



**ACT
Policing**

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Incoming Government Brief for the Minister for Police, Fire and Emergency Services

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7 November 2024

Minister for Police, Fire and Emergency Services
ACT Legislative Assembly
London Circuit
GPO Box 1020
CANBERRA ACT 2601

Dear Dr Paterson,

Congratulations on your appointment as the Minister for Police, Fire and Emergency Services. The ACT Policing Executive looks forward to working with you during the term of the Eleventh Assembly, and wished to thank the ACT Government for its law enforcement specific election commitments.

ACT Policing strives to deliver a professional and effective law enforcement service to the people of Canberra in all that we do. ACT Policing is currently developing a new ACT Policing Strategic Direction and Areas of Focus. The pillars focus on highly visible, responsive and proactive policing, a healthy, professional and skilled workforce, collaborating with our partners and enhancing our capabilities.

As the Chief Police Officer for the ACT, my highest priority is continuing to target resources where they are most effective, conduct focused crime prevention activities and work across the broader justice system with our government and non-government partners to address the root causes of crime. This is the cornerstone for the delivery of the ACT Policing mission of "Policing for a safer community".

Since my appointment as the Chief Police Officer for the ACT, I have focused on Family and Domestic Violence, implementing effective sexual assault prevention and responses, combating dangerous driving, counter terrorism and violence extremism, First Nations over-representation, organised crime, youth justice, improving infrastructure, member wellbeing and increasing police numbers to resource these specialist areas.

Some of our key successes over the past 12 months include:

- The creation of the ACT's first Domestic and Family Violence Investigation Unit. This will see our existing Family Violence Unit expanded, with 23 ACT Policing officers solely dedicated to investigating the highest risk domestic and family violence offenders.
- The launch of Operation City Safe, aimed at addressing criminal and anti-social behaviour in the City and immediate surrounds.
- Expanding Online Reporting to include reporting of dangerous driving.

Chief Police Officer for the ACT

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- Delivery of a reinvigorated cultural literacy training program and enhancing engagement with First Nations peoples and communities. More than 750 police officers and professional staff from ACT Policing have completed a First Nations Cultural Literacy Training Program since it commenced in October 2023.
- Continued review and improvement of ACT Policing's operation's response to sexual violence where the care of the victim survivor is the core consideration.
- Working towards an operational model known as the Correct Agency, Right Engagement (CARE). The CARE Model will ensure that persons experiencing health-related incidents are getting the help they need from agencies that have the appropriate experience, training and skills.

ACT Policing will continue to deliver a highly professional policing service to the ACT. I would like to take this opportunity to thank the ACT Government for the previous investments in policing in the ACT. Through the 2023-24 investment of more than \$107 million in the recruitment of 126 ACT Policing personal over 5 years, I am proud to share that we are continuing to deliver the recruitment pipeline with 80 recruits graduating and joining ACT Policing during the 2023-24 financial year. Additionally, through more recent investments, we continue to enhance our specialist capabilities which include a permanent expansion of the second Police, Ambulance and Clinician Early Response team and the creation of the Domestic and Family Violence Investigation Unit.

I would also like to acknowledge the work currently underway to plan for and construct a new ACT Policing Headquarters and Police Station in the City. This is the most important infrastructure project underway for ACT Policing, and I look forward to working alongside you to progress this work.

I look forward to meeting with you soon to discuss the election commitments for Police and Emergency Services, discuss key strategic issues in more detail, provide an overview of the CARE model and discuss the development of the new Ministerial Direction.

Yours sincerely,



Deputy Commissioner Scott Lee APM
Chief Police Officer for the ACT

ACT Policing Key Contacts

Scott Lee APM, Deputy Commissioner - Chief Police Officer for the ACT.

Scott has an extensive career with the Australian Federal Police (AFP) and has been responsible for criminal investigations and intelligence operations in combatting terrorism, organised crime, money laundering, organised fraud, human trafficking, child sex offences, people smuggling, and foreign interference.

Throughout his career Scott has continued to serve the community to maintain the safety of the public.

Scott has undertaken roles nationally and internationally with the AFP and collaborated with state and territory, Commonwealth and international partners to investigate and disrupt crime impacting the Australian community.

In 2002 Scott led the Australian contingent deployed to Indonesia following the Bali bombings. As Forward Commander he was in charge of the Disaster Victim Identification process which returned victims to their families. He also assisted the Indonesian National Police with the investigation into the terrorist attacks. Scott returned to Indonesia two years later in response to the terrorist bombing attack on the Australian Embassy in Jakarta.

In 2005, Scott was posted to the AFP Bangkok Office as the Senior Liaison Officer, where he worked closely with Royal Thai Police in the investigation of the Bangkok New Year's Eve 2006 bombings, counter terrorism investigations in Southern Thailand, child protection, people smuggling and narcotics investigations.

From 2011 to 2013 Scott was deployed as the State Manager Victoria, where he was responsible for the delivery of operational outcomes in Victoria and the enhancement of operational partnerships with Victoria Police.

Scott was promoted to Assistant Commissioner in November 2014. In July 2015 he commenced as the Assistant Commissioner responsible for the AFP's International Operations to disrupt crime and ensure regional security and stability.

In January 2020, Scott commenced as Assistant Commissioner Counter Terrorism & Special Investigations Command. In this role Scott was responsible for all national and international counter terrorism and sensitive investigations undertaken by the AFP, including the AFP's role in the Electoral Integrity Assurance Taskforce.

Scott continues to be a champion for Diversity and Inclusion within the AFP. Scott was the Chair of the Malunggang Indigenous Officer Network for six years from 2015 to 2021 and established the First Nations Unit within the AFP. As the Australian Global Head of Counter Terrorism, Scott established the global Women in Counter Terrorism program and for the first time, achieved gender balance in the executive leadership of the AFP counter terrorism command. Scott has also implemented policies to provide greater access to women for opportunities in the AFP's international command.

From October 2022 to February 2023, Scott assumed the role of Assistant Commissioner Specialist Protective Command to reform the AFP's Protection Operating Model.

In 2023, Scott commenced as Assistant Commissioner Cyber Command, working together with our Australian and global partners to protect the people of Australia, their information, identities and data.

In March 2024 Scott became the Chief Police Officer for the ACT.



Doug Boudry APM, Assistant Commissioner - Deputy Chief Police Officer

Assistant Commissioner Doug Boudry is Deputy Chief Police Officer, ACT Policing. In this role, Assistant Commissioner Boudry is a key advisor to the Chief Police Officer, and has responsibility across the Operations and Investigations Commands in ACT Policing, and Employee Welfare.

Assistant Commissioner Boudry has over 25 years policing experience with the Australian Federal Police (AFP), working across a variety of different capabilities including community policing, technical surveillance, digital forensics, enterprise ICT, covert and technical operations and more recently as the Chief of Staff.

Assistant Commissioner Boudry played a significant leadership role during Operation Ironside, the largest operation ever undertaken by the AFP which dealt a significant blow to serious and organised crime in Australia and internationally.

In his role in Covert and Technical Operations, Assistant Commissioner Boudry was an integral member of the group who drafted the new *Surveillance Legislation Amendment (Identify and Disrupt) Act 2021* and led the implementation of the legislation into operations for the AFP. He was also responsible for leading the reform of the AFP's compliance in relation to the *Telecommunications (Interception and Access) Act 1979* and *Surveillance Devices Act 2004*.

Assistant Commissioner Boudry has a keen interest in the development of ethical machine learning and artificial intelligence capabilities for law enforcement. He is continuously looking for opportunities in which government, academia and private industry can collaborate more effectively. Assistant Commissioner Boudry played a key role in the establishment of the joint AFP and Monash University Artificial Intelligence for Law Enforcement and Community Safety (AiLECS) Lab and holds the position of Executive Advisory Board Member.

On the 10th of June 2024, Governor-General of the Commonwealth of Australia released the King's Birthday Honours List for 2024, with ACT Policing's own Assistant Commissioner Doug Boudry being announced as the recipient of the Australian Police Medal.



Andrew Bailey - Commander Investigations

Commander Andrew Bailey commenced with the AFP almost 30 years ago and has experience in a range of areas including community policing, surveillance, close personal protection and the investigation of protracted national and international organised crime matters, including joint taskforces involving Federal and State law enforcement agencies. Andrew served with the United Nations in East Timor performing peacekeeping duties.

Andrew has spent a significant period in ACT Policing leading numerous teams and was also a part-time member of the elite AFP Negotiation Operations program for a number of years.

In August 2014, Andrew joined the AFP's Counter Terrorism function, working alongside partner agencies to prevent, disrupt and investigate terrorist activity against Australia and Australian interests, both domestically and internationally. During his time in this role, he oversaw a number of high profile counter terrorism investigations and managed the work of the Returning Terrorism Suspects Team.

Whilst in Counter Terrorism, Andrew was seconded to the Department of Prime Minister and Cabinet and Counter Terrorism Coordination Centre to conduct reviews of both Australia's Counter Terrorism Machinery and development of Australia's Counter Terrorism Strategy.

Andrew was the AFP's Senior Officer in Washington DC from January 2019 until January 2023, working with United States and Canadian agencies to disrupt and prosecute crime on an international level during a time of political unrest and the COVID-19 pandemic.

Andrew graduated the FBI National Academy in 2016 and also holds a Masters of Business Administration from the University of Canberra.



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Sue Evans - Commander Operations

With over 30 years' experience in the AFP, Commander Sue Evans has worked in a variety of fields within Canberra in both ACT Policing and National Investigations.

Sue's experience comes from performing various roles in General Duties, Criminal Investigations, Intelligence, Counter Terrorism, National Investigations, Professional Standards, Specialist Protective Command including Security Controller at Australian Parliament House, Security and Integrity, Learning and Development and Cyber Commands.

Sue has also undertaken external placements in the Commonwealth Attorney Generals Department and the Australian Commission for Law Enforcement Integrity.

Prior to commencing in the role of Commander Operations ACT Policing, Sue was instrumental in establishing the AFP Security and Integrity Command that delivers on a strong security culture and protective security capability to protect the AFP staff, its operations, and buildings.

In 2024 Sue moved into the Acting Commander Cyber Command role working in close collaboration with Commonwealth Government agencies and international partners in leading AFP Canberra and regional based teams in response to major cyber incidents, capability uplift and development.

Sue holds a Bachelor of Social Science degree from Charles Sturt University and a Graduate Certificate in Applied Management from the Australian Institute of Police Management.



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Peter Whowell – Executive General Manager, Corporate

Peter Whowell is the Executive General Manager Corporate and leads Finance & Commercial, Human Resources, Legislation & Governance, Futures, and Communications & Government Relations for ACT Policing.

Peter came to Canberra in 1991 as a graduate in the Industry Department. He joined AFP in April 2000 after working in Commonwealth law enforcement policy and the former Office of Strategic Crime Assessments.

Peter's career in the AFP has included:

- managing policy coordination and strategy development for AFP;
- leading the AFP Legislation Program to maintain and adapt the AFP's legislative framework to changing community expectations, the criminal environment and technology including modernising Commonwealth investigation powers and criminal offences, establishing terrorism offences and powers for police, and telecommunications interception law reform;
- establishing the Government Relations Branch to ensure robust and appropriate relationships between the AFP, Ministers, and Parliament while maintaining and enhancing the AFP's legislative framework and resources;
- leading Counter-Terrorism Engagement & Operations Support in the AFP;
- a secondment to the Centre for Counter-Terrorism Coordination to lead Counter-Terrorism Operations and Engagement in the Centre for Counter-Terrorism Coordination;
- leading International Strategy in the International Operations function of the AFP where he was responsible for the development, delivery and evaluation of international police assistance, security operations and law enforcement cooperation.

Peter has a Bachelor Arts Degree (Hons) in political science and a Bachelor of Laws (Hons).



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Nicole Levay – Executive General Manager, Strategic Accommodation

Nicole Levay is the Executive General Manager – Strategic Accommodation for ACT Policing (ACTP).

This Executive role is the conduit between ACTP and the ACT Government's Justice and Community Safety Directorate (JACS) to implement ACTP's strategic accommodation framework and Master Accommodation Plan (MAP) which provides the analysis and consideration of ACT Policing's infrastructure requirements over the next 20 years.

Nicole has had a distinguished career in the AFP for almost 17 years, having held the role of Director of Corporate Services ACTP, where she was responsible for the management of:

- Ministerial, Policy and Performance
- Media and Public Engagement
- Finance and Commercial
- Human Resources



Prior to this, Nicole was the Manager Forensics Capability Program within the AFP's Specialist Operations portfolio. In this role, Nicole was responsible for delivering a significant program of transformational change within Forensics including leading the design and oversight of the construction of a new world-class AFP Forensics Facility. Under Nicole's leadership the Program received a public commendation from the Parliamentary Standing Committee on Public Works as an exemplary model that other Government Agencies should follow and received commendations throughout the Commonwealth Government's Gateway Review process.

Nicole joined the AFP in 2007 as a financial specialist within the International Deployment Group. In 2009 Nicole took on the role of the AFP's Financial Controller where she provided leadership for accounting services and financial management systems across the AFP including the introduction of the new funding stream of Administered Funds and establishing the financial systems to support it.

Nicole has strong skills in financial and business analysis, change management, cultural reform, and a customer service delivery focus, built upon her qualification as a qualified CPA. Prior to joining the AFP Nicole held positions with a number of Chartered Accounting firms specialising in Taxation, Business Advisory services including mergers and acquisitions, and Business Recovery Services which specialised in company insolvencies, liquidations, voluntary administrations and bankruptcy.

ACT Policing at a Glance

Our Role

Through the 2022-26 Purchase Agreement with the Australian Federal Police (AFP), ACT Policing is responsible for providing quality and effective policing services to the people of the ACT. We do this in partnership with the community and the ACT Government.

Our Mission

Our mission is to keep the peace and preserve public safety within the ACT.

Our Intent

We strive to deliver a professional, innovative and effective policing service in an ever-changing environment for the ACT community.

Our Values

We pride ourselves on being a values-driven organisation. Our core values of integrity, commitment, excellence, accountability, fairness, respect and trust represent our principles and standards – the values we uphold in performing our professional duties.

Our Budget

Under the 2022-26 Purchase Agreement the funding provided by the ACT Government to the AFP for delivery of policing services in 2023-24 was \$215.537 million.

The total price includes enabling costs and direct funding from the Justice and Community Safety Directorate for crime prevention initiatives.

Our Approach

Our approach is underpinned by a series of strategies and initiatives that support the outcomes set out in the following four pillars.

