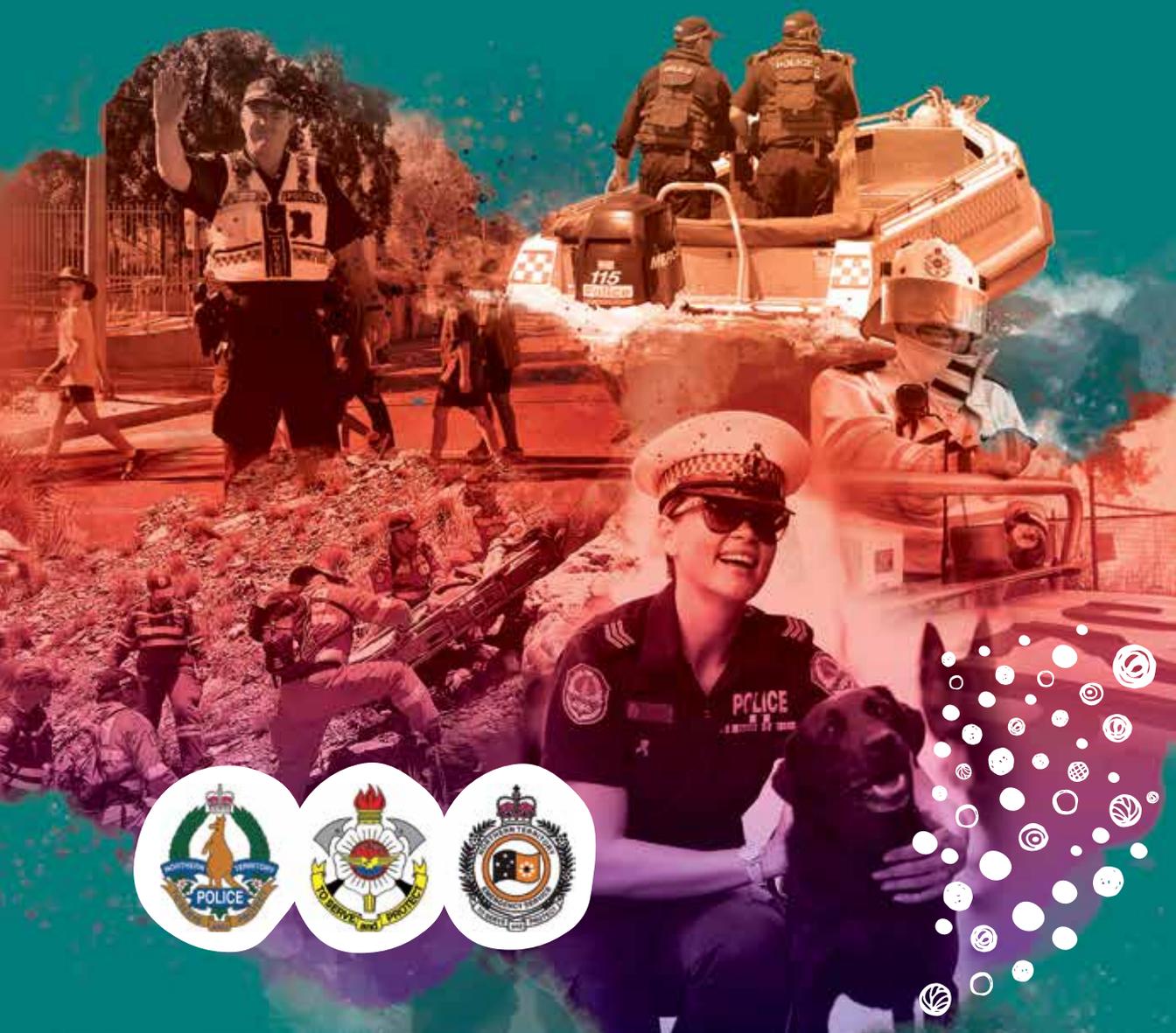


NORTHERN TERRITORY POLICE,
FIRE & EMERGENCY SERVICES

2018-19

Annual Report





Contacts

FOR ALL LIFE THREATENING EMERGENCIES DIAL 000

IF CALLING FROM A MOBILE DIAL 112

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NT Police 24-Hour Police Assistance Line (non emergencies): 131 444

Crime Stoppers (toll free): 1800 333 000

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OFFICE OF THE COMMISSIONER
AND CHIEF EXECUTIVE OFFICER

The Honourable Nicole Manison MLA
Minister for Police, Fire and Emergency Services
GPO Box 3146
DARWIN NT 0801

Dear Minister

As part of the presentation of the agency's Annual Report, and in accordance with Treasurer's Direction R2.1.6, I am pleased to provide you with a report on the operations and achievements of the Northern Territory Police, Fire and Emergency Services ("the Agency") for the period 1 July 2018 to 30 June 2019.

As Accountable Officer of the Northern Territory Police, Fire and Emergency Services, I give the following representation to you, to the best of my knowledge and belief, that:

- a) proper records of all transactions affecting the agency are kept and that employees under their control observe the provisions of the *Financial Management Act 1995*, the Financial Management Regulations and Treasurer's Directions;
- b) procedures within the agency afford proper internal control and a current description of such procedures is recorded in the accounting and property manual, which has been prepared in accordance with the requirements of the *Financial Management Act 1995*;
- c) no indication of fraud, malpractice, major breach of legislation or delegation, major error in or omission from the accounts and records exists (or where this is not the case, details to be provided of any such instances);
- d) in accordance with the requirements of section 15 of the *Financial Management Act 1995*, the internal audit capacity available to the agency is adequate and the results of internal audits have been reported to the accountable officer;
- e) the financial statements included in the annual report have been prepared from proper accounts and records and are in accordance with Treasurer's Directions, and
- f) all Employment Instructions issued by the Commissioner for Public Employment have been satisfied.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'M. Murphy'.

Michael Murphy APM
Acting Commissioner of Police and
CEO of Fire and Emergency Services

26 August 2019



Acknowledgement of Country

The Northern Territory Police, Fire and Emergency Services acknowledges the traditional owners throughout the Northern Territory from the red sands of Central Australia to the coastal people in the Top End. We recognise their connection to their lands, waters and culture. We also pay our respects to the Aboriginal and Torres Strait Islander people we serve and protect and work with. We pay our respect to the ancestors, elders past and present and Aboriginal communities who are the custodians of this land.





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Key Locations

NT Police, Fire and Emergency Services

NTPFES Headquarters

NAB House
71 Smith Street
Darwin NT 0800

NT Police Force (NTPF)

Peter McAulay Centre
McMillans Road
Berrimah NT 0828

**Metropolitan Social Order
Engagement Unit**
Phoenix Street
Nightcliff NT 0828

NT Police Recruitment Office
43 Knuckey Street
Darwin NT 0800

**Screening Assessment for
Employment (SAFE) NT**
37 Woods Street
Darwin NT 0800

Police Stations

Adelaide River	Elliott	Maningrida	Pine Creek
Ali Curung	Galiwinku	Maranboy	Pirlangimpi
Alice Springs	Gapuwiyak	Mataranka	Ramingining
Alyangula (<i>Groote Eylandt</i>)	Gunbalanya (<i>Oenpelli</i>)	Mutitjulu	Santa Teresa
Arlparra	Harts Range	Ngukurr	Tennant Creek
Avon Downs	Humpty Doo	Nhulunbuy	Ti Tree
Batchelor	Jabiru	Ntaria (<i>Hermannsburg</i>)	Timber Creek
Borroloola	Kalkarindji	Numbulwar	Wadeye
Casuarina	Katherine	Palmerston	Wurrumiyanga
Daly River	Kulgera	Papunya	Yarralin
Darwin	Lajamanu	Peppimenarti	Yuendumu
			Yulara

Police Shopfronts

Parap Police Beat

Multi-jurisdictional Facilities

Kintore (NT)
Warakurna (WA)

Police Posts

Alpurrurulam	Minjilang
Angurugu (<i>Groote Eylandt</i>)	Minyerri
Bulman	Nyirripi
Finke (<i>Apatula</i>)	Robinson River Post
Haasts Bluff	Titjikala
Imanpa	Umbakumba (<i>Groote Eylandt</i>)
Kaltukatjara (<i>Docker River</i>)	Warruwi
Milikapiti	Willowra
Milingimbi	

NT Fire, Rescue and Emergency Services (NTFRES)



NTPFES Headquarters

Level 6, NAB Building
71 Smith Street
Darwin NT 0800

Fire Stations

Alice Springs
Berrimah
Darwin
Humpty Doo
Jabiru
Katherine
Marrara
Nhulunbuy
Palmerston
Tennant Creek
Yulara

NTES Volunteer Units

Alice Springs
Cox Peninsula
Daly River
Darwin
Galiwinku
Gapuwiyak
Harts Range
Katherine
Kintore
Lajamanu
Maningrida

Nhulunbuy
Ntaria (*Hermannsburg*)
Numbulwar
Palmerston
Pirlangimpi
Tennant Creek
Wadeye
Warruwi
Watarrka
Yuendumu

Volunteer Fire Brigades

Alice Springs Rural
Bathurst Island
Howard Springs
Humpty Doo
Koolpinyah
Virginia/Bees Creek
Yirrkala

Fire and Emergency Response Groups

Adelaide River
Batchelor
Borrooloola
Elliott
Mataranka
Pine Creek
Timber Creek
Ti Tree

Emergency Response Groups

Ali Curung
Avon Downs
Gunbalanya (*Oenpelli*)
Kalkarindji
Kulgera
Maranboy
Ngukurr
Papunya
Ramingining
Yarralin





Commissioner and CEO Overview

I am pleased to present our 2018–19 annual report for the Northern Territory Police, Fire and Emergency Services (NTPFES).

NTPFES is constantly facing an ever-changing and often challenging environment. 2018–19 was one of significant achievement for our organisation.

