tr>
<tr>
<td>NPS</td>
<td>New Psychoactive Substances</td>
</tr>
<tr>
<td>NPSOG</td>
<td>National Policing Senior Officers’ Group</td>
</tr>
<tr>
<td>PPSM</td>
<td>Police Practice Standards Model</td>
</tr>
<tr>
<td>PSTP</td>
<td>Public Safety Training Package</td>
</tr>
<tr>
<td>SCPEM</td>
<td>Standing Council on Police and Emergency Management</td>
</tr>
<tr>
<td>STRmix</td>
<td>Software solution for the interpretation of DNA profiles</td>
</tr>
<tr>
<td>TRIM</td>
<td>ANZPAA’s document management system</td>
</tr>
<tr>
<td>VETASSESS</td>
<td>Vocational Education Training and Assessment</td>
</tr>
</tbody>
</table>
## Appendix 2: Attendance at ANZPAA Board Meetings, 2012—2013

<table>
<thead>
<tr>
<th>Board Meeting</th>
<th>Board Meeting 21 20 September 2012</th>
<th>Board Meeting 22 22 November 2012</th>
<th>Board Meeting 23 11 April 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Australian Federal Police</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commissioner Tony Negus</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ACT Department of Justice and Community Safety</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kathy Leigh, Chief Executive</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Andrew McIntosh, Director (Proxy)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baden McMaster, Executive Director, Security and Emergency Branch (Proxy)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alison Playford, Deputy Director General (Proxy)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ACT Police</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chief Police Officer Roman Quaedvlieg</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Australian Government Attorney-General's Department</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tony Sheehan, Deputy Secretary</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ian Anderson, First Assistant Secretary (Proxy)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>New South Wales Ministry for Police and Emergency Services</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Les Tree, Chief Executive Officer and State Emergency Recovery Controller</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mary-Louise Battilana, Executive Director, Policy &amp; Finance Division (Proxy)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>New South Wales Police Force</strong></td>
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<td></td>
<td></td>
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<tr>
<td>Commissioner Andrew Scipione</td>
<td></td>
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</tr>
<tr>
<td><strong>Northern Territory Police</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commissioner John McRoberts</td>
<td></td>
<td></td>
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<tr>
<td><strong>New Zealand Police</strong></td>
<td></td>
<td></td>
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<tr>
<td>Commissioner Peter Marshall</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Acting Commissioner Viv Rickard (proxy)</td>
<td></td>
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</tr>
<tr>
<td><strong>Queensland Police Service</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Commissioner Bob Atkinson</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commissioner Ian Stewart</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>South Australia Attorney-General’s Department and Department of Justice</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rick Persse, Chief Executive</td>
<td></td>
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<td></td>
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<tr>
<td><strong>South Australia Police</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Commissioner Gary Burns</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Tasmania Police</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commissioner Darren Hine</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Victoria Department of Justice</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr Claire Noone, Acting Secretary</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Neil Robertson, Acting Executive Director - Police, Emergency Services and Corrections and Emergency Management (proxy)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Victoria Police</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chief Commissioner Ken Lay</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Western Australia Police</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commissioner Karl O’Callaghan</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Acting Commissioner Chris Dawson (proxy)</td>
<td></td>
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</tbody>
</table>
Appendix 3: Frequency of ANZPAA Forums, Committees, Groups, Networks and Workshops

A significant part of ANZPAA’s role is ensuring the effective and productive conduct of the various groups that have been approved to exist under ANZPAA. In order to provide appropriate governance and support to each meeting, responsibilities are allocated to a secretariat officer (meeting facilitation) and a policy advisor (papers, alignment to strategic priorities etc.).

In the financial year 2012 – 2013, ANZPAA supported and provided secretariat services to 117 Groups (an increase of 27.2% from the previous year). ANZPAA commenced a review of its Forums, Committees and Working Groups in 2012. The revised structure is aligned with the Directions in Australia New Zealand Policing 2012 – 2015.

<table>
<thead>
<tr>
<th>Type of Meeting</th>
<th>ANZPAA</th>
<th>ANZPAA NIFS</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forums</td>
<td>23</td>
<td>2</td>
<td>25</td>
</tr>
<tr>
<td>Committees</td>
<td>7</td>
<td>9</td>
<td>16</td>
</tr>
<tr>
<td>Working Groups (prior to groups review)</td>
<td>2</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Working Groups (post groups review)</td>
<td>12</td>
<td>4</td>
<td>16</td>
</tr>
<tr>
<td>Workshop</td>
<td>24</td>
<td>18</td>
<td>42</td>
</tr>
<tr>
<td>Other¹</td>
<td>14</td>
<td>1</td>
<td>15</td>
</tr>
<tr>
<td>Reference Groups</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>83</strong></td>
<td><strong>34</strong></td>
<td><strong>117</strong></td>
</tr>
</tbody>
</table>

Some meetings were of more than one day’s duration. In total, 142.5 (a 4% increase from last year) days of meetings were conducted. The table below indicates where the meetings were held.

<table>
<thead>
<tr>
<th>Location</th>
<th>ANZPAA</th>
<th>ANZPAA NIFS</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Victoria</td>
<td>77</td>
<td>15</td>
<td>92</td>
</tr>
<tr>
<td>Other²</td>
<td>7</td>
<td>18</td>
<td>25</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>81</strong></td>
<td><strong>33</strong></td>
<td><strong>117</strong></td>
</tr>
</tbody>
</table>

¹ Includes the ANZPAA Board, APPSC and the Deputy Commissioners’ Operational Management Meeting.
² Includes all other Australian States and New Zealand.
Appendix 4: ANZPAA Headcount by Tenure and Gender as at 30 June 2012

Data extracted from Victoria Police Workforce Statistics. As host organisation, Victoria Police is deemed the primary ‘employer’ of ANZPAA personnel.

<table>
<thead>
<tr>
<th></th>
<th>Female Full Time</th>
<th>Male Full Time</th>
<th>Female Part Time</th>
<th>Male Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Executive Officer EO-2</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Executive Officer EO-3</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td><strong>Forensic Officer FO-7</strong></td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Forensic Officer FO-4</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Victorian Public Service Officer VPSG-6</strong></td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Victorian Public Service Officer VPSG-5</strong></td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td><strong>Victorian Public Service Officer VPSG-4</strong></td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td><strong>Victorian Public Service Officer VPSG-3</strong></td>
<td>3</td>
<td>2</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td><strong>Victorian Public Service Officer VPSG-2</strong></td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>10</td>
<td>3</td>
<td>3</td>
<td>5</td>
</tr>
</tbody>
</table>

Secondments to ANZPAA

Two employees were seconded to ANZPAA from jurisdictions:

- Dean Catoggio (Victoria Police) continued work on the DNA technology project — policy options for familial testing and predictive DNA testing and a range of senior policy work for NIFS such as the 2012 Australia and New Zealand Police Recommendations for CCTV Systems and the 2013 Australia and New Zealand Guidelines for Digital Imaging Processes.
- Joanna Guilfoyle (AFP) worked on Issues in Policing.

ANZPAA is particularly grateful for this support from AFP and Victoria Police.
Credits