 <p>Highly visible, responsive & proactive policing</p> <ul style="list-style-type: none"> • Prevention • Disruption and enforcement • Evidence based • Demand driven • Victim-centric, trauma-informed • Empathetic and compassionate 	 <p>A healthy, professional & skilled workforce</p> <ul style="list-style-type: none"> • Health and wellbeing of our people • Culture • Professional and skilled • Workforce resilience and effectiveness • Leadership development • Diversity and inclusion • High standards • Transparent and accountable 	 <p>Collaborating with our partners</p> <ul style="list-style-type: none"> • with community • with victim support partners • with Emergency Services partners • with ACT and Commonwealth government • with State and Territory law enforcement and security partners • with private sector, industry and non-government organisations 	 <p>Enhancing our capabilities</p> <ul style="list-style-type: none"> • Intelligence informed • Innovation • Future technology capable • Enhancing legislative and policy reform • Governance and process improvements • Infrastructure strategy • Investment in people
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Our Performance

ACT Policing’s performance is measured by the Performance Measure Framework, which incorporates two major sets of outcomes and a series of strategies, initiatives and targets, as articulated in the 2022–26 Purchase Agreement.

The overarching budgetary goal of the 2022–26 Purchase Agreement is to work in partnership with the community, to create a safer and more secure ACT through the provision of quality policing services. The Performance Measure Framework aims to enhance accountability for the delivery of services, and provide clear links between ACT Policing’s outcomes, outputs, strategies and individual measures.

ACT Policing's two sets of Outcomes (Shared ACT Government Outcomes and ACT Policing Operational Outcomes) are supported by 21 Performance Measures.

Our People

The CPO is accountable to the ACT Minister for Police, Fire and Emergency Services for the achievements and outcomes set out in the 2022–26 Purchase Agreement and Ministerial Direction.

The CPO is also responsible for the general management and control of personnel and resources used to provide quality police services to the ACT community. The CPO is supported by Deputy Chief Police Officer and three functional streams: Operations, Investigations and Corporate Services.

More than 1,000 staff in ACT Policing are committed to the delivery of policing services to the ACT, each one committed to ensuring the safety of our community.

Our Structure

Operations

- **Communications** coordinates the use and deployment of ACT Policing resources to ensure the timely and accurate flow of information from the call centre (Triple Zero, 131 444 and CrimeStoppers) to police on the front line.
- **Road Policing** manage road safety by enforcing the ACT Road Rules, and promoting safer driving to reduce road trauma and the ACT road toll. Road Policing works in partnership with ACT Government agencies such as City Services to support the ACT Government's Road Safety Strategy. Road Policing provide high visibility patrols and undertake specific targeted operations to ensure ACT roads are safe for all road users.
- **General Duties** is the frontline of ACT Policing comprising of officers who engage with, respond to and investigate suspicious and criminal activity reported by the ACT community.
- **Emergency Management and Planning** is divided into two teams, '*Emergency Management*', and '*Planning*'. Each team works towards increasing the preparedness and response capabilities of ACT Policing to major events, Guest of Government visits and major incidents including, but not limited to; terrorism related occurrences, natural disasters, health pandemics, the coordination of recovery operations and places of mass gatherings.

Investigations

- **Criminal Investigations** consists of four areas including Major Crime, Organised Crime, Sexual Offences and Child Abuse and Homicide and Coroners. Criminal Investigations is responsible for the coordination and investigation of serious, complex and protracted criminal offences.
- **Intelligence** is structured to optimise intelligence collection and response priorities. All Operational Intelligence functions are undertaken by the Intelligence Response Teams. ACT Policing Intelligence delivers timely and relevant products to support ACT Policing, the broader AFP and other National Intelligence Community partners.
- **Judicial Operations** function is a multifaceted, specialised support and operational division that works across frontline ACT Policing, ACT Government and the judiciary to achieve effective criminal justice outcomes. Judicial Operations is responsible for the ACT Regional Watch House, the Exhibit Management Centre, and the ACT Firearms Registry. Judicial Operations is also the conduit between ACT Policing and the Director of Public Prosecutions and the judiciary, working to promote cooperative and robust relationships where the delivery of policing services intersect with the criminal justice system.
- **Family Violence and Vulnerable Persons** comprises of two distinct units. The Family Violence Unit continues to develop a secondary response model to provide a tailored and coordinated approach for both victim-survivors and perpetrators of domestic and family violence. The Vulnerable Persons command consists of liaison officers who focus on early identification, intervention and referral to

Government and non-government service providers to improve outcomes for vulnerable members of our community. ACT Policing partners with SupportLink to provide victims, witnesses and offenders the best information, counselling and support services that suit their circumstances.

- **Sexual Assault Prevention and Response Review** is implementing approaches that are trauma-informed and has redesigned its training program that includes the full spectrum of sexual violence, and expectation of police by victim survivors. ACT Policing continues to improve service delivery and support for people who report sexual assault. The long-term focus for ACT Policing has always been to put decision making into the hands of the victim-survivor at the centre of the process so their voice is heard in relation to how their matter proceeds.

Corporate Services

- **ACT Policing Futures** supports ACT Policing to tackle crime proactively by improving processes and delivering new services.
- **ACT Policing Human Resources** provides easily accessible and trusted advice on a range of HR related matters to ensure a resourced, capable, and healthy workforce.
- **Legislation and Governance** coordinates the ACT Policing law reform and policy agenda and supports the Executive on law enforcement forums, performance analysis and statistical reporting, and provides governance and compliance support.
- **Finance and Commercial's** objective is to deliver service, guidance support, assistance and expert advice to assist in the delivery of Operational outcomes for ACT Policing and its stakeholders.
- **Communications and Government Relations** facilitates community, partner and government engagement on behalf of ACT Policing.

Please see **Attachment A** to view the ACT Policing Organisation Structure.

Please see **Attachment B** to view the Patrol Zones Map

Australian Federal Police

ACT Policing is the community policing arm of the AFP. The AFP provides community policing services in the ACT, which deliver in partnership with government and community agencies, support for enforcement of the law, emergency management and community safety; efforts to counter victim-based crime and road trauma, building community resilience against crime; and working with the community to prevent and disrupt crime.

As Australia's national policing agency, the AFP protect Australians and Australia's interests. The AFP's role is to enforce Commonwealth and ACT criminal law and protect Commonwealth interests from criminal activity in Australia and overseas. The AFP works closely with domestic and international partners to combat complex transnational serious and organised crime affecting Australia's national security. Under the *Australian Federal Police Act 1979* (Cth) (AFP Act), the AFP investigates state offences with a federal aspect in partnership with domestic partners. The AFP uses its policing insights to engage effectively with government and the community to promote awareness and resilience.

Please see **Attachment C** to view the AFP's Organisational Structure.

Oversight

AFP Professional Standards is responsible for developing and maintaining the highest professional standards throughout the AFP including ACT Policing. Our professional standards are underpinned by our values and the AFP Code of Conduct.

The AFP Workplace Issues and Complaints Resolution Team has primary responsibility for reviewing complaints against the AFP and its appointees relating to misconduct or AFP practices and procedures.

The AFP has a transparent complaint management framework, which adopts the principles of best practice for complaint management as promoted by the Commonwealth Ombudsman.

AFP and ACT Policing's Partnership

The AFP supports ACT Policing in the provision of community policing services to the ACT. The AFP do this by providing enabling services to ACT Policing, including Specialist Operations and Forensics

Specialist Operations provides an operational response in high-risk operational environments by responding with a range of specialist capabilities, including Canine, Negotiations Operations Team, Search and Rescue Team, Bomb Response Team, Maritime Operations Team, Tactical Response, Discrete Operations, Specialist Technical Operations, Air Support Team, Specialist Support Team.

AFP Forensics supports the frontline and maximises the AFP's operational effect by developing and delivering unique and valued science and forensic technical intelligence capabilities to solve complex investigative issues. Forensics comprises a large number of specialist services and capabilities at the AFP's Forensics Facility, located at Majura.

AFP Forensics provides a wide array of services to ACT Policing including forensics analysis, field examinations, intelligence, and investigations support.

Enabling services represent the support provided by the broader AFP in the delivery of policing services to the community. Benefits of the enabling framework includes:

- quality and specialised policing services provided to the community;
- additional resources and workforce capability;
- surge capacity to respond to critical incidents and events;
- value for money in leveraging internal AFP resources and equipment; and,
- professional development opportunities for ACT Policing members.

The cost of enabling services is determined through an enabling cost model agreement between the AFP and the ACT Government and is reviewed every four years. The new cost model agreement commenced on 1 July 2021.

Key ACT Policing Priorities

In achieving its commitment to the community, ACT Policing is led by seven priorities areas of focus.

Domestic and Family Violence

ACT Policing will work collaboratively with partner agencies to ensure victims of family violence are identified, supported and empowered while holding offenders accountable for their unlawful controlling conduct.

First Nations Overrepresentation

In recognition of the disadvantages and challenges facing the ACT's First Nations people and community and the national agreement to close the gap on this disadvantage, ACT Policing commits to working with the ACT Government, First Nations people, representatives and service providers and justice sector partners to reduce over-representation in the criminal justice system.

Organised Crime

ACT Policing's mission is to create the most hostile environment possible for serious and organised crime to operate in the ACT.

Road Safety

ACT Policing will work with the community to ensure everyone has a future on ACT roads.

Sexual Offences

ACT Policing commits to the prevention, disruption and investigation of all sexual assaults by applying a victim-centric trauma informed approach.

Youth Justice

Through proactive policing, partnerships, engagement, and intervention, ACT Policing aims to identify, reduce and treat common drivers of youth crime and anti-social behaviour impacting the ACT Community.

Counter Terrorism and Violent Extremism

ACT Policing continues to work to counter the threat of terrorism and violent extremism by strengthening the safety of the ACT's public places in line with national strategies and best practice; and developing a fixated threat capability to meet the Government's obligations under the October 2017 Council of Australian Government's agreement.

Key Contemporary Issues

Sexual Assault

Sexual assault has a profound impact on all members of society, causing long lasting trauma for survivors and their families. Victim blaming and shaming will almost certainly continue to have a significant negative impact on sexual assault complainants and deter them from reporting incidents. It is likely technology facilitates a substantial proportion of sexual violence.

ACT Policing will continue to work closely with national and interstate law enforcement partners, intelligence agencies and other stakeholders with the aim of causing maximum impact on the criminal environment. We will strive to make fighting sexual offences a whole-of-society responsibility. This includes leveraging the powers of government, and withing with vulnerable industries.

ACT Policing acknowledges the Sexual Assault Prevention and Response Steering Committee's Report into sexual violence and the work that all relevant agencies in the ACT can do to improve the experience for victim-survivors of sexual assault.

ACT Policing continues to review these issues and seeks ways to improve service delivery and support for people who report sexual assault offences. The long-term focus for ACT policing is to put decision making into the hands of the victim-survivor at the centre of the process so their voice is heard in relation to how their matter proceeds.

Domestic and Family Violence

Requests for ACT Policing attendance at domestic and family violence incidents are expected to continue to be one of the largest contributors to the total overall number of incidents attended by our officers. Following a steady increase over the last five years and near constant high rates since, domestic and family violence will almost certainly continue to be high-risk for victim survivors. Technology-enabled coercive control will likely increase domestic and family violence risks by increasing the intensity and duration of offending.

This year alone, police across the territory have responses to more than 2,000 domestic and family violence incidents. To ease the pressure on General Duties police officers and provide our most valuable victims with specialised support, in June 2024, ACT Policing family and domestic violence response was enhanced.

The creation of a new Domestic and Family Violence Investigation Unit provides us with a new capability to work with our partner agencies to investigate domestic and family violence incidents. Aligning with the National Plan to End Violence against Women and Children 2022–2032, it will enable us to better support victim survivors and work to prevent domestic and family violence occurring in the ACT.

Youth Crime

The prevalence of youth related crime in the ACT is an ongoing issue that ACT Policing responds to, particularly considering the public expectations for police response to such incidents and the recent changes to the Minimum Age of Criminal Responsibility (MACR).

In November 2023, the MACR was increased in the ACT from 10 years to 12 years of age. A further increase to 14 years of age is set to commence in July 2025. ACT Policing continues to respond to any call for assistance, regardless of the apparent age of the offender.

Once officers ensure the safety of all present at an incident, establish the events having taken place and determine whether an offence has occurred, police will then consider the appropriate pathway for any young offenders involved (taking the MACR into account).

ACT Policing supports measures to divert young people from the criminal justice system and where appropriate, young people will be provided with support options rather than the laying of charges.

Police will continue to engage with both government and non-government support bodies to ensure the best possible outcomes for youth offenders.

Minimum Age of Criminal Responsibility (MACR)

Youth related crime, including the social factors that influence or drive the behaviour, is a complex, multifaceted issue. ACT Policing believe the true rate of offences committed by youths is much higher than what the limited apprehension data suggests therefore making it difficult to ascertain exactly how raising the MACR in the ACT has impacted youth related crime.

In June 2023, in preparation for the raising of the MACR in the ACT, members of the Community Engagement Team undertook a study tour of New Zealand Police youth engagement capabilities.

This exercise saw the exchange of ideas and allowed ACT Policing members to witness, examine and consider evidence-based programs that concurrently mitigate recidivism through treatment of underlying causation, and attitudinal and behavioural change.

Examination of this program is intended to inform other programs including those delivered by Canberra PCYC.

ACT Policing continues to monitor and evaluate the outcomes of the MACR reforms. ACT Policing also continues to work with ACT Government stakeholders on issues raised in implementing the MACR reforms, including ensuring the MACR referral pathways are providing appropriate and timely support.

Drugs of Dependence

In response to the announcement of new drug decriminalisation legislation in October 2022, ACT Policing has continued its work with ACT Health partners to support harm minimisation and health protection initiatives for the safety and wellbeing of all ACT residents.

ACT Policing resources continue to target drug trafficking and criminality driven by drug use, not drug possession offences. ACT Policing do not tolerate drug traffickers, manufacturers, or their exploitation of vulnerable demographics within our community.

ACT Policing continues to adopt a harm minimisation and diversionary approach to illicit drug use in the ACT, and continues to evaluate implementation of the reforms and monitor the environment for changes in the illicit drug market.

Counter Terrorism and Violent Extremism

The complexity of security threats in the ACT is increasing due to a range of factors including youth radicalisation, rising prevalence of mental health issues, anti-government sentiment, global unrest and destabilisation in the Middel East, and polarised ideologies.

The threat associated with violent extremist ideologies remains a concern to governments around the world. In 2024, the National Terrorism Threat Level was increased to Probable with the ACT's political, military and government agencies remaining attractive targets for extremists.

The ACT Fixated Threat Assessment Centre (ACTFTAC) was established to jointly assess and manage the risks posed to dignitaries and prominent individuals by fixated persons and persons vulnerable to engaging in lone-actor grievance-fuelled violence.

The ACTFTAC has seen an increase in members and staff of the Legislative Assembly seeking advice in relation to the management of communications from fixated persons and inquiries about applications for Workplace Orders.

ACT Policing will work with partner agencies to develop and access technologies and capabilities that allows greater monitoring of activities in public places.

Dangerous Driving

Aggression by ACT drivers will likely increase dangerous driving and undermine safe driving cultures if unaddressed. Driver distraction will highly likely continue to be a significant contributor to ACT road trauma. Dangerous driving is almost certainly an enabler and consequence of other criminal offending.