NTPFES introduced several strategic priorities in 2017–18 that were maintained throughout 2018–19 to meet our current and future objectives and expectations on service delivery and financial expenditure, including capital works and improvements.

One of the many achievements in 2018–19 NTPFES can take great pride in, is our work to ensure our organisation is reflective of the community we serve.

Our NTPFES College Command continues to deliver a high calibre of recruits, and recruitment activities will continue into 2019 across the fields of Constables, Auxiliaries, Aboriginal Community Police Officers and Aboriginal Liaison Officers.

What we have observed in 2018–19 is change that is exponential. Our organisation's history has been one of evolution to meet changing demands.

We have proven ourselves many times regardless of the challenges. But with the pace of change now so rapid, simple evolution is not enough. We need to embrace change, accept and shape the future and ready ourselves for a new set of challenges.

During the year, our members and families also benefited from initiatives designed to improve employee support services. These included the continuation of the Healthy Lifestyles Program. Our organisation is invested in the ongoing health and wellbeing of our members and will continue to prioritise these initiatives and services.

A number of weather events in 2018–19 saw a combined tri-service response. In particular in December 2018, we were met by Tropical Cyclone Owen, which uprooted trees, flooded roads and blocked remote communities, leaving them without power and water. I take this opportunity to acknowledge the volunteers from the Northern Territory Fire, Rescue and Emergency Services and commend them for their great work.

For 2019–20 we have many projects and innovative changes that will significantly benefit the agency, the wider community and the Territory’s budget. Achievements in 2018–19 include the completion of the Katherine Fire Station and the work to replace the PROMIS system. At the time of writing this report, the Palmerston Police Station had also been completed.

The agency will continue to achieve our strategic objectives outlined in ‘*Strategy 2023*’ through its underpinning principles of prevention, integrity and unity. *Strategy 2023* identifies our five key strategic priorities: build community resilience; improve community outcomes; enable a positive culture through diversity and inclusiveness; develop our people, systems and leadership through the right investments and be sustainable to drive value to the community.

Our hardworking employees and volunteers contributed directly to the organisation’s success and I have every confidence they will continue to in 2019–20. It is a credit to the members of the Northern Territory Police, Fire and Emergency Services that we were able to meet and overcome a number of challenges during the year while continuing to provide high levels of service and safety to the Northern Territory community. I want to acknowledge each and every member of the Northern Territory Police, Fire and Emergency Services for their commitment in 2018–19.

I also extend my appreciation to our collaborative stakeholders, including the Northern Territory Government, local government, national industry bodies, associations and unions - United Voice, CPSU and the Northern Territory Police Association, our suppliers, industries and businesses, community groups and the Northern Territory community, who supported our efforts to ensure the safety of so many people, including visitors, in the Territory.

Next year, we will celebrate 150 years of policing in the Northern Territory. I look forward to what I’m sure will be another exciting year for emergency services in 2019–20 and to working with all our members to achieve our vision to maintain a safer Northern Territory.



Michael Murphy APM
Acting Commissioner of Police and
CEO of Fire and Emergency Services

26 September 2019





About the annual report

The annual report has been prepared to inform the Northern Territory Legislative Assembly through the Minister for Police, Fire and Emergency Services, The Hon. Nicole Manison MLA and the wider community about the agency's activities, strategic intent, performance, outcomes and significant achievements for the reporting year 2018–19.

The annual report also highlights the agency's new strategic direction *Strategy 2023* and will further inform the agency's priorities for the year ahead.

The report satisfies the requirements of the *Public Sector Employment and Management Act 1993*, the *Financial Management Act 1995* and the *Information Act 2002*.

Pursuant to section 28 of the PSEMA, NTPFES must present a report to the Minister on its operations within three months from the end of the financial year, and it must contain:

- functions and objectives of the agency
- legislation administered
- organisation overview, including number of employees of each designation and any variation in those numbers since the last report
- operations, initiatives and achievements relating to planning, efficiency, effectiveness, performance and service delivery to the community
- measures taken to ensure public sector principles were upheld

- management training and staff development programs
- occupational health and safety programs
- financial statements prepared in accordance with sections 11 and 13 of the *Financial Management Act 1995*.

The agency is committed to accountability and transparency in our reporting to the community. Feedback is welcomed on the annual report and can be sent to:

AnnualReport.NTPFES@pfes.nt.gov.au

Our values Trust, Respect, Responsibility, Integrity, Courage, Communication and Accountability are the foundation of everything we do. Our focus on being a values-led organisation will lead us to deliver on our vision of maintaining a safer Northern Territory.

STRATEGY

2023

PREVENTION • INTEGRITY • UNITY





Who we are

The NTPFES was formed in 1983 and comprises the Northern Territory Police Force and the Northern Territory Fire, Rescue and Emergency Services.

The Commissioner of Police and CEO of Fire and Emergency Services, Mr Reece P Kershaw APM, exercises CEO authority over all entities and has primary responsibility for the day-to-day governance of the NTPFES. Under the machinery of government arrangements, the NTPFES sits in the Children and Families cluster along with:

- Territory Families
- Department of Health
- Department of Education
- Department of Local Government, Housing and Community Development

The Commissioner and CEO reports directly to the Minister for Police, Fire and Emergency Services, the Hon. Nicole Manison MLA.

The NTPFES provides police, fire, rescue and emergency services to communities across the Northern Territory.

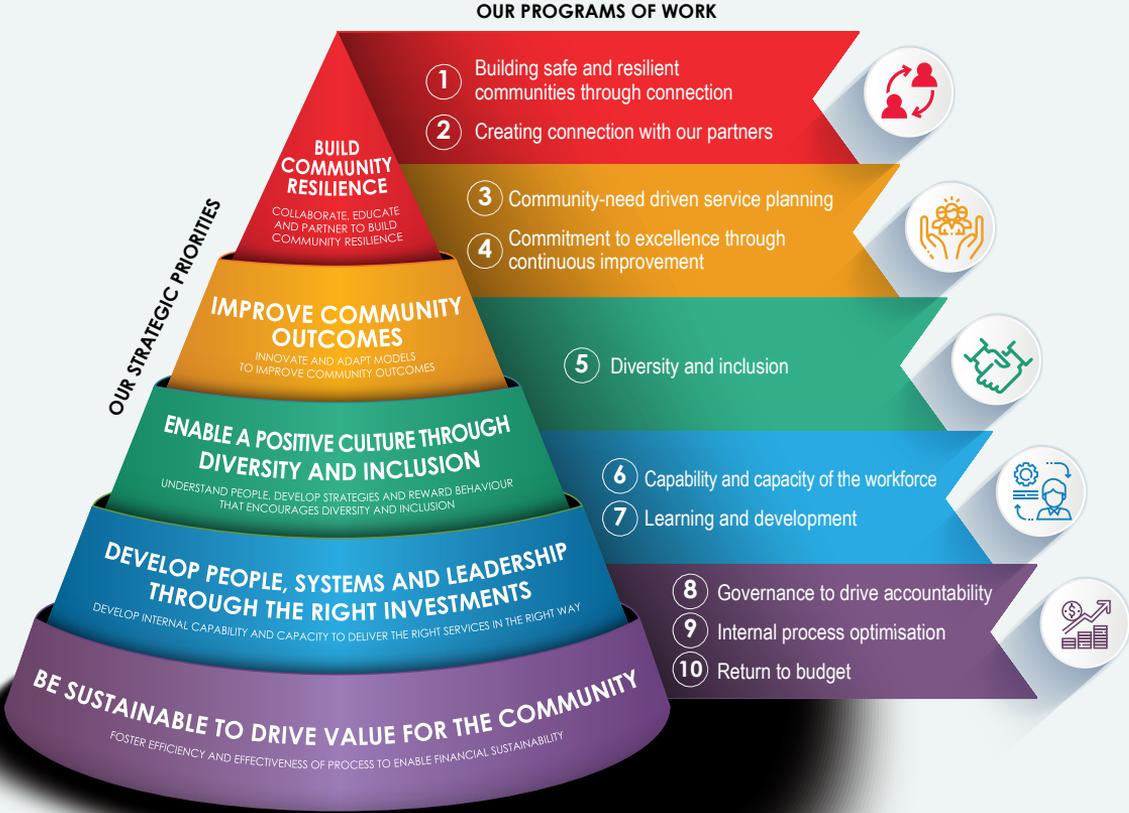
With 47 police stations (including two multi-jurisdictional facilities), one police beat and 17 police posts, 11 fire stations, seven volunteer fire stations, 21 emergency volunteer units, eight fire and emergency response groups and 10 emergency response groups, the NTPFES serves to protect the community and ensure community safety.

As at pay 26, 2018–19, the total number of full-time equivalent (FTE) personnel for the NTPFES was 2136.66. Refer to pages 118-119 for a breakdown.

To address our shifting priorities, our roadmap forward was reset with *Strategy 2023*. *Strategy 2023* seeks to redefine and enhance our values and strategic direction for the next five years and is underpinned by the guiding principles of Prevention, Integrity and Unity and our five key strategic priorities:

- Build community resilience
- Improve community outcomes
- Enable a positive culture through diversity and inclusion
- Develop people, systems and leadership through the right investments
- Be sustainable to drive value for the community

Our programs of work will drive the success of our strategic priorities. We remain committed to working as a unified team towards our strategic priorities, in partnership with the community and our stakeholders.







1

Organisational Overview

Trust



Respect



Responsibility



Integrity



Courage



Communication



Accountability



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Our Strategic Issues for 2018–19

The NTPFES' commitments in delivering to the Northern Territory Government's strategic issues were achieved in the five priority areas. The priorities for 2018–19 are as set out in the NT Government's 2018–19 *Budget Paper No.3*

The strategic issues were:



Jobs and economy

- utilising intelligence-based resource allocation models to ensure the appropriate recruitment of frontline officers to deliver police, fire and emergency services to support community preparedness and safety.
- utilising technology to generate efficiencies in the use of frontline resources.