In August 2022, Operation TORIC was established in response to anti-social behaviour on our roads and focuses on the identification and apprehension of high-risk-high-harm and recidivist offenders, who place the community and ACT Policing members in danger.

The Operation TORIC model has matured and is now aligned into the Proactive Intervention and Diversion Teams (PIDT), as the goals are complementary. Operation TORIC is immediate and problem solving while PIDT is the longer-term recidivist intervention and strategy. This alignment will allow ACT Policing to meet the expectations of the Canberra community.

In August 2024, Operation TORIC recorded its 500th apprehension. Since its inception, Operation TORIC has laid more than 1,470 charges targeting recidivist offenders involved in motor vehicle theft, burglaries, robberies, associated dangerous driving and other crime in the ACT.

Reducing the overrepresentation of First Nations people

ACT Policing conducts ongoing engagement with the local First Nations community to further develop solid, trusting relationships through open dialogue, enhancing our understanding of the challenged faced by First Nations people.

The relatively high rates of offending by First Nation people in the ACT will almost certainly continue over the reporting period (and beyond it, over the medium to long term) unless the ACT community and partner agencies better address criminogenic risk factors. How ACT Policing operations targeting property crime and dangerous driving will affect arrest rates of First Nations people over the reporting period are current intelligence gaps. Incomplete data flagging interactions between First Nations people and ACT Policing will almost certainly hinder evaluations of ACT Policing engagement, intervention and support programs.

National Firearms Registry

The ACT Government and AFP are working collaboratively together on a large-scale ICT project for the first time. As the ACT Firearms Registry is paper based, the ACT will require an entirely new digital system and a digital dealer portal to participate in the NFR.

To achieve the ACT's commitments under the NFR project the initiative will be delivered in three phases as follows:

- Phase 1: initial discovery and design
- Phase 2: detailed design and options costing, and
- Phase 3: option selection and implementation.

The ACT have dedicated resources identified who are actively progressing the NFR work, which includes the commencement of the discovery work on the current state of the ACT Firearms Registry. The ACT project team has completed planning of the discovery phase and aligning it with the NFR program timelines.

Organised Crime

ACT Policing continues to work to prevent and disrupt serious and organised crime targeting our community. This is being achieved through a number of investigative strategies and initiatives.

ACT Policing works closely with interstate policing partners, law enforcement, intelligence agencies and other stakeholders across the country – and internationally through Australian Federal Police networks – to maximise the impact that it has on organised crime and illicit profit-making enterprises.

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Key Legislative and Policy Priorities for ACT Policing

Policy Issues

Like many other jurisdictions in Australia, ACT Policing is experiencing resource challenges associated with the demands of a growing population and evolving crime challenges. ACT Policing's challenges are compounded by the increasing prevalence of mental health disorders and the number of health-related incidents attended by police.

To address this issue, ACT Policing has been reviewing its involvement in mental health-related incidents and the appropriateness of police involvement. Research on police involvement in mental health-related incidents suggests that it may be counterproductive and to the detriment of the at-risk person, and may lead to the inadvertent stigmatisation and criminalisation of mental health incidents.

Minimum Age of Criminal Responsibility

The minimum age of criminal responsibility (**MACR** reforms aims to divert children and young people who engage in harmful behaviour away from the criminal justice system and provide them with therapeutic supports to address the underlying causes of their conduct.

The *Justice (Age of Criminal Responsibility) Legislation Amendment Act 2023* commenced on 22 November 2023, which raised the ACT's MACR from 10 to 12 years old.

The MACR will be further raised to 14 years old on 1 July 2025 with exceptions for the following offences:

- murder
- intentionally inflicting grievous bodily harm
- sexual assault in the first degree; and
- act of indecency in the first degree

To support the MACR reforms, the ACT Government established the following referral pathways for children under the MACR:

- **Therapeutic Support Panel** – evaluates the therapeutic needs of the child or young person and advises on appropriate treatment and support.
- **Safer Youth Response Service Pilot** – provides children and young people who are engaging in harmful behaviour with crisis/expedient access to youth workers, emergency accommodation and follow-up case management.

ACT Policing is a member of the Therapeutic Panel and is engaging the Safer Youth Response Service Pilot to address needs of young persons it comes across.

Although a child younger than the MACR cannot be summonsed, charged or found guilty of a criminal offence in the ACT, police retain powers to search, arrest, detain and gather forensic evidence if reasonable grounds exist.

ACT Policing responds to any call for assistance, regardless of the apparent age of the offender. Once officers ensure the safety of all present at an incident, establish the events having taken place and determine whether an offence has occurred, police will then consider the appropriate pathway for any young offenders involved (taking the MACR into account).

ACT Policing continues to monitor and evaluate the outcomes of the MACR reforms and will adjust its response as outstanding elements of the reforms are implemented. It is noted that:

- ACT continues to receive high volumes of complaints about youth crime in Canberra and the impact this is having on victims and the broader community.
- The MACR reforms' implementation has been complicated by the staggered roll-out of support services, meaning that police are still often engaged in the management and support of persons under the MACR.

ACT Policing will continue to work with ACT Government stakeholders on issues raised in implementing the MACR reforms, including ensuring the MACR referral pathways are providing appropriate and timely support

s47B

s47E(d), s 47B

Legislative Proposals

ACT Policing is committed to initiatives that support and increase the safety of the ACT community and ACT Policing officers. ACT Policing is exploring legislative amendments related to several key focus areas, including firearms, family violence and police involvement in mental health-related incidents. A summary of ACT Policing's key legislative proposals is provided below.

s47B, s47C

Pages 23 through 25 redacted for the following reasons:

s47B, s47C

Governance

The key documents which govern the delivery of policing services to the ACT are the Policing Arrangement, the 2022-26 Purchase Agreement and the Ministerial Direction.

Policing Arrangement

The AFP is a statutory authority established by the Federal Parliament under the *Australian Federal Police Act 1979* (the AFP Act). The AFP delivers policing services to the ACT as a separate outcome under a contractual arrangement between the Commonwealth Government and the ACT Government.

Purchase Agreement

The Policing Arrangement provides for the negotiation of a 2022–26 Purchase Agreement between the AFP and the ACT Government. The agreement details the outcomes, outputs, performance measures, targets and facilities to be provided, and the powers and obligations of the Minister for Police, Fire and Emergency Services and the Chief Police Officer (CPO), as well as associated administrative arrangements.

The main shared ACT Government Outcomes are:

- **Prevent Crime**
 - Prevent crime and violence.
- **Reduce Recidivism**
 - Reduce repeat offending.
- **Prevent Road Deaths and Trauma**
 - Collaborate with partner agencies to improve and promote road safety through education, innovation and targeted enforcement.

The main ACT Policing Operational Outcomes are:

- **Divert**
 - Increase support for early intervention and diversion.
- **Disrupt**
 - Proactive operations to prevent and disrupt crime.
- **Respond**
 - Responsiveness to calls and incidents taking into consideration public and police safety.
 - Respond to emergencies and disasters.
- **Enforce**
 - Increase police proceedings through both court and non-court outcomes.
- **Community Confidence**
 - Increase community confidence in police.
 - Enhance and strengthen resilience of communities.
 - Increase support for early intervention and diversion.

Please see **Attachment D** to view the 2022-26 Purchase Agreement.

Ministerial Direction

The Policing Arrangement allows the Minister for Police, Fire and Emergency Services to provide general directions to ACT Policing through a Ministerial Direction. The Ministerial Direction gives guidance on specific areas of focus relating to policy, priorities and goals for the provision of police services, without issuing directions on operational matters.

Please see **Attachment E** to view the Ministerial Direction.

Chief Police Officer's Statement of Intent

The CPO's Statement of Intent (SOI), which sets out strategies and plans that ACT Policing will implement to address the ACT Government's key priorities and the Ministerial Direction. Achievements against the SOI will be recorded in ACT Policing Annual Reports.

Please see **Attachment F** to view the CPO's SOI.

Please visit www.police.act.gov.au/about-us/publications/annual-reports to view ACT Policing Annual Reports.

ACT Policing's Partnership with the Justice and Community Safety Directorate

ACT Policing works closely with the ACT Justice and Community Safety Directorate and other Directorates as appropriate, to develop and implement ACT Government policy and legislation related to policing and community safety.

The Governance Framework supporting the Purchase Agreement agreed between the Director-General of the ACT Justice and Community Safety Directorate and CPO establishes an overarching joint Steering Committee. The Steering Committee sets strategy for, maintains oversight of, and monitors the achievement of objectives of the Purchase Agreement and Policing Arrangement. It also manages strategic direction of the Purchase Agreement, monitors ACT Policing's measurement and reporting against performance measures and ensures transparency and accountability. It is supported by a range of working groups that develop and implement process to guide interactions between agencies and delivery of:

- security and emergency management;
- accommodation and facilities;
- legislative matters;
- reporting and performance measures;
- budget, resourcing and enabling services; and,
- and other issues as required.

ACT Policing engage with its partners in Emergency Services ACT and ACT Corrections across all levels, but particularly through regular one-on-one meetings between its Executive and Senior Executive members. ACT Policing also works with these partners during joint-operations and disaster response activities.

Key Crime Statistics

ACT Policing's deployment of resources is flexible and responds to emerging priorities in the ACT as they arise. During periods where certain types of crime peak, ACT Policing resources are redirected to address these. As the following statistics demonstrate, crime in the ACT is complex and changing.

Over the past 10 years, the following offence types have increased:

- Homicide (85.7% increase, or 7 offences)
- Non-Family Violence assault (41.7% increase)
- Family Violence assault (82.5% increase)
- Sexual assault (38.1% increase)
- Commercial burglary (24.7% increase)
- Motor vehicle theft (5.2% increase).

The number of overall offences reported to ACT Policing has decreased by 7.8 per cent in the 2023-24 financial year (or 2,214 reported offences) when compared to the 2022-23 financial year.

The number of offences overall reported to police has decreased by 18.0 per cent in the last ten years.

It is important to note that not all incidents ACT Policing attends, result in a criminal offence being identified.

ACT Policing is continuing to see decreases across many reportable offences.

- Property Damage has decreased by 2.9 per cent to 3,364 in the 2023-24 financial year down from 3,466 in 2022-23.
- Theft (excluding motor vehicles) has decreased by 3.3 per cent to 6,972 in the 2023-24 financial year (down from 7,207 in 2022-23).
- Motor vehicle theft has decreased by 5.4 per cent to 1,099 in the 2023-24 financial year (down from 1,162 in 2022-23).

Family violence related assault offences reported have decreased 7.4 per cent in 2023-24 when compared to the 2022-23 financial year. In the past ten years police have seen an 82.5 per cent increase in reports.

ACT Policing are proactively responding to family violence issues in our community to keep victim-survivors safe and reduce the likelihood of these incidents occurring.

The National Survey of Community Satisfaction with Policing measures community perceptions on a range of policing issues including satisfaction with policing services, feelings of safety, concern about potential victimisation and beliefs about police behaviour. The 2023-24 ACT Policing results of the survey indicate that targets are being met for percentages of the community satisfied in general with services provided by police with the job police are doing in responding to emergencies and disasters, and have confidence in police. This has changed from previous years where the target was not being met.

Please see **Attachment G** for detailed Crime Trend Data.

Staffing Profile

ACT Policing is committed to providing quality and effective policing services to the ACT Community through a modern, agile and highly skilled workforce. In the 2023–24 budget, ACT Policing received \$107.26 million to increase ACT Policing staffing levels by 126 Full-Time Equivalent (FTE) over five years. In 2023–24, 28 positions were funded under this initiative, equivalent to 18.75 FTE. A further 24.25 FTE has been funded under this initiative for the 2024-25 FY.

In line with the 2022–26 Purchase Agreement, ACT Policing's FTE is supplemented by the enabling services of the AFP. In 2023–24, 267 notional FTE were purchased to support ACT Policing under the enabling services model. This figure has increased to 269 notional FTE for the 2024-25 FY. This notional FTE of sworn and professional members represents the services provided by the broader AFP in the delivery of community policing services to the ACT. Examples of such services include the Specialist Response Group, Forensics and Professional Standards. Reported FTE figures are higher than the reported headcount due to the inclusion of these enabling FTE.

As at 30 September 2024, there was a total of 1,007 members within ACT Policing, of which over a third of the total workforce were female (40.81 per cent).

ACT Policing remains committed to achieving greater workforce diversity that is reflective of the community we serve. Of the 1,007 members, 4.3 per cent identify as First Nations peoples. This figure has not changed since 30 June 2024 and is reflective of ACT Policing's continual commitment to increasing First Nations representation in accordance with the AFP Reconciliation Action Plan 2022-24.

Females represented 31.44 per cent of the 735 sworn members in ACT Policing, a slight decrease of 0.50 per cent from 31.94 per cent as at 30 June 2024.

ACT Policing had 80 police recruits start in 2023–24, of which 27.5 per cent were female. ACT Policing has had 27 police recruits start in the 2024-25 financial year to date, of which 22.22 per cent were female.

Employees aged between 25 and 44 account for 64.35 per cent of ACT Policing's workforce, with employees aged over 50 accounting for 18.07 per cent of the workforce.

ACT Policing Workforce Composition

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25*
Average FTE**	1,115.17	1,103.87	1,153.54	1,185.51	1,247.06	1,239.56
Sworn Budgeted FTE	652	669	680.51	688	702.33	738.32
Headcount***	923	966	937	1,015	1,032	1,007
Sworn	697	709	691	731	742	735
Professional	225	243	233	270	277	268
PSO****	1	14	13	14	13	4

*Financial year to date 1 July – 30 September 2024

**This figure represents ACT Government funded positions, inclusive of 41 FTE funded by the Commonwealth and enabling capability provided by the AFP of 148 FTE for FY 19-20, 202 FTE for FY 20-21, 244 for FY 21-2 and, FY 22-23, 267 for FY 23-24 and 269 for 24-25.

***Headcount is as at 30 June each year or as otherwise stated.

****PSO increase in FY 20-21 is due to staffing in ACT Watch House.

Enterprise Bargaining

The AFP has been negotiating with union and employee representatives to secure a new enterprise agreement and pay increase. Accordingly, in the 2024-25 ACT Government Budget there was a provision to cover any pay increase.

A staff vote on a new agreement occurred in May/June 2024, with a 64.49% No vote received (85.52% of eligible staff voted). The proposed AFP Enterprise Agreement 2024-27 was not supported by the majority of the workforce at the conclusion of the voting period on 31 May 2024.

Since then, an extensive staff survey was conducted to confirm the reasons for the No vote and to guide current negotiations. The AFP released a survey seeking feedback on where the proposed Enterprise Agreement (EA) did not meet their expectations and workforce views on whether they would like to keep some of the allowances as previously proposed or to put new ideas forward for consideration. The survey was held in June.

Key issues identified in the survey included the overall pay offer (currently 11.2% over three years – consistent with other Commonwealth agencies), use of force, workplace responsibility and unsociable hours allowances, and proposed new broad banding arrangements.

When comparing police jurisdictions pay rates – the AFP has the lowest base pay however when core composites and allowances are considered the AFP sits at about 5th out of the eight services.

On 17 October 2024, the AFP presented a revised offer to the workforce. The Commonwealth government's final position on base pay funding is confirmed. The AFP has done its best to utilise allowances to boost take home pay and enhance other conditions to allow the workforce more flexibility. Some of these include:

- A base pay increase of 11.2% over three years but front-loading the offer to 4.5% in the first year, 4% in year two and 2.7% in year three.
- An increased Use of Force Allowance for sworn officers who meet annual requalification requirements.
- Enhanced broadband provisions to support sworn staff moving up pay levels.
- Maintaining a night shift allowance.
- Introducing a new unsociable hours allowance (outside of nightshift times).

It is anticipated that the next staff vote for the revised offer will occur in November.

Protected industrial action has had no impact on the overall safety of the ACT community and the ACT Policing Executive remains in regular direct contact with both the Enterprise Bargaining team as well as the AFPA to work through any ramifications for ACT Policing from this second round of bargaining.

Although ACT Government does not currently have a representative involved in the bargaining process, as per the Purchase Agreement the AFP will take into consideration input received from the ACT Government relating to AFP personnel providing policing services to the ACT.

Financials

2023-24 Financial position

Total revenue received by the AFP for the provision of policing services to the ACT was \$228.208 million (including base appropriation, -\$219.28m resources received free of charge and other revenue). This represented an increase of \$15.285 million compared with the previous financial year (2022–23). The increase resulted primarily from additional funding for the following measures:

- More ACT Police (MAP) (\$7.755m)
- ACT Policing Enterprise Agreement – technical adjustment (\$4.393m)
- ACT Policing indexation (\$1.129m)
- Cost pressures (Insurance & Board of Inquiry (BOI) (\$0.884m)
- ACT Policing Sexual Assault and Child Abuse Team (\$0.453m)
- Police, Ambulance and Clinician Early Response (PACER) – 2nd team (\$0.343m)
- Fixated and Lone-Actor Grievance-Fuelled Violence (FLAG) (\$0.25m)
- Commonwealth Grant – Family Law information sharing (\$0.243m)
- ACT Policing Organised Crime Task Force (\$0.215m)
- Sexual Assault Prevention and Response (SAPR) – review (\$0.020m).

An additional amount was received through the Treasurer's Advance:

- Costs awarded against police (\$1.142m)
- Relocation costs (\$0.250m).

Offset by reduction in:

- Prior year Treasurer's advance – Costs against police and Board of Inquiry (\$2.211m)
- Prior year Sexual Assault Prevention and Response (SAPR) – Review (\$0.714m)
- Prior year roll-over of PSM Funding (\$0.532m)
- Police, Ambulance and Clinician Early Response (PACER) rolled into MAP (\$0.444m)
- Fixated and Lone-Actor Grievance-Fuelled Violence (FLAG) rolled into MAP (\$0.263m).

Total expenses amounted to \$227.876 million which was an increase of \$14.973 million compared to 2022–23. The increased expenditure relates to new and additional budget initiatives funded through the ACT Government budget process. The MAP contributed to the increase in Employee Expenses of \$3.547 million compared to 2022–23.

2024-25 Financial Budget

Total appropriation revenue for the provision of policing services to the ACT is \$221.739 million (base appropriation). This represented an increase of \$2.459m million compared with the previous financial year (2023–24). The increase resulted primarily from additional funding for the following measures:

New initiatives

- Road Policing Centre Hume – funding for outgoings (\$0.366m)
- National Firearms Registry Funding (\$0.108m).

Existing Initiatives (increase from prior year)

- MAP funding increase on prior year (\$3.909m)

- ACT Policing indexation increase on prior year (\$1.357m)
- Commonwealth Grant – Family Law information sharing increase on prior year (\$0.50m)
- ACT Policing Sexual Assault and Child Abuse Team (\$0.07m)
- ACT Policing Cost pressures – Forensic Medical Contract (\$0.069m)
- ACT Policing Organised Crime Task Force (\$0.012m).

ACT Policing offset by reductions in:

- Police, Ambulance and Clinician Early Response (PACER) rolled into MAP (\$0.343m)
- Prior years Treasurers Advance (\$1.392m)
- Prior years Cost Pressures (\$0.884m)
- Prior years Sexual Assault Prevention and Response Steering Committee's final report – Recommendation 15 (\$1.113m)
- Commonwealth Grant – Family Law Information Sharing received in 2023-24 for the 2022-23 Financial year (\$0.144m).

Please note, there are a range of unforeseen costs associated with operational priorities and pressures which ACT Policing has also been directed by ACT Government to absorb under the MAP. This may impact on the final delivery of MAP outcomes.

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Labor Party Election Commitments

Commitment Title	Commitment Detail
Include a new Molonglo Police Station in the Molonglo Town Centre	Include a new Molonglo Police Station in the Molonglo Town Centre
New emergency services station in Casey	A new Emergency Services Station in Casey to improve response times and support the community.
Gungahlin Joint Emergency Station to become a Police Station	The new Emergency Services Station in Casey will increase space at the Gungahlin Joint Emergency Station which will become a dedicated Police station.
Recruit and train an additional 150 police officers to 2029	Recruit and train an additional 150 police officers to 2029 – the largest multi-year recruitment drive for the ACT Policing since its establishment.
Strengthen policing capabilities to enable effective intervention in domestic violence situations	Strengthen policing capabilities to enable effective intervention in domestic violence situations.
Strengthen protections for police and first responders	Strengthen protections for police and first responders, to ensure they can do their jobs while staying safe.
Invest in police training and community awareness	Invest in police training and community awareness raising to enhance cultural understanding between the police and the community
Target dangerous driving, anti-social road behaviour and recidivist offenders	Target dangerous driving, anti-social road behaviour and recidivist offenders to keep Canberra roads safe and keep our road toll the lowest in the country.

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Accommodation

Under the Policing Arrangement, the ACT Government is responsible for providing accommodation for ACT Policing.

ACT Policing has staff situated across eleven sites in the ACT, including five police stations.

- Seven sites are owned by the ACT Government.
- Four are leased:
 - Exhibit Management Centre;
 - Maritime Operations Facility;
 - Rae Street; and
 - Road Policing Centre.

Building Name/Type	Area Occupied (m ²)	Age of Building
Winchester Police Centre	6,250	47
Belconnen Police Station	2,800	13
Gungahlin Police Station	344	26
Tuggeranong Police Station	2,800	27
Woden Police Station	2,200	19
City Police Station	4,200	60
Traffic Operations Centre	1,600	47
Road Policing Centre – Leased	7,000	New Refit 2023
Exhibit Management Centre – Leased	4,028	15
Maritime Operations - Leased	1,874	30
Rae Street - Leased	2,000	13
Total	13,902	

Strategic Accommodation Framework for ACT Policing

A Master Accommodation Plan has been presented and endorsed by ACT Government, which provides a range of options for ACT Policing facilities regeneration and replacement. It also assesses population growth, future transport plans and crime trends over the next 20 years.

A feasibility study has commenced to investigate options to construct a New City Station and relocate Winchester Headquarters to a new site in the City (including potential co-location). This study will identify and validate the operational, functional and spatial requirements for the buildings and prepare a high-level design to inform a business case that will identify a preferred option and seek funding from the ACT Government.

A feasibility study has commenced to consider the policing infrastructure requirements for the Woden and Molonglo region.

ACT Policing is working with partner agencies to consider the long-term future of the Joint Emergency Services Centre, which incorporates Gungahlin Police Station.

Minister for Police, Fire and Emergency Services support arrangements with ACT Policing

Community Policing Liaison Officer

The Community Policing Liaison Officer (CPLO) represents the AFP and ACT Policing within the ACT Government, Office of the Minister for Police, Fire and Emergency Services. The role is primarily located at the ACT Legislative Assembly, with regular requirements to attend Winchester Police Centre.

The CPLO is the conduit for timely communication between the Minister's Office, the ACT Policing Executive and other ACT Government Directorates. The CPLO also provides operational policing advice to the Minister and political staff on ACT Policing matters.

The principal role of the CPLO is to:

- Maintain effective and productive working relationships with the Minister political staff and other ACT Government Directorates;
- Facilitate and foster productive relationships between ACT Policing Executive and the Minister's office;
- Protect and promote ACT Policing interests through the early identification of emerging issues;
- Provide timely and accurate advice to the Minister's Police Adviser on ACT Policing priorities, issues and initiatives;
- Facilitate enquiries, requests and advice between the Minister, the Chief of Staff, their Police Adviser and ACT Policing; and
- Promote and support effective ministerial correspondence.

The CPLO can be contacted at [s47E\(d\)@afp.gov.au](mailto:s47E(d)@afp.gov.au)

Ministerial Team

The ACT Policing Ministerial Team consists of four team members who coordinate whole-of-ACT Policing engagement with the Minister for Police, Fire and Emergency Services, the ACT Legislative Assembly, ACT Government Directorates and AFP National Ministerial.

The Ministerial Team coordinates and develops:

- Ministerial-level briefings
- Facilitation of requests from the ministerial offices including responses to ministerial correspondence
- Briefing for Senior Executives appearing before the ACT Legislative Assembly Select Estimates Committee and Annual Reports Hearing Committee
- ACT Policing Senior Executive appearances at public and private hearings in support of submissions to ACT Government Inquiries
- Question Time Briefs, Questions Taken on Notice, input to motions and other assembly business in support of the Minister for Police, Fire and Emergency Services in the Legislative Assembly
- ACT Policing input into requests from other government agencies
- ACT Policing Annual Reports.

Correspondence

When a constituent writes to the Minister on an issue involving or concerning ACT Policing, the Minister's office will forward the correspondence to the CPLO for review. If the CPLO considers it appropriate for ACT

Policing to develop a response, the CPLO will upload the correspondence in AFP Teams for the Ministerial team to action within 10 working days, unless otherwise specified.

Recent topics of LORs responded to by ACT Policing include:

- Youth crime
- Hooning and dangerous driving
- Family and Domestic Violence
- Length of time to serve Personal Protection Orders and Family Violence Orders.

Media and Public Engagement

ACT Policing Media, within the Communications and Government Relations Portfolio, cover a range of internal and external communications functions, as well as delivering events, public engagement and educational programs such as Constable Kenny Koala.

ACT Policing Media comprises of three areas and a brief description of some activities for each team is described below:

- Media
 - Media management.
- Strategic Communications
 - Internal communications
 - Internal and External Campaigns
 - Website management
 - Stakeholder engagement
- Public Engagement
 - Social Media including Facebook, Instagram, Twitter and YouTube
 - Community Events
 - Constable Kenny Koala program

Media and Public Engagement is located at Winchester Police Centre, Benjamin Way, Belconnen, next to ACT Policing Operations.

The office is staffed from 7am - 7pm Monday - Friday and 7.00am to 11.00am on weekends and public holidays. An on-call media officer is available 24/7 and works the Saturday/Sunday shift.

All staff work to a roster (including afternoons and weekends), with media team members also working on-call for seven days at a time.

Media Events with the Minister for Police, Fire and Emergency Services

The CPLO is the conduit for ACT Policing requests for the Ministers attendance at media events. The CPLO will often accompany the Minister to ACT Policing Media Events and Award Ceremonies and provide support to the Executive, where required.

Security for the Legislative Assembly

In preparation for the 2024 ACT Government general election, ACT Policing formalised an ACT Policing response to the ACT Election through a Memorandum of Understanding with the ACT Electoral Commission.

ACT Policing will mitigate any threat, risk, vulnerability, or crime that has been identified against Members of the Legislative Assembly or candidates and support the integrity of the ACT Election 2024. This includes ensuring all associated threats are triaged and responded to, and crimes are allocated for investigation.

The ACT Fixated Threat Assessment Centre (ACTFTAC) continues to operate as a joint initiative between ACT Policing and Canberra Health Services; bringing together police and mental health clinicians to provide early intervention for people at risk of harm due to fixated behaviours or lone actor grievance fuelled violence where mental illness may be a contributing factor. The ACTFTAC aim to reduce the potential risk of harm from fixated individuals directed at:

- Members of the ACT Legislative Assembly;
- Members of the ACT Judiciary; and
- ACT Government Officials, during the execution of their official duties; or
- Persons vulnerable to engaging in lone-actor grievance-fuelled violence, where there is a suspected or known mental illness or mental disorder influencing the behaviour.

The ACTFTAC has seen an increase in members and staff of the Legislative Assembly seeking advice or education in relation to the management of communications from fixated persons and inquiring about and/or applying for Workplace Orders.

We are an intervention initiative and continue to encourage MLAs in the event of any immediate concerns should contact the Legislative Assembly Security and if a call or correspondence is received where an immediate threat to life is mentioned or identified, contact Triple Zero (000) or if a police response is required, call 131 444, as per the Legislative Assembly Security Procedures.

If there are immediate concerns for the mental health and safety of the person, or concerns for that person's mental health and they don't present with fixated behaviours, contact the ACCESS Mental Health Team on 1800 629 354.