Putting children at the heart of government

- delivering youth reform initiatives.
- delivering community safety programs for vulnerable and at-risk youth, including responding to and preventing domestic and family violence.
- utilising frontline members to deliver innovative programs to engage youth and build safer communities.



Investing in the bush

- engaging with local communities to explore remote service delivery models that are more effective in balancing community expectations and delivering cost efficient services.
- enhancing local community engagement in community safety.
- strengthening engagement and education campaigns to enhance the community's emergency-management resilience.



Safer communities

- enhancing police intelligence capability and effectiveness to target the causal factors of crime and provide an appropriate response, including referral pathways.
- preventing domestic and family violence through greater cross-agency collaboration.
- building community protection through contemporary legislation and keeping communities safe from criminal activity.
- enhancing community safety through the delivery of innovative fire and emergency management and preparedness education programs.



Trust

- providing appropriate responses and services to the community.
- enhancing community confidence through demonstrating integrity, accountability and transparency in decision making and actions.
- consulting and engaging with the community in the development of the agency's strategic vision.

Annette Turner Duggan

Chief of Staff Office of the Commissioner and CEO

Ms Turner Duggan was the Manager of College Education Services before she was appointed Chief of Staff in 2018.

Ms Turner Duggan has qualifications in Public Safety, Emergency Management and Disaster Management, Organisational Development and Human Resources and has a Master of Arts (Organisational Communication).

Ms Turner Duggan's portfolio includes Media, Corporate Communications, Legislative and Doctrine Reform, Risk and Audit and Performance and Coordination.





Legislation and Reporting

The NTPFES is governed by the *Police Administration Act 1978*, the *Fire and Emergency Act 1996* and the *Emergency Management Act 2013*. In accordance with Schedule 2 of the Administrative Arrangements Order under section 35 of the *Interpretation Act 1978*, the NTPFES administers the following Acts of the Northern Territory Legislative Assembly and subordinate legislation:

NTPF

- *Child Protection (Offender Reporting and Registration) Act 2004*
- *Firearms Act 1997*
- *Police Administration Act 1978* (except Part III)
- *Police (Special Investigative and Other Powers) Act 2015*
- *Telecommunications (Interception) Northern Territory Act 2001*
- *Terrorism (Emergency Powers) Act 2003*
- *Weapons Control Act 2001*
- *Youth Justice Act 2005* (Part 3).

NTPFES

- *Fire and Emergency Act 1996*
- *Emergency Management Act 2013*.

Performance Reporting

The NT Government's financial management framework utilises an accrual output-based methodology for budgeting, accounting and reporting, with performance reporting a central tenet. The framework links NTPFES outputs, outcomes and key performance indicators to the objectives of government. This is particularly in relation to social initiatives, policies and programs as part of our shared commitment to working in partnership with the community to ensure a safe and resilient Territory.

Performance Measures

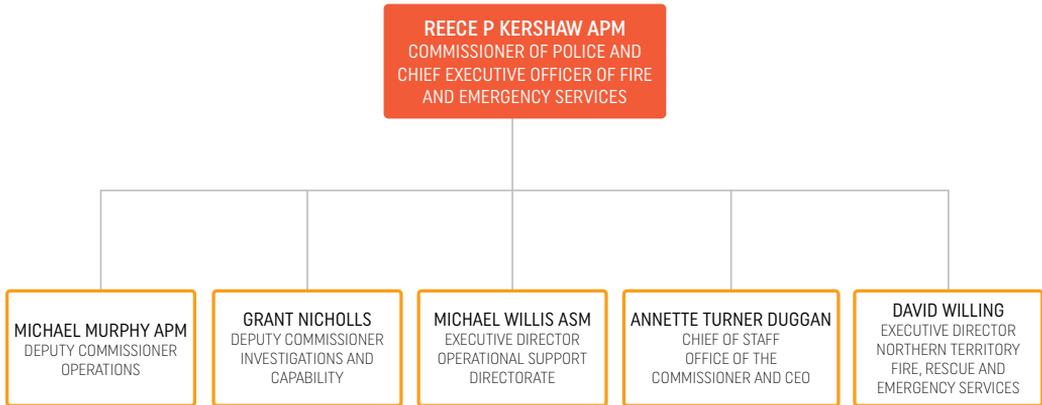
The NTPFES' performance is measured against quantity, quality and timeliness, to ensure efficient and effective service delivery. The output tables in Part 2: Organisational Performance, (from page 29), provide specific information relating to performance.

Outputs Framework

	Output Groups	Outcomes	Outputs
NTPF	1 Community Safety and Crime Prevention	Enhanced community safety, resilience and protection through crime prevention	1.1 Community Safety and Crime Prevention
	2 General Policing, Crime Detection, Investigation and Prosecution	Effective and efficient response, investigation and prosecution services	2.1 Response Services 2.2 Investigations 2.3 Services to the Judicial Process
	3 Road Safety Services	An environment that encourages road users to behave safely and lawfully	3.1 Road Safety Services
NTFRES	4 Fire Prevention and Response Management	The incidence and impact of fires and other emergencies is minimised	4.1 Fire Prevention and Response Management
	5 Emergency Services	Effective counter-disaster planning and mitigation measures to minimise the impact of disasters and hazards on Territorians	5.1 Emergency Services
CORPORATE AND GOVERNANCE	6 Corporate and Governance	Core corporate needs including governance and risk services, human resource management and financial services are effectively and efficiently supported	6.1 Corporate and Governance 6.2 Shared Services Received



Our Executive Team





Reece P Kershaw
APM

**Commissioner of Police and
Chief Executive Officer of Fire
and Emergency Services**

Mr Kershaw was appointed Commissioner of Police and Chief Executive Officer of Fire and Emergency Services in April 2015. His service in the Northern Territory Police Force (NTPF) includes the positions of Assistant Commissioner Crime and Specialist Services and Darwin Metropolitan Service. Prior to this he was with the Australian Federal Police, including secondments to the National Crime Authority, the Australian Crime Commission and overseas postings to The Hague, East Timor and the Solomon Islands. Mr Kershaw was awarded the Australian Police Medal (APM) in the Australia Day Honours List in 2016 and is a recipient of the NTPF Outstanding Leadership Medal.

Mr Kershaw has completed the Australia New Zealand Police Leadership Strategy Program and is a Graduate of the FBI Law Enforcement Executive Development Program and the Australian Institute of Company Directors. He holds a Master of Business Administration (MBA), Graduate Certificate in Business (Banking) and Certificate in Business (Europe).



Strategic Reporting and Planning Framework

The corporate governance structure of the Northern Territory Police, Fire and Emergency Services is set out in the *Strategy 2023* strategic framework.

The guiding principles of the agency are built on being values led. With key principles being to support and enable the frontline through an agile and adaptable workforce, the planning process sets out enhanced performance management and streamlined processes.

The NT Government’s 2018–19 *Budget Paper No. 3* incorporates detailed information about agency budget, services, outputs and key deliverables.

Each output includes a series of key deliverables, with measures established to enable the assessment of performance.

Organisational performance is reported on each service over a financial year period. This shows actual performance against the estimates published in the NT Government’s 2018–19 *Budget Paper No. 3* and provides explanation of any significant variances as well as highlighting significant performance successes.



Police officers, paramedics, firefighters, correctional officers and rescue volunteers from across the globe participated in the Australasian Police and Emergency Services Games 2018, with organisers reporting a record 3 400 competitors from Australia, Singapore, Hong Kong, New Caledonia, New Zealand and China.

Competitors took part in more than 50 sports over seven days, including CrossFit, netball, swimming, surf lifesaving and crowd favourite, firefighter events. NTPFES were well-represented with 31 members competing. The NTPFES members claimed six gold, 12 silver and nine bronze medals.



Key Committees

The Tri-Service Leadership Group assists the Commissioner of Police and CEO of Fire and Emergency Services fulfil its statutory obligations by providing oversight and leadership of strategic activities and direction of the NTPFES.

The Tri-Service Leadership Group meets on a monthly basis and is chaired by the Commissioner/CEO. The group's objectives are to:

- provide strategic leadership across the agency to ensure direction and support in all facets of decision making
 - provide clear guidance to achieve NTPFES' strategic goals as defined in the NTPFES strategic plan and NT Government's *Budget Paper No. 3*
 - provide oversight and direction on corporate governance, strategic policy issues, organisational performance and the reporting framework (the group will, by exception, review and endorse policies referred to it by a service area)
 - provide strategic oversight of key committees
 - provide strategic oversight of agency performance against identified key performance indicators and drive *Strategy 2023's* vision and mission.
- Membership consists of:
- Commissioner of Police/CEO (Chair)
 - Deputy Commissioner, Operations
 - Deputy Commissioner, Investigations and Capability
 - Executive Director, Operational Support
 - Executive Director, Fire, Rescue and Emergency Services
 - Assistant Commissioner, Darwin and Support
 - Assistant Commissioner, Crime and Integrity
 - Assistant Commissioner, Regional Operations and Road Policing
 - Chief Information Officer
 - Chief Officer, Fire, Rescue and Emergency Services Strategy and Capability
 - Chief Officer, Northern Territory Emergency Services
 - Chief Fire Officer
 - Director, Forensic Science Branch
 - Director, Finance
 - Director, Human Resource Management
 - Director, Logistics
 - Director, Media
 - Director, Law Reform
 - Director, Executive Coordination and Performance
 - Chief of Staff (Secretary)
 - Executive Support Officer, Office of the Commissioner and CEO.