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Attachments

Attachment A - ACT Policing Organisation Structure

Attachment B - Patrol Zones Map

Attachment C - AFP's Organisational Structure

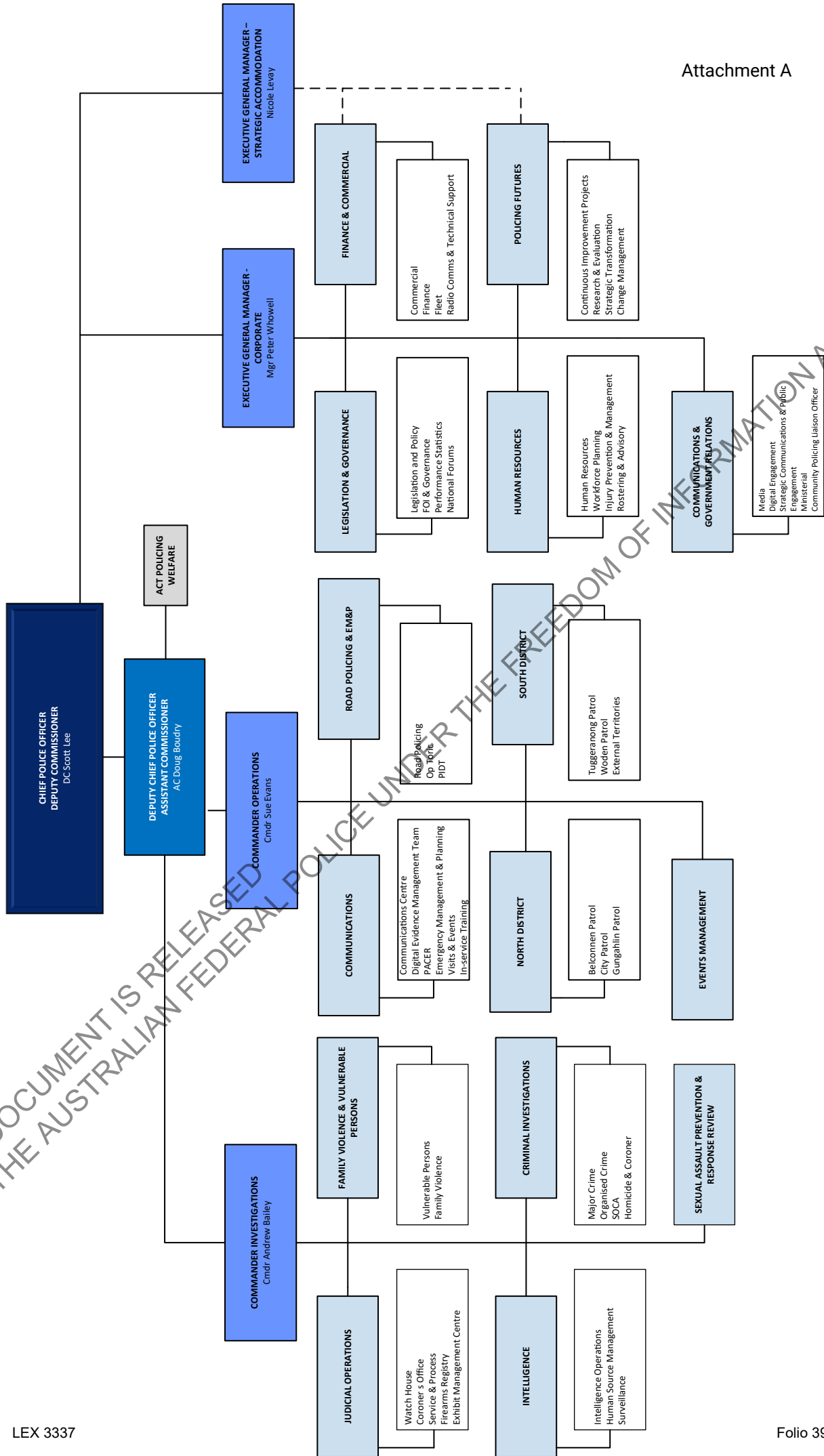
Attachment D - 2022-26 Purchase Agreement

Attachment E - Ministerial Direction

Attachment F - CPO's Statement of Intent

Attachment G - ACT Crime Trends

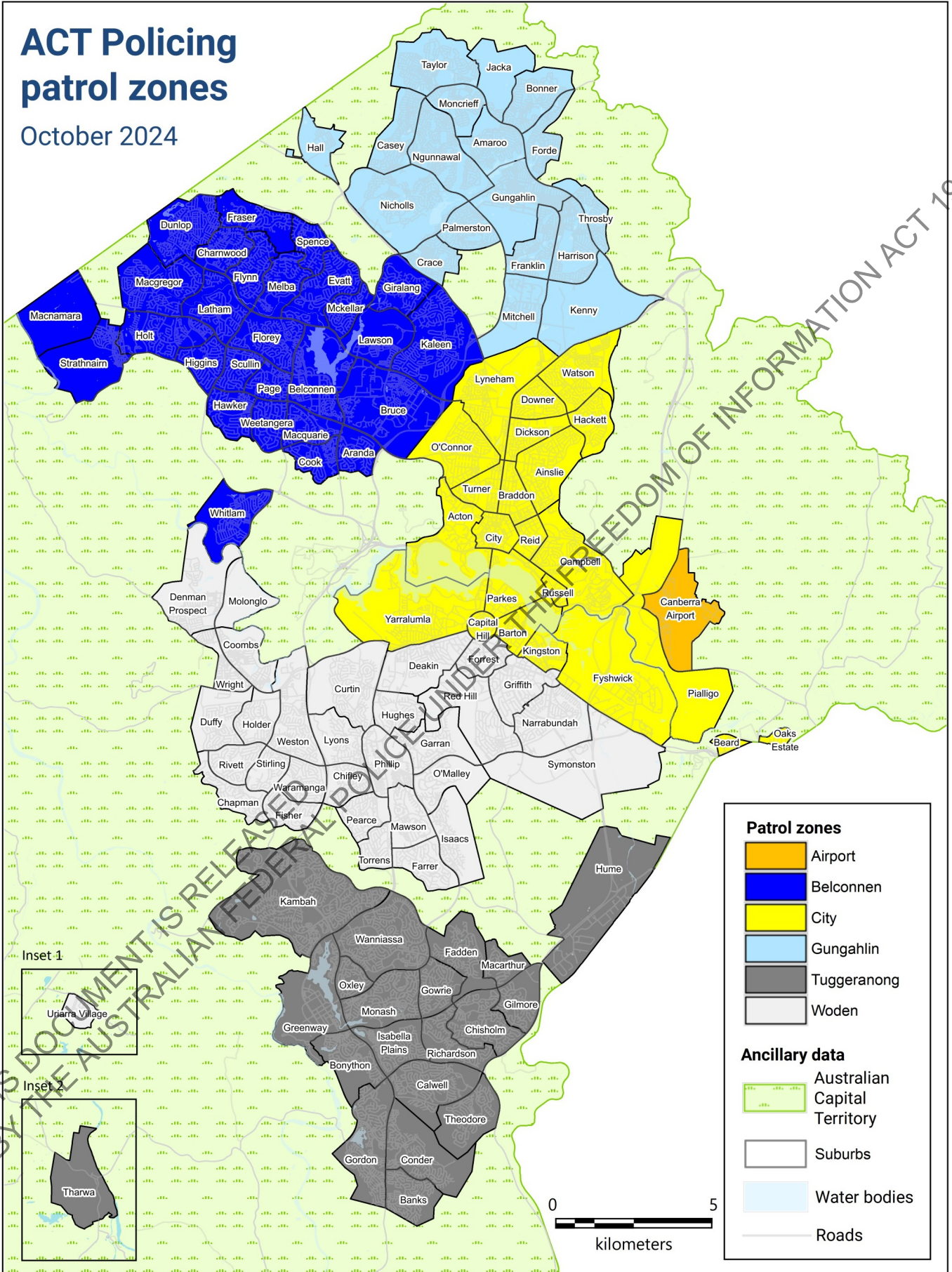
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ACT Policing patrol zones

October 2024





ACT
Government

Attachment D



AFP
AUSTRALIAN FEDERAL POLICE

Agreement between
the ACT Government and
the Australian Federal Police
for the provision of policing services to the
Australian Capital Territory

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The relationship between the AFP and the ACT Government for the provision of policing services to the ACT is long standing and contributes to Canberra being one of the safest places to live in Australia.

The AFP, through ACT Policing:
will provide a professional, innovative and effective policing service to the people of the ACT, contributing to a safe and just community for all.

To achieve this vision, the ACT Government and ACT Policing are committed to:

- Whole of government collaboration
- Community engagement
- Working in partnership
- Transparency and information sharing
- Innovation

ACT Policing reflects the values of the AFP when delivering policing services to the ACT:

- Integrity
- Commitment
- Excellence
- Accountability
- Fairness
- Trust
- Respect

ACT Policing and the ACT Government are committed to realising ACT Policing's mission:

'Policing in partnership for a safer community'.

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1. Definitions

1.1 In this Agreement, unless the contrary intention appears:

- a) "ACT" means the Australian Capital Territory.
- b) "ACT Budget Process" means the processes outlined in the *Financial Management Act 1996*.
- c) "the ACT Government" means the ACT Executive and Directorates.
- d) "the ACT Executive" means the ACT Executive established under section 36 of the *Australian Capital Territory (Self Government) Act 1988* (Cth).
- e) "ACT Policing" means the business unit within the AFP responsible for delivering policing services to the ACT.
- f) "AFP" means the Australian Federal Police.
- g) "AFP User Pays Policy for Police Services" means the policy of that name, dated August 2016, or any other policy that replaces it from time to time.
- h) "the Arrangement" means the agreement which commenced in June 2017, between the Commonwealth Minister of State appointed to administer the *Australian Federal Police Act 1979* and the ACT Police Minister for the provision of policing services to the ACT.
- i) "Chief Police Officer" means the AFP employee appointed by the Commissioner under clause 5.1 of this Arrangement to be the Chief Police Officer for the ACT.
- j) "Commissioner" means the Commissioner of the Australian Federal Police referred to in section 6 of the *Australian Federal Police Act 1979* (Cth).
- k) "Commonwealth" means the Australian Commonwealth Government.
- l) "Director General" is the member of the public service responsible for leadership of the administrative unit responsible for policing matters and answerable to the Minister for Police and to the head of service under the *Public Sector Management Act 1994*.
- m) "the Directorate" is the administrative unit responsible for providing advice to the Police Minister on policing matters in accordance with the Administrative Arrangements made by the Chief Minister under the *Australian Capital Territory (Self-Government) Act 1988* (Cth) and the *Public Sector Management Act 1994*.
- n) "Ministerial Direction" means Directions issued by the Police Minister to the Chief Police Officer under clause 7 of the Arrangement.
- o) "Parties" means the signatories to this Agreement being the Police Minister, AFP Commissioner and Chief Police Officer.
- p) "Police Minister" means the minister of the ACT Executive who is responsible for policing matters.

- q) "Police Services Model" means the community-focused police service model ACT Policing is transitioning to, endorsed by the ACT Government in 2019-20.
- r) "Wellbeing Framework" is the ACT Government's framework providing high-level indicators to measure the wellbeing of the ACT community.

2. Purpose and objectives

- 2.1 In accordance with clause 2.1 of the Arrangement, this Agreement details the policing services to be purchased by the ACT Government from the AFP, including ACT Government Ministerial support, reporting, performance expectations and financial arrangements.
- 2.2 This Agreement will be read in conjunction with the Arrangement and Ministerial Directions issued under clause 7 of the Arrangement.
- 2.3 The ACT Government and the AFP seek from this Agreement:
- appropriate policing levels for the ACT community;
 - sustained high quality of service provision; and
 - provision of professional corporate services, including retention of corporate knowledge, to support policing services and the ACT Government.

3. Policing services aligned with ACT Government priorities

- 3.1 ACT Policing will support the ACT Government's commitment to using the Wellbeing Framework to inform Government priorities, policies, and investment decisions.
- 3.2 ACT Policing will work proactively with the ACT Government agencies to achieve the following ACT Government priority policy objectives:
- working towards making Canberra a restorative city;
 - reducing recidivism;
 - addressing the over representation of Aboriginal and Torres Strait Islander people in the justice system;
 - reducing youth crime by better supporting young people;
 - achieving equity and inclusion for people with a disability in the justice system;
 - preventing and improving responses to sexual and family violence;
 - upholding victim rights to safety, privacy, dignity and participation;
 - improving road safety and reducing road trauma;
 - strengthening the safety of public places, venues and events;
 - reducing risks and building resilience to security threats and natural hazards; and
 - reducing emissions and building resilience to climate change impacts.
- 3.3 ACT Policing will publish an annual Chief Police Officer's Statement of Intent as outlined in clause 6. This statement will set out the strategies and plans ACT Policing has in place to address the ACT Government's key priorities and the Ministerial Direction for the financial year.
- 3.4 ACT Policing will remain responsive to emerging ACT Government priorities and adaptive to the needs of the community.
- 3.5 The ACT Government will continue to enable ACT Policing to transition to a more prevention and community-focused Police Service Model that better supports ACT Government and community priorities.

3.6 The Police Services Model incorporates the following key elements:

- Intelligence led;
- Evidence based;
- Agile and Mobile; and
- Systemic.

4. Scope

4.1 This Agreement includes policing services to be purchased by the ACT Government from the AFP through the direct police budget appropriation and other funding outlined in Schedule 3. This Agreement does not cover activities funded by revenue outside the funding outlined in Schedule 3.

4.2 Under this Agreement ACT Policing will provide core operational functions to the ACT to maintain community safety and reduce crime including:

- Police Response;
- Criminal Investigations;
- Road Policing;
- Event Planning and Management; and,
- Judicial Operations and Support.

4.3 The core operational functions will be supported by ACT Policing Communications, Intelligence and Vulnerable Persons capabilities.

4.4 In accordance with clause 6 of the Arrangement, under this Agreement ACT Policing also provides corporate services including the ACT Policing Futures Program and Ministerial support functions.

4.5 In accordance with clause 2.2 of the Arrangement, the funding provided to the AFP under this Agreement also includes costs for services integral to the delivery of policing services to the ACT as detailed in clause 13.

4.6 This Agreement includes:

- governance arrangements that provide oversight of the Agreement;
- ACT Government, ministerial and policy support outcomes;
- operational context and considerations;
- financial and accommodation arrangements;
- performance measures, and targets where appropriate; and
- reporting requirements.

5. Governance

5.1 This Agreement was endorsed by the ACT Executive on 12 September 2022.

5.2 Overall responsibility for policing in the ACT rests with the Police Minister. The Police Minister has delegated the day-to-day management of the Arrangement and this Agreement to the Director-General, consistent with the *Public Sector Management Act 1994*.

5.3 ACT Government policing policy rests with the Police Minister supported by the Directorate and in consultation with ACT Policing as appropriate.

- 5.4 In accordance with clause 5.2 of the Arrangement, the Chief Police Officer, subject to the authority of the Commissioner, will be responsible to the Police Minister for the delivery of the outcomes as set out in this Agreement.
- 5.5 In accordance with the legislative framework for the provision of police services by the AFP in the ACT, the responsibility for operational matters rests with the Chief Police Officer, subject to the authority of the Commissioner, and responsibility for ACT Government policing policy and other policing matters rests with the Police Minister supported by the Directorate.
- 5.6 This Agreement sets the partnership parameters within which the AFP and the Directorate work together to provide a policing capability to the ACT.
- 5.7 This Agreement is supported by a governance framework (the Governance Framework) agreed between the Director-General and the Chief Police Officer. The Governance Framework establishes an overarching joint Steering Committee (the Steering Committee) that will:
- set the strategy for, and maintain oversight of, the achievement of the objectives of the Arrangement and Agreement;
 - manage the strategic direction of the Arrangement and Agreement;
 - monitor measurement and reporting of ACT Policing performance; and
 - ensure transparency and accountability.
- 5.8 The Steering Committee is supported by working groups that develop and implement appropriate processes to guide the Parties' interactions related to, and/or delivery of:
- security and emergency management;
 - accommodation and facilities;
 - legislative matters related to ACT law or justice reforms that impact the delivery of policing services in the ACT;
 - reporting and performance measures;
 - budget and resourcing, including enabling services provided by the AFP; and
 - other issues as required, to support the Director-General and the Chief Police Officer.

6. Ministerial Direction and Statement of Intent

- 6.1 In accordance with clause 7 of the Arrangement the Police Minister will issue a biennial Ministerial Direction to the Chief Police Officer, to provide direction on key focus areas for ACT Policing.
- 6.2 In accordance with clause 3.3 the Chief Police Officer will respond to the Ministerial Direction, by publishing an annual Statement of Intent, which will include an overview of the strategies and plans intended to address the Ministerial Direction and report on progress and outcomes against the Statement of Intent in the ACT Policing Annual Report.
- 6.3 The Police Minister may issue additional Ministerial Directions from time to time as required and the Statement of Intent will be updated accordingly.

7. Legislation and policy

- 7.1 In accordance with clause 6 of the Arrangement, ACT Policing will work in collaboration with the Directorate to support the Police Minister, and other ACT Government Ministers as relevant, to participate in the parliamentary process and develop and implement ACT

Government policy and legislation related to policing. This includes actively participating in Ministerial Advisory Boards and Inter-Directorate committees, and implementing and reporting against ACT Government strategies and plans.

- 7.2 In accordance with clause 8 of the Arrangement, ACT Policing will represent the interests of the ACT in national forums. Where a policy conflict exists in a national forum between the AFP and ACT Policing, ACT Policing should aim to resolve any such conflict in the interests of the ACT community.
- 7.3 Any ACT Government agency developing policy or legislation that has an impact on ACT Policing will consult with ACT Policing and the Directorate, and consideration must be given to operational and resourcing impacts on ACT Policing as part of the development and approval of policy and legislation changes.
- 7.4 The ACT Government will consider and provide responses to legislation proposals notified by the Chief Police Officer. Proposals will be made as part of the annual legislative bid arrangements, notified to ACT Policing by the Directorate. Proposals will be made through the Police Minister to the responsible Minister and copied to the Directorate.
- 7.5 Where there are potential funding impacts for ACT Policing resulting from an ACT Government policy or legislation change, unless otherwise agreed, funding will be considered through the ACT Budget Process and/or ACT Policing may make changes to policing services to accommodate resourcing implications, in consultation with the Police Minister.
- 7.6 The Steering Committee, through the Governance Framework, will monitor ACT Policing-related legislation and the Chief Police Officer's legislative proposals identified through the process in clause 7.4.

8. Information sharing

- 8.1 As outlined in clauses 2.3 and 3, ACT Policing will work proactively with the ACT Government to achieve the objectives of ACT Government priorities, including capturing and providing relevant and available information and data.
- 8.2 If ACT Policing is requested to provide information to an ACT Government agency, subject to the authority of the Commissioner, the Chief Police Officer must provide the requested information to the extent that is permissible under Commonwealth and/or ACT law.
- 8.3 Any request for information under clause 8.2 will allow sufficient time and provide sufficient detail for a thorough and considered response from ACT Policing. ACT Policing will respond in a timely manner. Information provided must be used only for the purposes of the request and subject to any restrictions required by law or reasonably necessary to protect sensitive information.
- 8.4 Nothing in clause 8.2 requires the Chief Police Officer to provide information that would compromise operational activity by the AFP, including ACT Policing.
- 8.5 The Chief Police Officer may impose conditions on the use of requested information if the Chief Police Officer considers it necessary for operational reasons.
- 8.6 Subject to operational requirements, the Chief Police Officer will proactively ensure timely

advice is provided to the Police Minister on any ACT Policing issues that have a significant media or other impact on ACT Government. The Police Minister and the Director-General will be responsible for informing any other relevant ACT Government stakeholders.

- 8.7 Any ongoing data sharing between ACT Policing and any ACT Government agencies must be supported by a formal agreement on data sharing protocols.
- 8.8 In accordance with clause 8.7, resourcing implications for ACT Policing regarding ongoing data sharing should be considered by ACT Government agencies as part of the development and approval of policy and legislation changes.

9. Agreement making

- 9.1 ACT Policing, through the Governance Framework, will provide the Directorate with an overview of formal agreements it has in place with all areas of ACT Government each financial year.
- 9.2 ACT Policing may enter into agreements with the Speaker of the Legislative Assembly on issues related to policing functions within the parliamentary precincts of the Legislative Assembly.

10. Facilities and infrastructure

10.1 In accordance with clause 2.4 of the Arrangement, the ACT Government is responsible for the provision of appropriate facilities and associated infrastructure to enable the provision of policing services by the AFP.

10.2 The following principles will guide ACT Government decision making:

- Principle 1 – Maintain ACT Policing’s current accommodation infrastructure footprint in a fit for purpose state
- Principle 2 – Align ACT Policing’s infrastructure with operational needs, supporting capacity and capability in the context of the Policing Service Model.
- Principle 3 – ACT Policing infrastructure presence should support a growing Canberra.
- Principle 4 – Proactively manage ACT Policing’s infrastructure portfolio and accommodation needs, having regard for whole of government strategic plans and programs and working collaboratively across relevant ACT Government agencies and other stakeholders.

10.3 To avoid doubt, in meeting the ACT Government responsibilities under clause 10.1, the Directorate will work in consultation with ACT Policing to establish strategic plans and programs which facilitate the responsibility to provide ACT Policing with appropriate facilities and associated infrastructure for the provision of policing.

10.4 To avoid doubt, having been provided appropriate facilities and associated infrastructure, ACT Policing is responsible for management and maintenance of those facilities in accordance with the funding provided for these purposes in the Financial Schedule 3. The annual program for maintenance will be prepared by ACT Policing and agreed and monitored by the Steering Committee through the Governance Framework.

- 10.5 To avoid doubt, any remedial or significant works in addition to the annual program for maintenance will be considered by the Steering Committee through the Governance Framework and, as required, through the ACT Budget Process.

11. Financial arrangements

- 11.1 The AFP will follow the general principles of *Commonwealth Cost Recovery Guidelines* where appropriate in the provision of policing services to the ACT Government.
- 11.2 The amount of funding provided to the AFP for ACT Policing services, as outlined in Schedule 3 of this Agreement, is determined by the ACT Executive through the ACT Budget Process and included in the payments on behalf of the Territory (Territorial appropriation) for the Directorate to administer.
- 11.3 Schedule 3 details the amount of funding provided for ACT Policing through the ACT Budget Process, including forward estimates and a pro-rata monthly payment schedule. The financial schedule will be amended annually after the ACT Budget Process is finalised, or as required.
- 11.4 ACT Policing operational priorities may change in response to the evolving operating environment, which includes:
- security and natural hazard threat levels;
 - national terrorism threat level;
 - major incidents or emergencies;
 - geographical and population changes in the ACT;
 - community expectations;
 - fiscal environment; and
 - changes in the ACT Government legal and policy frameworks.
- 11.5 The Police Minister will consult the Chief Police Officer on the appropriate level of staffing required to ensure ACT Policing is able to deliver the outcomes of this Agreement, respond to current or emerging risks in the operating environment and to maintain staff wellbeing.
- 11.6 The Steering Committee, through the Governance Framework, will monitor the resourcing requirements for policing the ACT, including the number and type of ACT Policing staff needed, ensure the risks and drivers in clause 11.4 are considered and address any additional resource pressures on ACT Policing through the ACT Budget process.
- 11.7 Changes to the annual budget appropriation for ACT Policing will be determined through the ACT Budget Process, or in extraordinary circumstances through ACT Executive approval, including through the Security and Emergency Management Committee of Cabinet.
- 11.8 The Directorate will facilitate ACT Policing's participation in budget approval processes and ACT Policing will work in collaboration with policy areas across ACT Government to develop joint funding submissions when required.

12. Terms and conditions of employment

- 12.1 In accordance with clause 3.5 of the Arrangement, the Commissioner is responsible for establishing the terms and conditions of employment of AFP appointees involved in the provision of policing services to the ACT.

- 12.2 If the Commissioner proposes to vary the terms and conditions of employment of AFP personnel in a way which might affect the manner and cost of providing policing services to the ACT, the Chief Police Officer must advise the Police Minister of the likely implications of the proposed alterations.
- 12.3 The AFP will notify the Police Minister of the commencement of any industrial negotiation process that may have implications for AFP personnel providing policing services to the ACT.
- 12.4 The AFP will take into consideration input received from the ACT Government on any industrial negotiation process related to AFP personnel providing policing services to the ACT.
- 12.5 Throughout any industrial negotiation process, the Chief Police Officer will provide regular updates to the Police Minister.
- 12.6 In accordance with clause 12.2, any increase in costs associated with employment conditions is subject to approval through the ACT Budget Process. If increased costs associated with employment conditions are not supported by additional funding, the Chief Police Officer may reprioritise policing services in consultation with the Police Minister.
- 12.7 The Chief Police Officer will advise the Police Minister on any senior AFP personnel movements or changes. Changes related to ACT Policing senior executives will be reported at the time of occurrence.
- 12.8 ACT Policing will continue to provide training and development opportunities for staff to increase skills and capability, focusing on policing and leadership in line with ACT Government policy objectives outlined in clause 3.

13. Enabling services

- 13.1 In accordance with clause 2.2 of the Arrangement, the funding provided to the AFP under this Agreement includes costs for enabling services integral to the delivery of policing services to the ACT.
- 13.2 Integral enabling services have been identified where there is a dependency or reliance on an activity to deliver community policing to the ACT and includes services of:
- Chief Financial Officer;
 - People and Culture;
 - Chief Learning Officer;
 - Chief of Staff;
 - Operational Science and Technology; and
 - Chief Counsel.
- 13.3 In addition, the ACT Government will ensure ACT Policing is appropriately enabled through AFP capability to meet key national obligations including the *Intergovernmental Agreement on Australia's National Counter-Terrorism Arrangements* and the *Intergovernmental Agreement on National Search and Rescue Response Arrangements*. Integral enabling services include:
- Covert and Technical Operations; and
 - Specialist Protection Services.
- 13.4 The funding for enabling services included in this Agreement has been determined by the allocation of effort and cost related to the integral enabling services that would not have

been incurred by the AFP but for ACT Policing. The cost for enabling services is proportionality reduced to account for policing activities undertaken by ACT Policing members that relate to Commonwealth jurisdiction matters.

- 13.5 The costs for integral enabling services will be monitored by the Steering Committee through the Governance Framework.
- 13.6 ACT Policing will maintain Service Level Agreements with relevant AFP Commands to establish transparent arrangements for the identified integral enabling services and associated costs and will report on this annually to the Steering Committee through the Governance Framework. ACT Policing will also provide advice on any changes in enabling services and associated costs required to meet a policy change by the ACT Government.
- 13.7 Any significant changes to enabling services and associated costs must be consulted between the Commissioner and the Police Minister in the first instance, with any changes and increases in costs subject to the approval of the ACT Executive in accordance with clause 11.2.
- 13.8 In accordance with clause 2.3 of the Arrangement, the cost model will be subject to periodic review over the life of this Agreement, with a view to establishing a long-term, equitable and efficient process for monitoring and reviewing the costs for enabling services identified as integral to the delivery of policing services to the ACT.

14. Supporting events in the ACT

- 14.1 The funding in this Agreement includes costs to deliver policing services in support of the ACT Government events listed in Schedule 4.
- 14.2 Schedule 4 will be reviewed by the Steering Committee through the Governance Framework and updated as required, before each financial year.
- 14.3 The Director-General, in consultation with the Director-General Chief Minister, Treasury and Economic Development Directorate and the Chief Police Officer may, by joint agreement, negotiate the provision of policing services that will not be subject to cost recovery for other community events that support ACT Government priorities.
- 14.4 ACT Policing may seek cost recovery for the provision of policing services to other events that do not fall within the scope of normal policing services in accordance with the AFP User Pays Policy for Police Services.
- 14.5 The funding for this Agreement includes costs for ACT Policing to provide a base level of monitoring for the Public Safety Closed Circuit Television (CCTV) Network, as agreed in writing between the Directorate and ACT Policing.
- 14.6 ACT Policing may seek cost recovery for monitoring the Public Safety CCTV Network for events outside of the agreement in clause 14.5, in accordance with the AFP User Pays Policy for Police Services.

15. Performance Measures

- 15.1 ACT Policing's performance against this Agreement will be monitored by the Steering Committee through the Governance Framework.

- 15.2 The performance criteria recognise that not all performance outcomes are fully within ACT Policing control and may be impacted by government, community and individuals. Accordingly, the performance criteria include shared ACT Government outcomes and ACT Policing operational outcomes that provide the ACT community with broad measures on police performance.
- 15.3 Targets in Schedule 1 will be updated annually and the performance measure framework will be subject to periodic review over the life of the Agreement as ACT Policing continues to transition to the Police Services Model.
- 15.4 Any changes in the performance measure framework that have a financial impact (cost or savings) will be considered through the ACT Budget Process and Schedule 3 will be updated if required.
- 15.5 Short-term variations to targets and priorities set by this Agreement may be determined by the Police Minister, in accordance with clause 7 of the Arrangement, including at the request of the Chief Police Officer, following consultation and with reasonable notice.
- 15.6 In accordance with clause 15.5, such variations will be made to Schedule 1 and should be within budget limits unless otherwise agreed.
- 15.7 If an ACT Policing operational performance measure in Schedule 1 is not consistently met over the period of the Agreement, the Police Minister may direct that, as soon as possible, a review panel consider performance against the performance measure and make recommendations for remedial action.
- 15.8 A review panel under clause 15.7 must consist of at least one member appointed by the Chief Police Officer, one member appointed by the Director-General and an independent person agreed by the Chief Police Officer and the Director-General.

16. Reporting

- 16.1 The Chief Police Officer will provide an Annual Report to the Police Minister to be tabled in the ACT Legislative Assembly, on the provision of police services pursuant to this Agreement and in accordance with the timelines and processes identified in the *ACT Government Annual Reports (Government Agencies) Notice* for the relevant year.
- 16.2 The Chief Police Officer will publish a six-monthly progress report against the performance measures at Schedule 1 and the Statement of Intent.
- 16.3 The Chief Police Officer will provide an end of year report to the Police Minister, in consultation with the Directorate by September each year.
- 16.4 In accordance with clause 10 of the Arrangement, the Chief Police Officer will provide an audited financial statement to the Police Minister following the completion of each financial year.
- 16.5 Schedule 2 will be updated annually and outlines the reporting requirements to be detailed within the Annual Report, Progress Report and end of year report to the Police Minister.

17. Dispute resolution

- 17.1 Issues and disputes related to the Arrangement and Agreement will be escalated in

accordance with issues management processes agreed by the Director-General and the Chief Police Officer as part of the Governance Framework.

17.2 The Directorate and ACT Policing agree to provide appropriate opportunities to resolve differing positions on matters at the earliest opportunity and lowest possible level.

17.3 Any disputes that cannot be resolved through the agreed issues management process will be referred to the Director-General and the Chief Police Officer for resolution.

17.4 Any dispute or matter of concern to either party arising from the Arrangement and this Agreement that cannot be resolved by Director-General and the Chief Police Officer shall be referred to the Police Minister and the Commissioner for resolution.

18. Duration and development of Agreements

18.1 This Agreement will apply for the period 1 October 2022 to 30 June 2026.

18.2 No variation of this Agreement is binding unless it is agreed in writing between the Parties.

18.3 Any Party to this Agreement, may request to undertake an external review relating to the Purchase Agreement or policing activity in the ACT.

18.4 The Parties will seek to agree to amendments to the Schedules after the annual ACT Budget is finalised each year, and as required.