The **Aboriginal and Torres Strait Islander Development Unit Steering Committee (ATSIDUSC)** aims to develop the agency's people, policies and processes from a cultural perspective by providing opportunities for our Aboriginal and Torres Strait Islander employees to fulfil their potential through a supportive framework. In 2018–19, the ATSIDUSC committed to a number of initiatives. A milestone achievement was rolling out the NTPFES mentoring program which encourages mentoring at all levels throughout the agency.

The **Custody Steering Committee** oversees emerging custodial matters and guides the Tri-Service Leadership Group on custody incidents and complaints. It ensures decisions relating to custody and coronial matters are intelligence-informed, evidence-based and values-led. The committee reviewed the Persons in Custody policy in 2018–19, reflected on its currency and as a result implemented a more contemporary policy to meet the ever-changing demographic in the community.

The **Diversity & Inclusion Steering Committee** oversees the implementation of the *NTPFES Diversity and Inclusion Strategy 2016-2020: Strengthening Capability through Diversity in alignment with Strategy 2023: Program 5, Diversity and Inclusion*. A key focus of the committee is to foster a positive, diverse and inclusive culture through understanding our people and developing holistic strategies that encourage diversity and inclusion. The committee led four internal diversity and inclusion think tank forums across the Territory to better capture how we can increase accessibility and inclusiveness in the agency.



The **Remote Policing Steering Committee** provides strategic direction on the remote policing model for the Northern Territory Police which is aligned with *Strategy 2023: Program 3, Community-need driven service planning*. The Deputy Commissioner, Operations chairs the committee which meets fortnightly. The committee's focus is to continue to work towards better resourcing and improved infrastructure to support police officers in remote locations. The Territory Relief Pool is an initiative aimed at achieving this and will commence in 2019–2020. It will provide relief to police officers in remote communities.

The committee commenced discussions with police forces in South Australia, Western Australia and Queensland in 2018–19 about amending the *Cross-Border Justice Act 2009* to include Queensland and reviewing the viability of inter-jurisdictional facilities between the Northern Territory and Queensland.

The **Royal Commission Steering Committee** provides a centralised governance for the management of recommendations from royal commissions that require action from our agency. In 2018–19, the committee continued to implement recommendations from the Royal Commission into the Detention of Children in the Northern Territory and the Royal Commission into Institutional Responses to Child Sexual Abuse. Recommendations implemented in 2018–19 include protocol with Territory Families to manage children absconding from out-of-home care, a custody notification service with NAAJA, protocol in relation to the police response to reports of criminal offending against youth in detention and an online training package that includes components relating to childhood and adolescent brain development, cognitive and intellectual disabilities such as FASD and the effects of trauma.

The **Safety & Wellbeing Executive Committee** provided strategic guidance for improving work health and safety, and mental health and wellbeing strategies in the Northern Territory Police, Fire and Emergency Services. The committee met four times in 2018–19. It endorsed the development of the Mental Health and Wellbeing Strategy and guided initiatives such as the healthy lifestyle program and the Well@Work newsletter. It continues to provide a forum for employee representative bodies to be consulted on health and safety matters at a strategic level and continues to assist in the development of statistical information about health, safety and recovery which will better direct resources.

The **Tri-Service Uniform, Accoutrements and Use of Force Equipment committee** is a sub-committee of the executive team which oversees the tri-service uniform committees to ensure that investment in uniforms is consistent and meets service delivery needs. The sub-committee monitors and evaluates proposed new items to ensure they meet the needs of NTPFES staff in particular frontline members. A key achievement in service delivery is ensuring the agency's tri-service uniforms reflects our commitment to valuing diversity in recruitment and an inclusive culture.



The **Training and Assessment Advisory Committee (TAAC)** is the consultative body for the agency's training and professional development matters. The TAAC considers the quality of training and agency-wide implications and impacts of any major changes to training service delivery. Achievements in 2018–19 include approving the college command to provide a defensive driving course for auxiliaries across the Territory; endorsing the foundational leadership workshop which was designed to support the agency's strategic priority to develop its people, systems and leadership; endorsing the unconscious bias training to be delivered throughout the agency; and delivering the youth justice and engagement training which will continue to be delivered in 2019–2020.

The **400MHz Steering Committee** oversees the implementation of the project and provides advice on project direction. The project addressed the frequency change requirements mandated by the Australian Communications and Media Authority, which required either modification or replacement of UHF radio sets owned by the Northern Territory Government.

The project was completed with the delivery of a modern radio network to remote and rural areas of the Northern Territory. The project was successfully delivered to a high standard and also within allocated budget.

The **JESCC Strategy and Planning Committee** is tasked with the oversight of all areas within the JESCC and provides a forum for the monitoring, progression and where necessary, approval of all work that contributes to its efficient and effective operations. The committee meets on a monthly basis.

In 2018–19 the committee approved the upgrade of the Intergraph Computer Aided Dispatch (ICAD) system. This system enables the NTPFES to enter information from callers who ring 131444 or 000 so that agency units can be dispatched. The system is an essential component of the suite of NTPFES systems that improves community safety. The upgrade was completed in June 2019 and included enhanced user interfaces making it more effective and efficient.

The **Alcohol Harm Reduction Steering Committee** provides an internal agency capability to advise and inform the Alcohol Review Implementation Team (ARIT) on policy outcomes, at a strategic level. The ARIT was established by the Northern Territory Government in October 2017 upon receipt of the Riley Review, to drive and coordinate alcohol reforms across the Northern Territory Government. The Northern Territory Police Force continues to be at the forefront of alcohol related harm reduction initiatives and through the Alcohol Harm Reduction Steering Committee, will continue to advocate for change, drive change, manage community and industry behaviour, create and deliver educational opportunities; all with the commitment to making the NT a safer place to live, work and raise a family.

The **Project Governance Committee (PGC)** was established to govern and guide project management practice and prioritisations across the agency. The purpose of the PGC is to provide sound advice to the Tri-service Leadership Group (TLG) regarding the NTPFES Project Portfolio and to ensure appropriate governance of active projects is occurring.

The committee is also responsible for considering the merits of proposals for new projects with the objective of ensuring project investments maintain strategic alignment and continue to provide the best holistic value proposition for NTPFES.

The **Audit and Risk Committee** operates in accordance with the *Financial Management Act 1995* to provide high level assistance, advice and oversight regarding financial reporting matters, corporate governance, risk management, and internal and external audit functions.

The committee supports the executive by reviewing and monitoring financial management and reporting processes, risk management and mitigation strategies as well as internal control and legal compliance.

The committee meets quarterly and reports directly to the Tri-Service Leadership Group.

The **SerPro Steering Committee** ensures the successful delivery of a contemporary, integrated solution that will support policing activity across the Northern Territory. SerPro effectively replaces the current core ICT System: the Police Real-time Online Management Information System (PROMIS).

A detailed program plan was achieved and approved, which has been divided into three phases known as functional blocks. The program is now in functional block 1 (phase 1) and is expected to be completed before the end of 2019.



2

Organisational Performance



Trust



Respect



Responsibility



Integrity



Courage



Communication



Accountability



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Northern Territory Police Force

NTPF Overview

Under the *Police Administration Act 1978* the core functions of the NTPF are to:

- uphold the law and maintain social order
- protect life and property
- prevent, detect, investigate and prosecute offences
- manage road safety education and enforcement measures
- manage the provision of services in emergencies.

The NTPF has been working to keep the Territory safe since 1870. The agency provides policing services 24 hours a day, seven days a week to more than 245 000¹ Territorians.

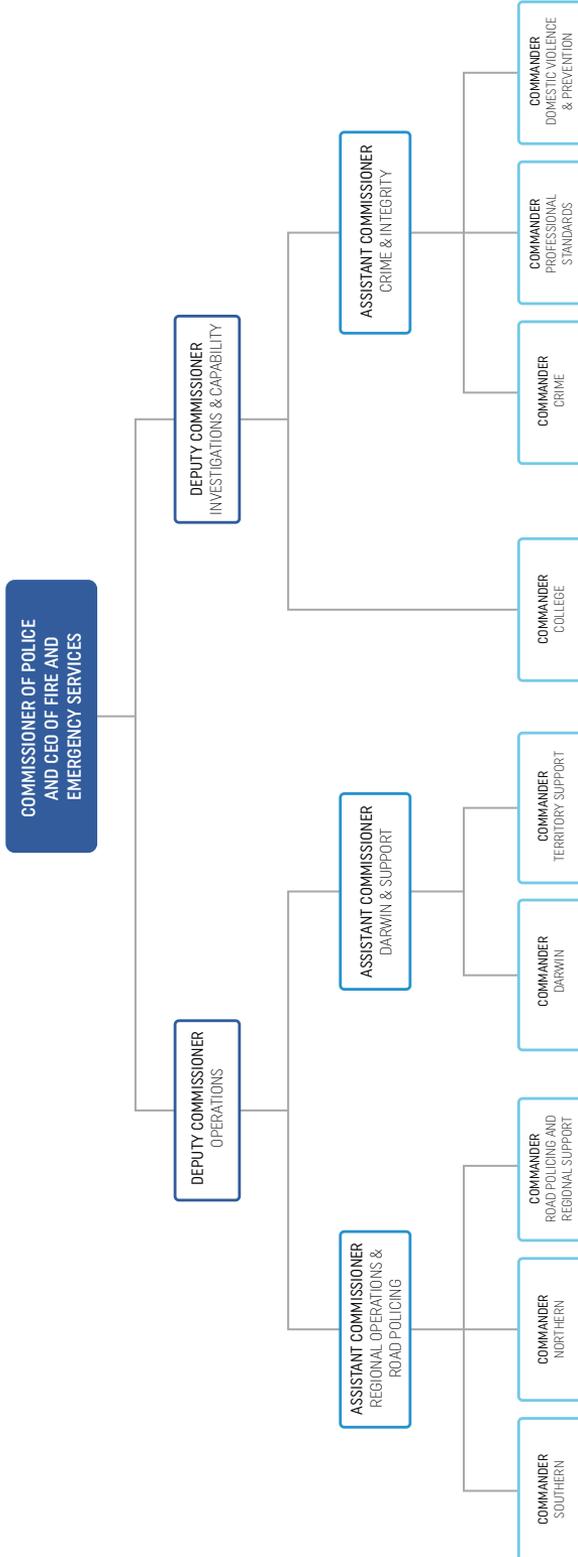
The NTPF includes police officers, police auxiliaries and police auxiliary liquor inspectors who work tirelessly to maintain community safety and crime prevention.