18.5 Negotiations for a new Agreement to commence on 1 July 2026 must be initiated no later than July 2025.

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Mick Gentleman MLA
Minister for Police and Emergency Services

29/9/ 2022

Deputy Commissioner Neil Gaughan APM
Chief Police Officer for the ACT

29 September 2022

Reece P Kershaw APM
Australian Federal Police Commissioner

30 September 2022

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Schedule 1 – Performance Measure Framework

Shared ACT Government Outcomes ^a		
Performance Measures		Target
Prevent Crime - Victimisation rate		
1.	Number of offences against the person ^b reported or becoming known per 100,000 population	Monitor 5 year trend
2.	Number of offences against the property ^c reported or becoming known per 100,000 population	Monitor 5 year trend
Reduce Recidivism - Repeat Offender rate		
3.	Proportion of offenders proceeded against by police ^d more than once within the previous 12 months	Monitor 5 year trend
Prevent Road Deaths and Trauma - Road crashed resulting in death or injury		
4.	Number of road crashes resulting in death per 100,000 population	Monitor 5 year trend
5.	Number of road crashes resulting in injury ^e per 100,000 population	Monitor 5 year trend
ACT Policing Operational Outcomes - Key Performance Indicators		
Performance Measures		Target
Divert		
6.	Percentage of eligible ^f young people referred to restorative justice: 6.1 Aboriginal and Torres Strait Islander 6.2 Non-indigenous	100%
7.	Percentage of offenders proceeded against by non-court actions ^g (diversions and cautions): 7.1 Aboriginal and Torres Strait Islander 7.2 Non-indigenous	5 year average or more
8.	Number of persons referred to community support agencies (SupportLink)	5 year average or more
Disrupt		
9.	Number of disruption ^h activities (Drug, General person offences, General property offences or OMCG related)	Monitor 5 year trend
10.	Disruption case study (for inclusion in ACT Policing Annual report each year)	One
11.	Number of Targeted Traffic Operations	Monitor 5 year trend
Respond		
12.	Average length of time to respond to Priority One Incidents ⁱ	5 year average or less
13.	Average length of time to respond to Priority Two Incidents ^j	5 year average or less
14.	Percentage of Priority Three Incidents ^k responded to within 48 hours	Monitor 5 year trend
15.	Percentage of 000 calls answered on first or second presentation ^l : 15.1 On first presentation 15.2 On second presentation	5 year average or more 5 year average or more
16.	Percentage of the community satisfied in general with the job police are doing in responding to emergencies and disasters ^m	National Average or more
Enforce		
17.	Number of offenders proceeded against for person offences	5 year average or more
18.	Number of offenders proceeded against for property offences	5 year average or more
Community Confidence		
19.	Percentage of the community satisfied in general with services provided by police ^m	National Average or more
20.	Percentage of the community who have confidence in police ^m	National Average or more
21.	Number of complaints against police ⁿ	Monitor 5 year trend

Notes on the Performance Measure Framework

Measures that are being monitored are those identified as not being appropriate to have a fixed target but will provide an indication of ACT Policing's performance against the criteria.

- a. These measures encompass the jurisdiction of a great many public and private institutions and individuals who contribute to the overall results and standings. Success in these targets is not the sole domain or responsibility of ACT Policing.
- b. Offences against the person – include homicide assaults, sexually based offences, kidnap and related offences, other person offences.
- c. Offences against property – include robbery, blackmail, extortion, burglary, fraud, motor vehicle thefts, other theft offences, property damage and environmental offences.
- d. Offenders proceeded against – any alleged offender who was proceeded against via court or non-court means where a proceeding is defined as a legal action initiated against an alleged offender for an offence(s) including but not limited to, arrest, summons, charged before court, diversionary conference or formal caution.
- e. Injury – an injury sustained by any person as a result of a collision, which necessitates treatment by a medical practitioner.
- f. Eligible according to s19 of the *Crimes (Restorative Justice) Act 2004*.

A proportion of the young people referred are as a diversion whilst others are referred in conjunction with criminal prosecution.

This target does not include matters where police discretion has determined that no further action or a caution is the most appropriate action.

- g. Non-court actions – a type of legal action initiated by police against an offender. Non-court actions comprise legal actions such as informal or formal cautions/warnings, conferencing, counselling such as drug diversionary schemes, or the issuing of penalty or infringement notices, which do not require an appearance in court.

Court actions – a type of legal action initiated by police against an offender. Court actions largely comprise the laying of charges against an alleged offender that must be answered in court. Offenders may be taken into custody, granted bail or issued with a summons for these charges pending an appearance in court.

- h. Disruption – any lawful action that interferes, delays or complicates a criminal activity, resulting in the degradation of criminal enterprise, reducing criminal capability, influence, and capacity to create harm and victimisation.
- i. Priority One Incident – life threatening or time critical situations.
- j. Priority Two Incident – situations where the information provided indicates that time is important, but not critical.
- k. Priority Three Incident – there are two possible responses to situations where there is no immediate danger to safety or property. This will be either police attention or police response. Each incident will be managed on a case by case basis in full consultation with the complainant. During that consultation, a determination will be made as to whether the complainant agrees that the matter can be handled over the telephone (police attention) or if attendance is required by Police. If the latter, then attendance must be not later than 48 hours from the initial contact by the complainant.
- l. Percentage of 000 calls answered on first and second presentation – it is the policy of Telstra to re-present 000 calls to another line after 9 rings in order to maximise the response rate. This is a national standard endorsed by Emergency Services Organisations across Australia. The measurement of

response to 000 calls is based on average operating capacity and the target for this measure does not include abnormal instances created by one major event where operating capacity is overloaded due to multiple reporting of the same incident.

- m. These results against these measures are sourced from the *National Survey of Community Satisfaction with Policing* (NSCSP), a national survey conducted by the Social Research Centre. Using the results of the relevant NSCSP questions, the percentage of the community 'satisfied' in measure 19 equals those who scored 'satisfied' or 'very satisfied'; the percentage of the community who have 'confidence' in measure 20 equals those who scored 'agree' or 'strongly agree'.

Comparability of Survey of Community Satisfaction with policing results - Since 1 July 2010 the NSCSP is conducted by the Social Research Centre. While the content of the survey remains relatively similar over time, results should not be compared over time (year on year). Survey results are subject to standard errors as they are an estimate of the population. Survey sample sizes are generally designed around confidence intervals (e.g. 95% confidence intervals). This means that for each survey question the true result/percentage point if the entire population was surveyed lies within a range or interval. In this context the survey estimate can be considered as the midpoint with the true value, if the population was surveyed, being either above or below that result. Therefore if the differing year confidence interval ranges overlap we are not able to state with certainty that the result is higher or lower.

- n. Number of complaints received by *AFP Professional Standards*.

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Schedule 2 - Reporting

ANNUAL REPORT

1. In accordance with clause 16.1, the Police Minister will table ACT Policing's Annual Report in the Legislative Assembly.
2. The Annual Report will describe the outcomes achieved against the Purchase Agreement, Ministerial Direction and annual Statement of Intent. The Annual Report will also include case studies to provide context and demonstrate progress and challenges.
3. The Annual Report will include performance analysis, community engagement, complaints statistics, use of force, staffing profile, financials, asset management, detailed crime data, and such other matters specified by the Police Minister, including the following details:
4. **Performance analysis**
 - 4.1. results against the targets in the performance measure framework
 - 4.2. narrative, including relevant available data where appropriate, on the activities conducted by ACT Policing during the reporting period to achieve the performance measures, Ministerial Direction and annual Statement of Intent
 - 4.3. long-term key performance indicator trends and offence trends
5. **Community policing**

Number of:

 - 5.1. incidents attended
 - 5.2. family violence incidents attended
 - 5.3. mental health related incidents attended
 - 5.4. intoxicated persons lodged in protective custody
 - 5.5. arrests made
 - 5.6. summons
 - 5.7. family violence orders
 - 5.8. personal protection orders
 - 5.9. hearing briefs delivered to the DPP
 - 5.10. requests received for interpreters and translators
6. **Community engagement**

An outline of engagement activities with:

 - 6.1. the Aboriginal and Torres Strait Islander community
 - 6.2. culturally, faith and linguistically diverse communities
 - 6.3. those living with a disability or who are neurologically atypical
 - 6.4. children and young people
 - 6.5. the community via media and other online engagement
7. **Staffing profile**

Information on the deployment, operational status and movement of AFP employees engaged in providing policing services under the Agreement including:

 - 7.1. number of staff
 - 7.2. number of staff in each Division/Command
 - 7.3. workforce composition by salary and employment category
 - 7.4. average years of service
 - 7.5. number of sworn, unsworn and protective services officers
 - 7.6. diversity of ACT Policing's workforce including:
 - 7.6.1. gender
 - 7.6.2. age
 - 7.6.3. Aboriginal and Torres Strait Islander staff
 - 7.6.4. culturally and linguistically diverse staff

7.6.5. staff living with a disability

8. **Complaints**

A Professional Standards report including the investigation of such complaints and any related action whether undertaken by the AFP, Australian Commission for Law Enforcement Integrity (ACLEI), the Commonwealth Ombudsman or otherwise:

- 8.1. complaints against AFP appointees providing policing services under this Agreement
- 8.2. complaints submitted by category
- 8.3. complaint trends/systemic issues
- 8.4. complaints submitted by source
- 8.5. status of complaints
- 8.6. finalised conduct issues by category
- 8.7. conduct issue trends

A report on victims' rights-related complaints including:

- 8.8. a statement of how many written complaints were made to ACT Policing in the year
- 8.9. the right in relation to which the complaint was made
- 8.10. whether ACT Policing resolved the complaint

9. **Financials**

In accordance with clause 16.4 of this Agreement, the Annual Report will include details on ACT Policing's financial performance, including asset management and audited financial statements.

MID YEAR PROGRESS REPORT

10. ACT Policing will publish a mid-year progress report against the performance measures in Schedule 1 and a summary of progress achieved against the Statement of Intent.

END OF YEAR REPORT TO THE MINISTER

11. In accordance with clause 16.3 of this Agreement, ACT Policing will provide an end of year Report to the Police Minister, in consultation with the Directorate by the end of September each year. The end of year report to the Police Minister will include:

12. **Staffing**

- 12.1. executive level personnel movements
- 12.2. aggregated number of staff transfers into ACT Policing
- 12.3. aggregated staff transfers out of ACT Policing
- 12.4. superintendent rank (or equivalent)

13. **Funding and services**

- 13.1. breakdown of the legal services requested by ACT Policing during the immediately preceding financial year (Legal Services report)
- 13.2. breakdown of the Commonwealth Events that ACT Policing engaged in during the immediately preceding financial year
- 13.3. progress on budget initiatives
- 13.4. commentary where consolidated node variations exceed 5 per cent of pro-rata phased budget
- 13.5. the intended allocation of the direct funding from the Directorate for crime prevention initiatives for the next financial year

Schedule 3 - Annual Funding (updated annually)

In accordance with clause 11.2 of the Agreement, funding provided to the AFP for policing services as outlined in this schedule is determined by the ACT Executive and included in the payments on behalf of the Territory for the Justice and Community Safety Directorate (JACS) to administer. This schedule will be amended and agreed by the Parties annually.

In addition to the Territorial appropriation, the Payment Schedule provides details of other funding sources related to the services under the Purchase Agreement.

Total ACT Policing Budget appropriation (includes capability maintenance funding)

	2022-23 \$'000	2023-24 Estimated \$'000	2024-25 Estimated \$'000	2025-26 Estimated \$'000
Total ACT Policing Budget appropriation	201,520	203,666	203,810	203,841

2022-23 funding breakdown

2022-23 ACT Policing Budget appropriation – starting position	\$199,919,000
New Initiatives	\$1,747,000
Transfer to Restorative Justice Unit to fund a convenor position in the Restorative Justice Unit	-\$146,000
Sub Total	\$201,520,000
Crime Prevention Initiatives ¹	\$245,000
2022-23 Policing Purchase Agreement Amount	201,765,000
Better Infrastructure Fund Budget ²	\$299,000
Relocating ACT Policing's Traffic Operations Centre (Recurrent) ³	\$1,126,000
Well Prepared Emergency Services – Maintaining ACT Policing radio communication capability (Recurrent) ³	\$583,000
Delivering better facilities for ACT Policing (Capital) ³	\$3,630,000
Relocating ACT Policing's Traffic Operations Centre (Capital) ³	\$2,093,000
Well prepared emergency services – Gungahlin Joint Emergency Service Centre ³	\$730,000

¹ This item is processed through invoicing and does not form part of the budget for the contract price

² Better Infrastructure Fund is held by the Directorate on ACTP's behalf and does not form part of the budget for the contract price

³ This funding is held by JACS on ACTP's behalf and does not form part of the budget for the contract price.

The total price of this Agreement includes funding applied by ACT Policing for leasing, maintenance and running costs associated with facilities. The budgeted amount to be applied to facilities leasing, maintenance and running costs by ACT Policing is outlined below:

Budgeted 2022-23 Facilities Costs	\$
Leasing	1,571,848
Maintenance	2,729,763
Running Costs	1,372,817
Total Recurrent	5,674,428

This Agreement reflects new initiatives, offsets and transfers from the Budget process.

2022-23 Budget Initiatives Impacting ACT Policing	
<i>New Initiatives - Recurrent</i>	
Better care for our community – Expansion of the second Police, Ambulance and Clinician Early Response mental health program	\$444,000
Keeping Canberrans safe – Continuing the Fixated and Lone-Actor Grievance-Fuelled Violence Assessment Team	\$263,000
Keeping Canberrans safe – Joint Organised Crime Task Force	\$460,000
Keeping Canberrans safe – Sexual assault and child abuse protection team	\$580,000
TOTAL	\$1,747,000

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**ACT Justice and Community Safety Directorate
Appropriation Payment Schedule for ACT Policing**

Pay No	Date	Amount
1	21 July 2022	\$16,289,446
2	18 August 2022	\$16,289,446
3	29 September 2022	\$16,289,446
4	27 October 2022	\$16,961,295
5	24 November 2022	\$16,961,295
6	22 December 2022	\$16,961,295
7	19 January 2023	\$16,961,295
8	16 February 2023	\$16,961,295
9	30 March 2023	\$16,961,295
10	27 April 2023	\$16,961,295
11	25 May 2023	\$16,961,295
12	22 June 2023	\$16,961,302
Total Appropriation		\$201,520,000

The AFP agrees to the above schedule of payments for ACT Policing to be processed by the Directorate with the last payment run each month.