As at 30 June 2019, the NTPF has a total of 70 police facilities including 45 police stations across the Northern Territory.

Supported by the units: Media, Corporate Communications and Recognition, Law Reform, Risk and Audit, Performance and Coordination and Operational Support, the NTPF delivered a responsive police service in 2018–19 under the structure on the following page:



¹ Australian Bureau of Statistics, 31 December 2018.



This map represents the police facilities across the Northern Territory:



Police Output Groups

The NTPF performance measures established in 2018-19 were under the following output groups:

- Output Group 1.1 Community Safety and Crime Prevention
- Output Group 2.1 Response Services
- Output Group 2.2 Investigations
- Output Group 2.3 Services to the Judicial Process
- Output Group 3.1 Road Safety Services.



NTPF at a glance

PERFORMANCE

84.5%

people surveyed agreed that police perform their job professionally

110 032 calls to 000



000 calls answered within 10 seconds

145 872 calls to 131444



142 948 drivers breath tested

54 003 traffic infringement offences detected



8377 SupportLink referrals and notifications



school based police officers conducted **1340** school visits



Output Group 1

Community Safety and Crime Prevention

Output 1.1 Community Safety and Crime Prevention

This output group provides a range of services to address community safety including:

- capability focussed law enforcement operating through intelligence-led policing
- targeting repeat offenders and crime 'hot spots'
- targeting the underlying drivers of crime, including drugs and alcohol
- proactive strategies aimed at reducing opportunities and conditions for crime to occur
- visible police patrols, crime prevention and education programs
- fostering community partnerships with police
- developing and testing plans to respond to threats and minimise their impact.

Output Group 1 – Community Safety and Crime Prevention

Output 1.1 – Community Safety and Crime Prevention						
Performance	2015–16 actual	2016–17 actual	2017–18 actual	2018–19 budget	2018–19 actual	2019–20 budget
Proportion of people who felt safe at home alone at night ¹	84.0%	79.1%	80.2%	≥ 80.0%	79.8%	≥ 80.0%
Proportion of people who were satisfied in general with police services ¹	75.7%	69.4%	75.3%	≥ 80.0%	73.3%	≥ 80.0%
Proportion of people who agreed that police perform their job professionally ¹	86.8%	83.1%	81.0%	≥ 85.0%	84.5%	≥ 85.0%

EXPLANATORY NOTES TO PERFORMANCE MEASURES

1 Source: National Survey of Community Satisfaction with Policing commissioned through the Australia New Zealand Policing Advisory Agency (ANZPAA).

Performance Summary

Enhanced community safety and supporting community resilience continue to be key priorities for the Northern Territory Police Force in building and developing our community safety and crime prevention strategies across the Northern Territory.

An integral part of proactive policing across the vast expanse of the Northern Territory is prevention and community engagement. We cannot maintain a safe community without fostering ongoing stakeholder partnerships that assist us in responding to emerging and ongoing issues in our community.

Knowing our community and understanding the local issues assists the Northern Territory Police Force to achieve the best outcomes possible for Territorians.

With changing communication styles through social media, the face of our engagement platform is also changing. Modernising our communication and engagement style will help us improve our performance to better serve the community.

The Northern Territory Police Force remains committed to maintaining a safer Northern Territory by continuing to have a visible presence in the community. This section highlights examples of operational policing performance for 2018–19 and how we continued to deliver on community safety and crime prevention.



Key Achievements in 2018–19

The **Youth Engagement Division** commenced on 1 January 2019 as part of the Northern Territory Police Force restructure. The key functions of this division include:

- Community & Youth Engagement (inclusive of Victim Engagement)
- The Police Citizens Youth Club (PCYC)
- Neighbourhood Watch (NHWNT)
- School Based Policing
- Youth Diversion

During 2018–19, police supported the Darwin community through community meetings, information sessions and ministerial visits. This community engagement assisted the police in gaining a better understanding of issues and concerns in the community. In partnership with NHWNT, police helped launch the new crime prevention community safety messaging. Following the tragic events on 15 March 2019 at two mosques in Christchurch, New Zealand, the community safety messaging also extended to our local mosques to provide assurance to the local Muslim community that we are committed to their safety and maintaining a safe place for worshipping.

NHWNT activities for 2018–19 include:

- Participating in 30 community events throughout the Northern Territory including working with the volunteers in Katherine, Tennant Creek and Batchelor and delivering first aid training to volunteers in Darwin and Alice Springs.
- Delivering the ‘Demand and Harm Reduction through Art’ project with a group of at-risk young people in Palmerston.
- Over the holiday periods, distributing 50 000 ‘Holiday Hot Tips’ postcards and ran holiday safety community service announcements on television.
- Developed videos for the ‘Stop. Look. Lock’ campaign and reviewed the Safety House program to ensure it is meeting Territorians’ needs.

There was a 33% membership increase for NHWNT in 2018–19 which celebrated 30 years of operation in the Northern Territory during the year. Recruitment of a Southern Regional Coordinator and Marketing Coordinator increased its service delivery to the southern region of the Northern Territory.



The **School Based Police Program (SBPP)**, re-introduced on 17 September 2018, was designed in partnership with the Department of Education and the Northern Territory Council of Government School Organisations (NT COGSO). SBPP was launched in 10 government schools across the NT at the start of term 4, 2018. The 10 schools selected were Sanderson Middle School, Dripstone Middle School, Darwin Middle School, Nightcliff Middle School, Palmerston College, Taminmin College, Casuarina Senior College, Katherine High School, Centralian Middle School and Tennant Creek High School.

Police allocated 10 Constable positions to the Darwin, Palmerston and rural region with Katherine, Tennant Creek and Alice Springs having one Constable each.

The program focusses on engaging and supporting students and families, particularly those transitioning into middle school. As well as these 10 middle schools, the SBPP also covered more than 60 feeder schools.

The SBPP's purpose is to help create a safe and supportive learning environment

in schools, by building relationships with students, parents, teaching staff and other school partners such as nurses and wellbeing officers. The school-based police officers help make the school environment safe, physically, socially, emotionally and academically while also working to prevent victimisation and ultimately reducing youth-related crime.

As well as supporting teaching staff, the SBPP delivers lesson plans on road and personal safety and awareness, cyber bullying and 'sexting', building strong personal relationships and drug and alcohol education.

In 2018–19, Tennant Creek and Barkly Division officers strengthened connections with our public safety partners through commitment to multi-agency working groups, community meetings and public forums, training delivery in schools, local authority group meetings and cultural engagement. This helped police in gaining a better understanding of issues and concerns in the community and allowed police to take action to address those concerns.



Some key indicators of our performance in the school term 4 of 2018 and term 1 and 2 of 2019 are:

1340	school visits
423	principal meetings
190	school meetings
230	wellbeing meetings
55	SupportLink referrals
40	re-entry meetings
109	Think U Know
63	personal safety
1	Love Bites presentation
129	PROMIS job investigation (external tasking)
35	IR submissions
225	traffic school zones

Police also participated in a range of community events including:

- Barky Regional Athletics Carnival, an annual event where all schools within the Barkly area attend Tennant Creek to compete in sports and athletics
- ANZAC Day
- Avon Downs Charity Cricket Match
- International Women's Day
- NAIDOC Week
- Ochre Ribbon Day, which raises awareness of the devastating impacts of family violence in Aboriginal and Torres Strait Islander communities and calls for action to end the violence against Aboriginal and Torres Strait Islander people
- Tennant Creek Future Stars Program.

The **Victim Engagement Unit (VEU)** provides support to victims of property crime by working closely with Victims of Crime (NT), local businesses and individuals by providing timely advice and meaningful support which can reduce the emotional trauma associated with property crimes.

During 2018–19, the VEU proactively engaged with 144 businesses and 16 residential property owners providing information about available grants and

funding for victims, and gathering feedback to inform police response and practice.

SupportLink continued to provide a centralised referral management and early intervention service to the NTPFES to refer victims and offenders to social support agencies where they require support and to reduce the risk of repeat offending. In 2018–19, 3061 referrals and 5316 notifications were made².

	2015–16	2016–17	2017–18	2018–19
Referrals	2785	3215	3305	3061
Notifications	5419	7217	7165	5316
Total	8204	10 432	10 470	8377

On 4 June 2019, Darwin experienced the unprecedented shooting tragedy that saw the loss of four lives near the Darwin CBD. The police men and women of Darwin Command responded promptly and professionally to a situation that can only be described as extremely dangerous and confronting. Thankfully, the offender was taken into custody without any further loss of life and at year end, the matter was before the courts. The post-event impact was one of shock, sadness and loss for the Darwin community, and it took some time for the affected community to come to terms with the ordeal. We continue to work with the community to make sure everyone is again safe from this type of criminal behaviour.

Strike Force Trident (SFT) delivers on the mandate of protecting the greater Darwin community from youth and adult offending related to property crime. This is achieved through a combination of activities including recative operations, criminal investigations and working closely with victim engagement and crime prevention units. SFT maintain a close working relationship with Territory Families in managing youth who move into the youth justice system. SFT maintains a strong focus on developing skilled investigators by participating in the Detective Professional Development Pathway to achieve sound investigative and prosecutorial outcomes from criminal investigations.

² Child protection notifications to Territory Families via SupportLink ceased as of 1 May 2019.