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Schedule 4 - Support ACT Government events (updated annually)

In accordance with clauses 11 and 14 of this Agreement the price of this Agreement includes costs to deliver policing services in support of the following ACT Government events:

September – October 2022	Floriade including Floriade NightFest
31 December 2022	New Year's Eve
Early January 2023	Summernats City Cruise
26 January 2023	Australia Day in the Capital
Mid-February 2023	National Multicultural Festival
Early-March 2023	Enlighten
Mid-March 2023	Skyfire

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Mick Gentleman MLA

Manager of Government Business
Minister for Planning and Land Management
Minister for Police and Emergency Services
Minister for Corrections
Minister for Industrial Relations and Workplace Safety

Member for Brindabella

Ministerial Direction

This Ministerial Direction is issued under section 7 of the Policing Arrangement between the Ministers of the Commonwealth and Australian Capital Territory (ACT) Governments and outlines the ACT Government's priorities and expectations for the Australian Federal Police (AFP) and more specifically the Chief Police Officer for the ACT (CPO). This Direction is to be read in conjunction with the 2022-2026 Purchase Agreement between the ACT Minister for Police and Emergency Services, the AFP Commissioner and the CPO. This Direction supersedes and revokes the Direction issued on 28 October 2019.

The ACT Government is committed to the community's wellbeing including ensuring Canberrans are, and feel, safe and secure around their homes, community and on-line. ACT Policing plays a key role in supporting the ACT Government's commitment to Safety domain in the Wellbeing Framework. My expectation is that ACT Policing delivers all functions under the Policing Arrangement 2017 and 2022-2026 Purchase Agreement and will focus its activities to keep the peace and preserve public safety within the ACT.

In the current environment, the expected focus areas for ACT Policing are:

TRANSITION TO THE POLICE SERVICES MODEL

- Continue transitioning to a more prevention and community-focused Police Services Model (PSM) that better supports ACT Government and community priorities. The PSM will be: intelligence led; evidence based; agile and mobile; and systemic.
- Enhance digital engagement to ensure ACT Policing continues to evolve in line with community expectations.

REDUCING THE OVERREPRESENTATION OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE

- As part of the ACT Government's justice reinvestment strategy and the focus on pillar one of the Reducing Recidivism in the ACT by 25% by 2025 (RR25by25) Plan, in recognition of the

disadvantages and challenges facing the ACT's First Nations community and national work to close the gap on this disadvantage, work with the ACT Government to support the community to help reduce overrepresentation in the criminal justice system.

- Design and implement an ACT Policing engagement framework in consultation with the ACT's First Nations community. This includes implementing agreed recommendations from the Ombudsman report on *ACT Policing's administrative framework for engagement with the ACT Aboriginal and Torres Strait Islander community* that relate to Aboriginal and Torres Strait Islander peoples.

IMPLEMENT EFFECTIVE SEXUAL ASSAULT PREVENTION AND RESPONSES

- Focus on the priority of effectively responding to sexual violence against children and adults as a strategic crime type. Work together with the Coordinator-General for Family Safety to implement the ACT Government's response to the Sexual Assault Prevention and Response Steering Committee's recommendations in the *Listen, Take Action to Prevent, Believe and Heal* report.
- Continue to review and improve ACT Policing operations response to sexual violence where care of the victim survivor is the core consideration.

RAISING THE AGE OF MINIMUM CRIMINAL RESPONSIBILITY

- Support the ACT Government's priority reform to raise the minimum age of criminal responsibility in the Territory. Continue engagement with key ACT Government directorates to identify areas of consideration in supporting the transition to these arrangements.

COMBAT DANGEROUS DRIVING

- Work with key areas of ACT Government to combat dangerous driving in both prevention and post-incident response.
- Take action to improve road safety, with emphasis on reducing road trauma experienced by vulnerable road users and combating anti-social and dangerous behaviours including speeding and driving while impaired or distracted.

COUNTERING TERRORISM AND VIOLENT EXTREMISM

- Continue to counter the threat of terrorism and violent extremism by strengthening the safety of the ACT's public places in line with national strategies and best practice; and developing a fixated threat capability to meet the Government's obligations under the October 2017 Council of Australian Governments agreement.

In addition to a focus on these specific priority areas, it is my expectation that ACT Policing will continue to provide a professional, effective and efficient, policing service to the ACT community. This should be achieved through evidence-based and innovative strategies to meet the outcomes of the 2022-2026 Purchase Agreement to reduce crime, increase public safety and engage with community and partners locally and nationally.

In achieving this, I expect ACT Policing to:

- **Remain adaptive to the changing environment**
 - Continue to work with ACT Government and the community to build understanding of the resource pressures and impacts on community policing in responding to, and building permanent capabilities to address, significant natural disasters, pandemics and resultant social political and protest activity.
- **Collaborate effectively with ACT Government, its agencies and stakeholders**
 - Being transparent and responsive, and actively engage with partner agencies on holistic approaches to complex social issues in support of the ACT Government's policy agenda.
- **Maintain an efficient, effective workforce**
 - Maintain a diverse and inclusive workforce that is committed to the wellbeing and health of its people so that it can continue to deliver a professional, innovative and effective policing service in a dynamic environment for the ACT community.

I note that Clauses 3 and 6 of the 2022-2026 Purchase Agreement introduce a new requirement for ACT Policing to publish an annual CPO Statement of Intent (SOI). I look forward to receiving the strategies and plans that ACT Policing will put in place to address the ACT Government's key priorities and this Ministerial Direction, and ACT Policing's report on progress and outcomes against the SOI in the ACT Policing Annual Report.

Yours sincerely



Mick Gentleman MLA
Minister for Police and Emergency Services
28 September 2022



AFP
AUSTRALIAN FEDERAL POLICE

Attachment F

Chief Police Officer for the ACT
GPO Box 401 Canberra ACT 2601
Telephone: s47E(d)
Email: s47E(d)@afp.gov.au
www.afp.gov.au ABN 17 864 931 143

22 November 2022

Mick Gentleman MLA,
Minister for Police and Emergency Services
ACT Legislative Assembly
London Circuit, GPO Box 1020
Canberra ACT 2601

Via email: gentleman@act.gov.au

Dear Minister

Thank you for your letter dated 28 September 2022, outlining your direction and priorities for ACT Policing, under section 7 of the 2017 Policing Arrangement.

This letter outlines my Statement of Intent in response to your Direction, as per Clauses 3 and 6 of the 2022-2026 Purchase Agreement. ACT Policing is committed to the delivery of all its functions under the Policing Arrangement 2017 and 2022-26 Purchase Agreement and your Direction.

I want to thank you and the Government for supporting ACT Policing through the delivery of the community focused Police Services Model (PSM). This commitment for a PSM delivered over 12 years importantly supports ACT Policing to target resources where they are most effective, conduct focused crime prevention activities and work across the broader justice system with our government and non-government partners to address the root causes of crime. This is the cornerstone for the delivery of ACT Policing's mission of "*Policing In Partnership For A Safer Community*".

My focus for 2023 and beyond will be ensuring ACT Policing works towards achieving appropriate policing levels for the ACT community and developing a professional workforce that is resilient and skilled; a workforce dedicated to working in step with our community to keep our Territory safe.

We will achieve this through evidence-based and innovative strategies to meet the outcomes of the 2022-26 Purchase Agreement to reduce crime, increase public safety and engage with community and partners locally and nationally. The decisions we make will continue to be shaped by our guardian philosophy that sees police fostering opportunities to interact and educate before a situation escalates. We will remain adaptive to the changing environment and collaborate effectively with ACT Government, its agencies and stakeholders.

In achieving our commitment to the ACT community, ACT Policing will be led by our key strategic priorities:

- Acquiring technology that works for the ACT Policing environment.

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- Forming and maintaining mutually beneficial partnerships within the community to address crime holistically.
- Ensuring that ACT Policing maintains and develops the right people and experience.
- Ensuring that intelligence can be used and shared tactically and strategically.
- Contribute to establishing structures that ensure vulnerable people can access the support they require.

Through the PSM and its operational activity, ACT Policing will target the areas of focus outlined in your Direction to support:

Reducing the overrepresentation of First Nations People in the criminal justice system by

- Continued support and delivery in line with the ACT Aboriginal and Torres Strait Islander Agreement 2019-2028 to prevent and reduce the number of First Nations people intersecting with the criminal justice system.
- Ongoing engagement with the local First Nations communities to further develop solid, trusting relationships through open dialogue, enhancing our understanding of the challenges faced by First Nations people.
- Working through the ACT Policing First Nations Working Group to finalise the framework for our engagement with our First Nations community and implement the agreed recommendations from the Ombudsman's report on *ACT Policing's administrative framework for engagement with the ACT Aboriginal and Torres Strait Islander community*.

Implementing effective sexual assault prevention and responses by

- Continued implementation of recommendations within the *Listen, Take Action to Prevent, Believe and Heal* report, by working collaboratively with the Coordinator-General for Family Safety and other key partners on the delivery of outcomes against the recommendations as appropriate.
- Reviewing the workforce structure, training and decision making governance surrounding sexual offence investigations to ensure a victim-centric responses remains a core consideration.
- Continuing to work closely with victim support groups to deliver a high level of support and care to victim survivors.

Raising the minimum age of criminal responsibility by

- Ongoing engagement with key ACT Government directorates on the transition to these arrangements and proactive collaboration to ensure decision makers are fully informed regarding known, and yet to be considered, outcomes resultant of the policy.

Combatting dangerous driving by

- Minimising the number of serious injuries and fatalities on our roads by exploring additional mechanisms, including potential legislative reform, to reduce incidents of dangerous driver behaviour in the ACT.
- Education, innovation and targeted enforcement by working with partner agencies, supporting the ACT Road Safety Strategy and Action plan and maintaining targets to align with the ACT Road Safety Calendar.

Countering terrorism and violent extremism by

- Continuing to strengthen the safety of the ACT community including in public spaces through ACT Policing's active participation in relevant national strategies and the ongoing development of best practice.

- Further developing ACT Policing's fixated threat capability and responding to the growing threat of online and youth radicalisation will remain key priorities.

In addition to your *Direction* ACT Policing will continue work in the following critical areas:

Family Violence

- ACT Policing will continue to support the National Plan to Reduce Violence against Women and their Children 2010-22, and work to refine our response to family violence.
- The Family Violence Unit (FVU) will continue to develop the secondary response model to provide a tailored and coordinated approach for both victim-survivors and perpetrators of family violence. To achieve this, the FVU will work closely with Child Youth Protection Services, Domestic Violence Crisis Services and Victims Support ACT in developing strategies based on a collaborative input and working arrangements.

Strengthening our community from being exploited by Organised Crime by

- Continuing to work to prevent and disrupt serious and organised crime targeting our community. This will be achieved by driving initiatives that strengthen the community against being targeted by these syndicates and continuing to focus on seizing associated wealth derived from this criminal activity.
- Enhancing our response to and the investigation of offences by forging strong relationships with stakeholders to facilitate whole-of-government and cross-jurisdictional information sharing and targeting activities.
- Applying technological and forensic capabilities that enhances the effective use of intelligence from a wide range of sources.

ACT Policing will continue to work closely with the ACT Justice and Community Safety Directorate and other Directorates as appropriate, to develop and implement ACT Government policy and legislation related to policing.

ACT Policing will ensure fit for purpose governance is established, reviewed and maintained to support key strategic and operational partnerships through a framework of mutually developed and agreed partnership agreements and Memoranda of Understanding.

I will continue to proactively engage with the ACT Government to ensure the provision of appropriate facilities and associated infrastructure to enable the delivery of policing services by the AFP. Our strategic accommodation framework will need to support the policing capacity and capability in the context of the PSM and will be actualised through the finalisation and implementation of the ACT Policing Master Accommodation Plan.

As per Clause 11.5 of the 2022-26 Purchase Agreement, I will advise you on the appropriate level of staffing required to ensure ACT Policing is able to deliver the outcomes of the Agreement, respond to current or emerging risks in the operating environment and to maintain staff wellbeing. I will work with you to address any identified and emerging resource pressures on ACT Policing through the ACT Budget process.

I will, in accordance with your Direction, keep you informed of changes in the criminal environment, continue to engage you on emerging threats in the ACT, and provide advice on strategies and options to keep the peace and preserve public safety within the ACT.

I look forward to continuing our close engagement.

Yours sincerely,



Deputy Commissioner Neil Gaughan APM
Chief Police Officer for the ACT

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Attachment G - Crime Trends

Number of mental health incidents

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25*
Mental health incidents	4,740	5,287	5,076	4,810	4,646	1,090

*Financial year to date 1 July – 30 September 2024

Number of offences reported

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25*
Offences reported	33,262	31,356	29,115	28,218	26,004	5,649

*Financial year to date 1 July – 30 September 2024

Incidents reported and attended

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25*
Incidents attended	65,396	61,057	55,322	54,606	50,136	12,414
Incidents reported	86,221	87,069	89,770	91,279	92,919	22,880

*Financial year to date 1 July – 30 September 2024

Priority 1 incidents attended

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25*
Priority 1	194	227	218	175	142	20

*Financial year to date 1 July – 30 September 2024

Priority 2 incidents attended

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25*
Priority 2	16,061	17,499	15,688	14,879	14,114	3,158

*Financial year to date 1 July – 30 September 2024

Priority 3 incidents attended

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25*
Priority 3	49,141	43,331	39,416	39,552	50,136	9,235

*Financial year to date 1 July – 30 September 2024

ACT POLICING CRIME DATA 2013-2023

Offence Group	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2023-24 vs 2022-23	2023-24 vs 2014-15	1 Jul - 30 Sep 2024
Homicide	7	8	2	11	8	6	17	15	7	13	85.7%	85.7%	1
Assault - FV	743	1141	1364	1179	1162	1222	1169	1273	1464	1356	-7.4%	82.5%	330
Assault - Non-FV	1274	1417	1700	1671	1790	1610	1726	1519	1854	1805	-2.6%	41.7%	436
Sexual Assault	454	485	571	525	641	572	624	618	773	627	-18.9%	38.1%	110
Other offences against a person	108	230	320	197	276	304	290	292	446	366	-17.9%	238.9%	100
Robbery - armed	114	96	136	124	105	108	63	85	95	70	-26.3%	-38.6%	15
Robbery - other	63	59	113	103	109	124	93	87	128	104	-18.8%	65.1%	27
Burglary dwellings	1554	1476	1649	1679	1659	1393	1178	1108	1034	936	-9.5%	-39.8%	129
Burglary shops	267	431	335	287	419	388	291	405	453	333	-26.5%	24.7%	55
Burglary other	579	724	581	591	548	573	562	550	486	581	19.5%	0.3%	137
Motor vehicle theft	1045	1034	1325	1494	1244	1300	1413	1517	1162	1099	-5.4%	5.2%	207
Theft (excluding Motor Vehicles)	10084	10975	9632	9797	8807	8282	7886	7916	7207	6972	-3.3%	-30.9%	1557
Property damage	4727	5123	5374	4645	4964	4261	4102	3670	3466	3364	-2.9%	-28.8%	728
Other offences against property	1659	1758	1595	1669	2230	1786	1983	2289	1743	1405	-19.4%	-15.3%	218
Other offences	9028	8647	10514	11197	10836	11333	9959	7771	7900	6973	-11.7%	-22.8%	1599
Total	31706	33604	35211	35169	34798	33262	31356	29115	28218	26004	-7.8%	-18.0%	5649

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