In 2018–19, SFT made 509 arrests, including these key examples:

- 38 year old male who stole several thousands of dollars' worth of property from 13 separate victims, receiving a term of imprisonment of 10 months.
- 42 year old male who stole around \$200 000 worth of equipment from a business. Warrants were executed and all property recovered, and the male received a two-year prison term.

The Northern Territory Police has developed a comprehensive Darwin CBD Resilience Plan to combat anti-social behaviour, decrease alcohol related property crime, increase community safety and enhance our levels of community engagement. This plan included developing a bulk SMS tool to engage with CBD-based liquor licensees by sharing information to build resilience against crime.

Built into the plan is the enhanced focus on community engagement to compliment other operations within the Darwin CBD area. This was achieved through Darwin Division developing the segway patrols. Segway patrolling allows greater reach for police officers into CBD businesses,

contributing to a safer and more pleasant environment for traders, consumers and tourists. Extending on the plan's success, the Nightcliff area also developed a Resilience Plan in 2018–19 to support the local business community.

Tropical Cyclone Trevor

As Tropical Cyclone Trevor moved through the Gulf of Carpentaria and across the coast near Borroloola in March 2019, some 2000 people were evacuated from the NT communities of Numbulwar, Groote Eylandt, Ngukurr, Borroloola and Robinson River. This was the largest evacuation of its kind since Cyclone Tracy in 1974. Most of those people were moved to safe locations in Darwin and Katherine before being returned to their communities. This process was achieved through the professional and dedicated support of other government agencies which were all instrumental in the evacuation, sheltering and care of those affected.

The newly developed **Alcohol Policing Division** (APD) focusses on the negative impact alcohol has on our community. The division is made up of the Social Order Unit (SOU) and the Alcohol Policing Unit (APU) and it has three tiers of responsibility:

- strategic alcohol-related policy development across the NT
- operational service delivery of the SOU in Darwin and the APU in both Darwin and Alice Springs
- tactical support for alcohol-related policing matters, such as the NT Government five-point plan delivery and social order management in the greater Darwin area.





In November 2018, the Australian Government and the Northern Territory Police, Fire and Emergency Services signed a memorandum of understanding (MOU) to facilitate greater collaboration between Community Night Patrol providers and local police. The MOU forms the basis for local governance, agreements and partnerships to empower community engagement and solutions for improving safety. Key stakeholders will work to actively promote and acknowledge the positive impact of the work undertaken by night patrollers and local police.

The APD works to provide a coordinated response to reduce alcohol related harm in the community, including alcohol-fuelled anti-social behaviour in the Darwin and Casuarina divisions through regular joint operations. These operations are coordinated with stakeholders, including Transit Safety Officers, Public Housing Safety Officers, Larrakia Nation Day and Night Patrols, and the Darwin and Palmerston city councils.

In October 2018, NT Police developed the 12-person Alcohol Policing Unit (APU), with eight staff in Darwin and four in Alice Springs. The unit, which sits within the APD, specifically targets secondary supply of alcohol, redistribution of supply, licensee engagement and compliance across the NT, with overt and covert operations planned for future events.

APD achievements in 2018–19

- 16 927 litres of alcohol destroyed
- 617 arrests for offences
- 608 liquor infringements issued
- 354 banned drinking orders issued.

Prosecutions commenced from APU actions across the NT from October 2018 to 30 June 2019:

- 7 breaches of the *Liquor Act 1978* proven and finalised
- 8 other matters relating to the *Liquor Act 1978* in progress
- 5 breaches of the *Private Security Act 1995* in progress
- 1 matter referred to Licensing NT for action.



The **Territory Intelligence and Coordination Centre (TICC)** is a multi-agency centre with a focus on a collaborative approach to complex problem solving and 'Partnering for a Safer Territory'. The TICC continues to provide strategic intelligence, information sharing and coordination between the NTPFES, key partners and other government agencies to achieve common goals in efficiency, collaboration and evidence-based decision making.

NT Government agencies represented in the TICC are the NTPFES, Territory Families, the Department of Education, the Department of Health, the Department of Local Government, Housing and Community Development, NT Corrections and Licensing NT. The TICC also has partnerships with federal agencies, including the Australian Federal Police, Australian Border Force, the Department of Defence, and the Australian Criminal Intelligence Commission.

In the 2018–19, the TICC produced 90 Interagency Strategic Intelligence and Statistical Comparative Analysis products.³

In addition to developing a suite of strategic products, the TICC provided direct support in the following activities:

- coordination and national reporting for the strawberry needle contamination investigation
- coordination of citrus canker operations in conjunction with the Department of Infrastructure, Planning and Logistics
- operation centre for an active shooter in the Darwin area
- Arafura Games police operations centre and games operation centre
- New Year's Eve operations in the Darwin area.

³ As at end of June 2019.



Enhanced Community Safety

The Firearms Policy and Records Unit (FPRU) is responsible for overseeing the Commissioner’s obligations under the *Firearms Act 1997* and the *Weapons Control Act 2001*.

The unit currently administers the records for 15 800 licence holders with 51 000 registered firearms.

The FPRU has recently streamlined its application process by centralising it at the PMC front counter resulting in improved efficiencies and a reduction in processing timeframes for both licences and permits.

At year end, the FPRU was in the stakeholder consultation phase for implementing a new firearms safety training course. The new course will educate prospective firearms owners with the skills to safely own and operate firearms. This course will replace the current 20-question theory exam.

Operation AUTOUR was established in 2016 to target and reduce the number of outstanding and expired firearms and firearms licences with firearms attached.

During 2018–19, Operation AUTOUR:

- finalised 850 licenses with firearms attached
- acquitted 922 firearms
- seized 262 firearms
- undertook 364 gun safe inspections
- validated 3170 firearms
- issued 40 infringements
- undertook 3 dealer inspections

2018–19 saw the new police station and watchhouse facility in Palmerston emerge from a plan on paper to almost being completed. This new state-of-the-art facility will increase the productivity of police officers working the Palmerston area, increase service delivery in the community, and ensure people held in custody are managed in a custodial facility considered one of the best in the Northern Territory.

OUTPUT GROUP 1

Through an intelligence-informed and evidence-based assessment of property crime, police in Katherine implemented **Operation Pelion** in February 2019. This targeted operation was established to achieve a positive impact in reducing crime, specifically property related offences such as unlawful entries. Operation Pelion is also actively involved in repeat victim engagement activities including providing advice to commercial business owners about the Biz Secure and Alcohol Secure Grant opportunities. Operation Pelion also provides names of high-risk repeat offenders to the Katherine Inter-Agency Case Management Group (ICMG). The ICMG, which comprises representatives from the NT Police, the Department of Local Government, Housing and Community Development, Territory Families, the Department of Education and the Department of Health conducts intense case management of high-risk youths to achieve the best outcomes for the community and the youth.

The **Groote Eylandt Police** implemented a program to reduce recidivism in more serious offenders who return to the community after serving a longer prison sentence. This is achieved through engaging with offenders when they return to the community, gauging their desire to reform, connecting them with service providers, guiding their ability to seek assistance prior to reaching reoffending triggers, and traditional police monitoring. Empowering individuals and communities to take greater responsibility for reducing offending rates has been successful.



During the community cabinet sittings in Gapuwiyak and Banyala in May 2019, Nhulunbuy Police District achieved a milestone by signing a Service Level Agreement with the Djalkiripuyṛu homeland leaders. The Djalkiripuyṛu are Yolgnu people from the Mangalili, Gumana Dhalwaṛu, and Wunungmurra (Gurrumuru) Dhalwaṛu, Dhupuditj Dhalwaṛu, Munyuku, Yithuwa Madarra, Nyungudupuy Madarra, Gupa- Djapu, Dhudi-Djapu, Marrangu, Marrakulu, and Nurrurawu Dha-puyṛu (Dhurili/Durila) clans which live together around Blue Mud Bay region.

This service level agreement ensures the NT Police and Djalkiripuyṛu work together to improve community engagement and safety initiatives as well as provide policing services to meet homeland needs. Local service level agreements promote decision making which leads to an increase in resilience in communities and recognises the strength of community leadership in homelands.

As part of the ongoing MOU and the No More campaign, the local traditional owners and football committee invited Arafura CEPO Paul Keightley to address the players and coaches on the field at the Ramingining football grand final prior to kick off, promoting the No More message. Police officers interacted with players, spectators and residents at the oval, prior to and after the game. Operationally, Ramingining police officers put in a large effort in the week preceding the finals, with drug and alcohol checks at police roadblocks. The partnership between the No More campaign and the Northern Territory Police Force is helping to reduce violence in remote communities.

Nhulunbuy Police partnered with the Nhulunbuy Corporation, Road Safety NT, Gove FM and local schools to provide road and bike safety education to primary school students. The campaign covered the first term of the 2019 school year

at the Nhulunbuy Primary School, the Nhulunbuy Christian College and the Yirrkala Community School. The campaign was a community and youth engagement activity where local police officers engaged with the youth of Nhulunbuy, Gunyangara and Yirrkala. The campaign ran between February and April in 2019 and engaged children and parents to promote and demonstrate road and bike safety.

Nhulunbuy Police and the Alcohol Police Unit conducted **Operation Severn** in April, 2019 targeting licenced premises, compliance and enforcement.

This four-day operation resulted in two formal written cautions in relation to staff not having current 'responsible service of alcohol certificates' and one licenced premises was prosecuted for liquor licencing breaches including the service of alcohol to intoxicated persons and allowing intoxicated persons on premises.



In 2018–19, **Police Auxiliary Liquor Inspectors (PALI)** were recruited, trained and deployed to perform Point of Sale Intervention (POSI) duties in Alice Springs, Katherine and Tennant Creek as an integral part of the Alcohol Harm Minimisation Strategy. The objective of the strategy is to minimise alcohol related harm in our community through the reduction of alcohol being consumed in alcohol protected areas, restricted premises and public places.

In August 2018, the first cohort of PALIs commenced their duties in Alice Springs after completing their training. Two further PALI Squads graduated in December 2018 and May 2019, bringing the total number of PALIs to 34 in Alice Springs, 22 in Katherine and four in Tennant Creek. By the end of 2018–19, all three PALI units were self-sustainable in maintaining full POSI coverage at all takeaway alcohol outlets.

The introduction of PALIs has resulted in a significant reduction in alcohol related offences and protective custody apprehensions. The police presence at takeaway alcohol outlets has greatly contributed to improved public safety.

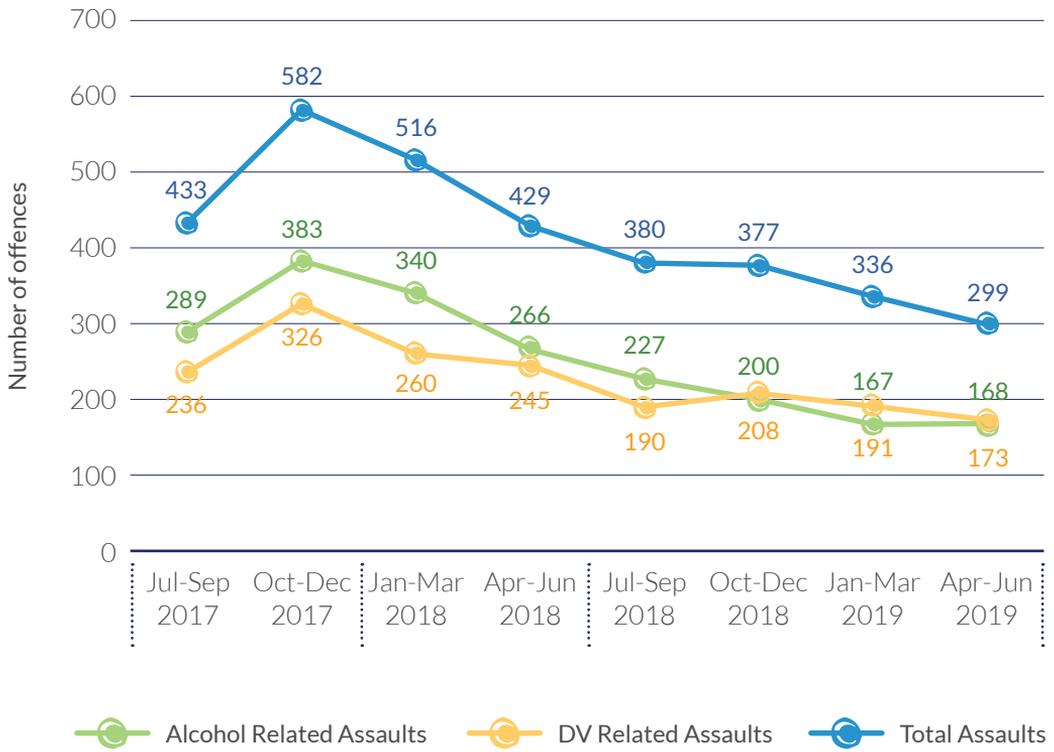
Key successes in 2018–19 that can be directly attributed to PALIs include:

- a reduction in alcohol-related incidents compared with 2017–18, a 39.4% reduction in Alice Springs, a reduction of 18.5% in Tennant Creek and a reduction of 14.4% in Katherine.
- significant reductions in alcohol-related assaults, down by 40% in Alice Springs, 32% in Tennant Creek and 6%⁴ in Katherine



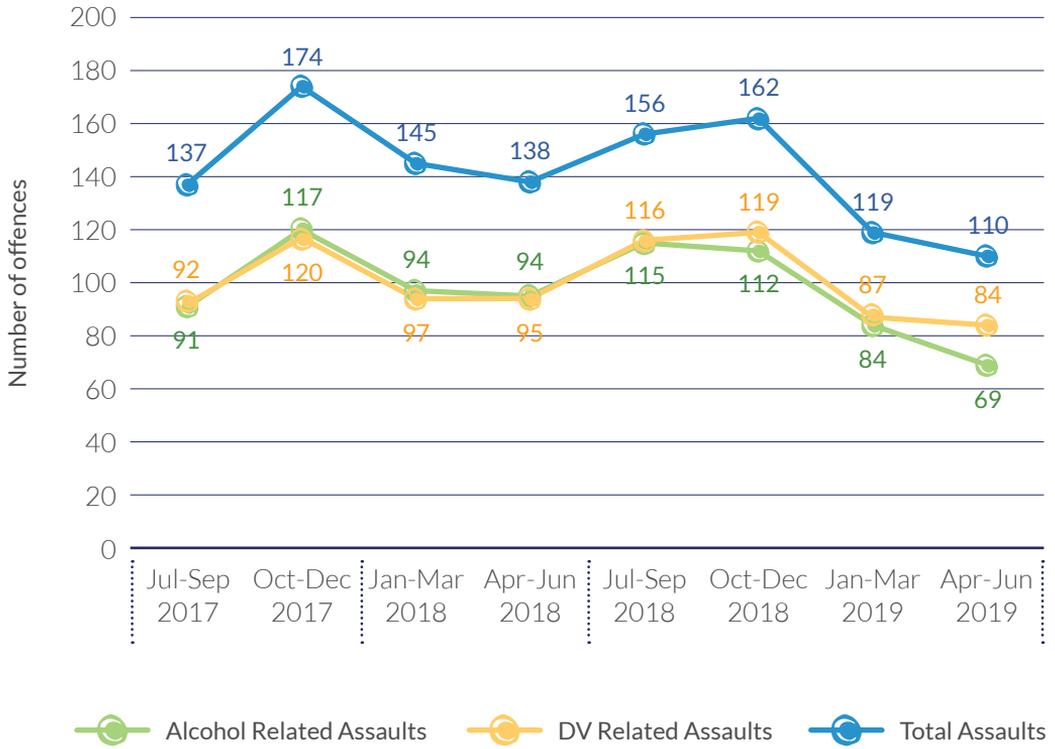
⁴ During the first 3 months (July to September) where there was no POSI coverage in Katherine, the number of alcohol related assaults remained persistently high. Quarterly crime statistics show that since the POSI presence in Katherine in October 2018 and the arrival of PALIs in January 2019, there has been a 38% reduction in alcohol related assault.

Alice Springs Division - Assault Offences



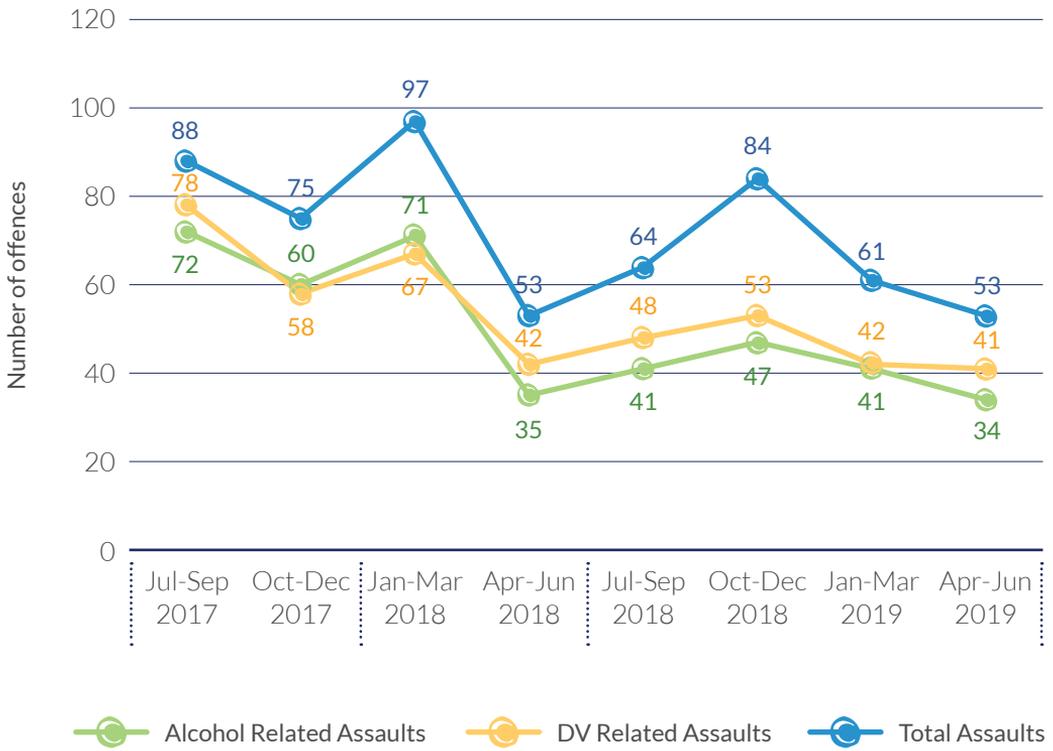
BDR reinstated 7/9/2017 Floor Price introduced 1/10/2018 PALIs graduated on 20/08/2018
Liquor Commission Act 2018 introduced 28/2/2018.

Katherine Division - Assault Offences



BDR reinstated 7/9/2017 Floor Price introduced 1/10/2018 PALIs graduated on 27/12/2018
Liquor Commission Act 2018 introduced 28/2/2018

Tennant Creek Division - Assault Offences



BDR reinstated 7/9/2017 Floor Price introduced 1/10/2018 PALs graduated on 26/12/2018
Liquor Commission Act 2018 introduced 28/2/2018

In response to an increase in unlawful entries, the Alice Springs police established **Operation Marsh** in January 2019. Operation Marsh was a multi-agency response to manage youth who are at high-risk of reoffending and remaining in the youth justice system. Police worked closely with Territory Families, the Department of Education and the Department of Local Government, Housing and Community Development to provide a holistic approach when dealing with high-risk or at risk youth who continue to reoffend.

In February and March 2019, the Yuendumu Community experienced an increase in unlawful entries and youth related crime. In March 2019, **Operation Newton** was established to:

- enhance engagement, investigation and frontline capability
- establish multi-agency coordination and integration of the frontline service with the support of Government organisations, non-government organisations and community service providers

- community service mapping as a foundation for index of needs
- enable intelligence-led problem profile analysis
- develop deterrent strategies
- establish a framework for community driven empowerment through collaboration, accountability and resilience.

Operation Newton has contributed to the decrease in youth related crime in the community and increased community and stakeholder engagement.

The Alice Springs **Community and Youth Engagement Team (CYET)** comprises a team of eight dedicated officers who are at the forefront of proactive community engagement and responding to youth related issues. The CYET works closely with the Territory Families Youth Outreach and Reengagement Team, Tangentyere Patrols, Public Housing Safety Officers and the Alice Springs Town Council Rangers to ensure the safety of youth on the streets at night, and to provide appropriate support.





The CYET has also contributed to the success of a number of police and whole of government initiatives including the Building Safer Communities, Operation Marsh and Breaking the Cycle plan.

In 2018–19, there was a renewed focus on cross border cooperation between the NTPF and the Queensland Police Service (QPS) with shared policing responsibilities on the Northern Territory and Queensland border.

In 2018–19, key achievements included:

- a high-profile road policing operation on the border which resulted in 22.5 litres of alcohol on its way to remote communities being seized, three traffic infringement notices issued, a notice to appear in court for unlicensed driving, an arrest for driving a vehicle whilst disqualified and a vehicle impounded for forfeiture
- a border operation which resulted in the apprehension of a high-range drunk driver, two firearms seized and 30 litres of alcohol on its way to the Alpururulam community being seized
- QPS support for the Tennant Creek Show and Barkly Rodeo
- NT Police support for the Camooweal Camp Draft and Rodeo and Mt Isa Rodeo.

Output Group 2

General Policing, Crime Detection, Investigation and Prosecution

Output 2.1 Response Services

This output group provides the capacity to respond to requests for assistance from the community, including:

- increased capability and competence through innovation and flexibility
- call centre operations
- response tasking and incident attendance
- search and rescue operations.

Performance summary

The NTPFES is committed to ensuring the safety of the NT community. In 2018–19, the NTPFES continued to exceed grades of service for each of our performance indicators as a result of our focus on improving call taking and dispatch and response times to calls for assistance.

Output Group 2 – General Policing, Crime Detection, Investigation and Prosecution

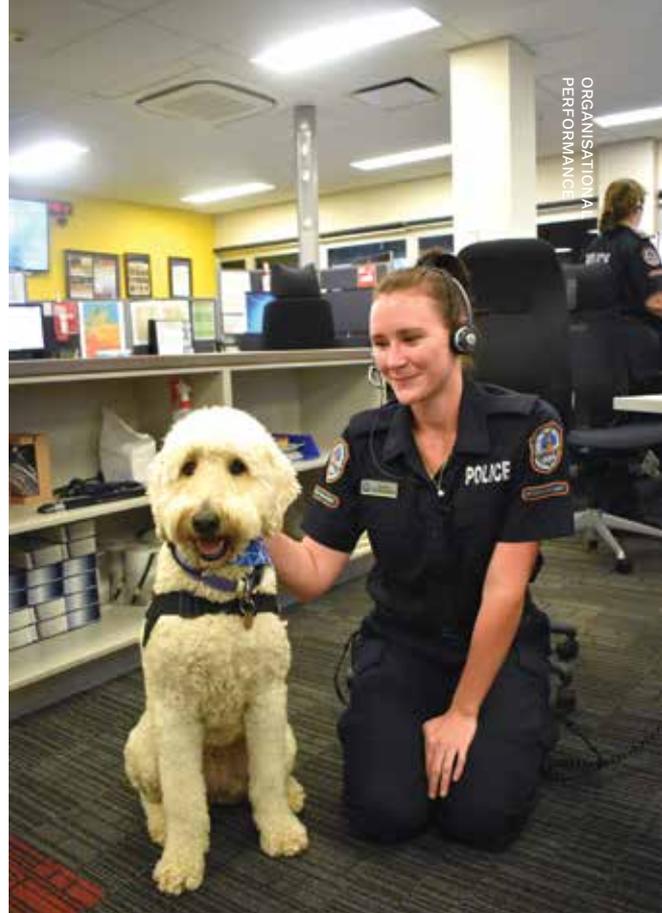
Output 2.1 – Response Services						
Performance	2015–16 actual	2016–17 actual	2017–18 actual	2018–19 budget	2018–19 actual	2019–20 budget
Proportion of 000 calls answered within 10 seconds ¹	94.4%	95.5%	96.4%	≥ 90.0%	90.6%	≥ 90.0%
Proportion of 131 444 calls answered within 20 seconds ¹	85.1%	86.0%	92.2%	≥ 80.0%	85.9%	≥ 80.0%

EXPLANATORY NOTES TO PERFORMANCE MEASURES

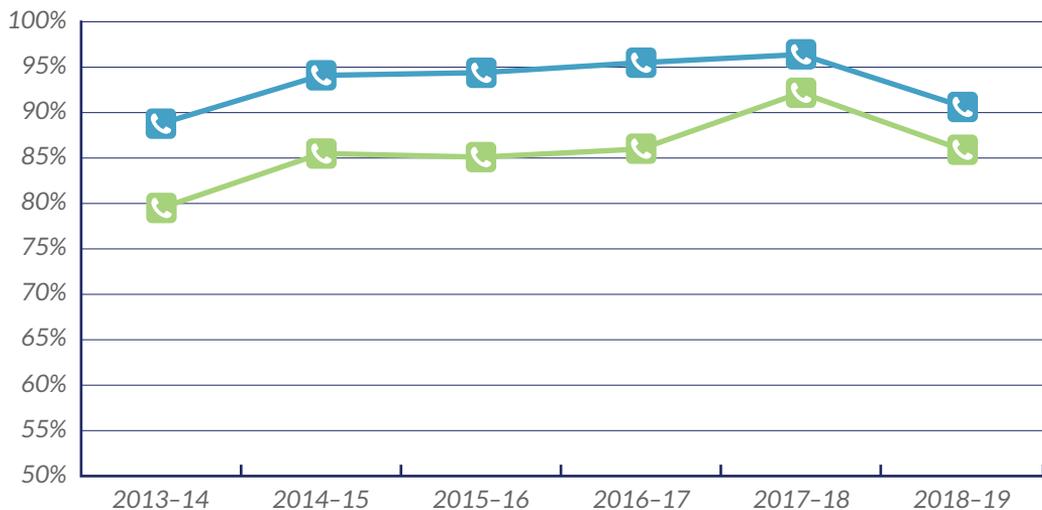
1 Source: Qmaster

Key Achievements in 2018–19

In 2018–2019, call service levels for the **Joint Emergency Services Communication Centre (JESCC)** were above projected performance indicators. Streamlining calls the JESCC received, resulted in steady decreases in non-131444 and 000 calls being attended. This meant we achieved greater efficiencies in call handling and enhanced call taking services to the public through increased quality of service. The Integrated Call and Dispatch (ICAD) system was upgraded, providing new capabilities for call and trend analysis to enhance public safety. The introduction of regular wellness sessions and visits by assistance dogs contributed to the welfare of staff.



Proportion of calls answered within internal benchmarks



% 000 calls answered within 10 seconds

% 131 444 calls answered within 20 seconds



In 2018–19 the NT Police, Fire and Emergency Services won the 2019 iAwards Community Service Markets award for the Aboriginal Recorded Voice Announcement (RVA). Using VOIP technology, the RVA system allows our organisation to self-triage calls to police stations, and includes recorded voice announcements in multiple Aboriginal languages. The initiative allows the community to leave a voice message that can be accessed by email from anywhere.

The RVA initiative is a collaborative effort between the NT Police, Fire and Emergency Services, the Department of Corporate Information Services and the Aboriginal Interpreter Service, that acknowledges and appreciates the diverse cultures of Aboriginal people across the Northern Territory, showcasing cultural competency and in turn creating safe communities.

The **Closed Circuit Television (CCTV)** system continued to be an efficient and effective detection and investigative tool to prevent, solve and reduce crime in 2018–19. During the year, a further 268 cameras were installed in Darwin, Palmerston, Alice Springs and Katherine, taking the total to 587. Twenty mobile CCTV units are constantly deployed across the Northern Territory at hotspot locations and major events to enhance public safety, deter antisocial behaviour, identify and prosecute offenders and enable faster police response to developing incidents. The CCTV cameras monitored and logged 4296 incidents in 2018–19, including more than 200 recorded incidents by mobile CCTV units. Of these, 1078 incidents were proactively reported by the unit during live monitoring of the cameras. The unit received and processed 414 requests to exhibit footage for investigation and prosecution purposes during the year.

The **Territory Response Group (TRG)** is the Northern Territory Police Force’s police tactical group and is responsible for the initial response, containment and resolution of high-risk situations, including terrorist incidents. The TRG is part of a national capability to respond to critical incidents and maintain operational responses to siege situations, contemporary threats, bomb responses and dignitary protection. The TRG’s Territory responsibilities include coordinating land search and rescue incidents, assisting with forced entry searches and supporting local areas with general frontline policing support.

In June 2019, the TRG achieved the milestone of 40 years of operation in the high-risk policing space, tracing its history from the earlier NTPF ‘taskforce’. On 4 June 2019, the TRG supported the NTPF when it responded to a mass shooting in Darwin (Operation Moor).



Michael White APM

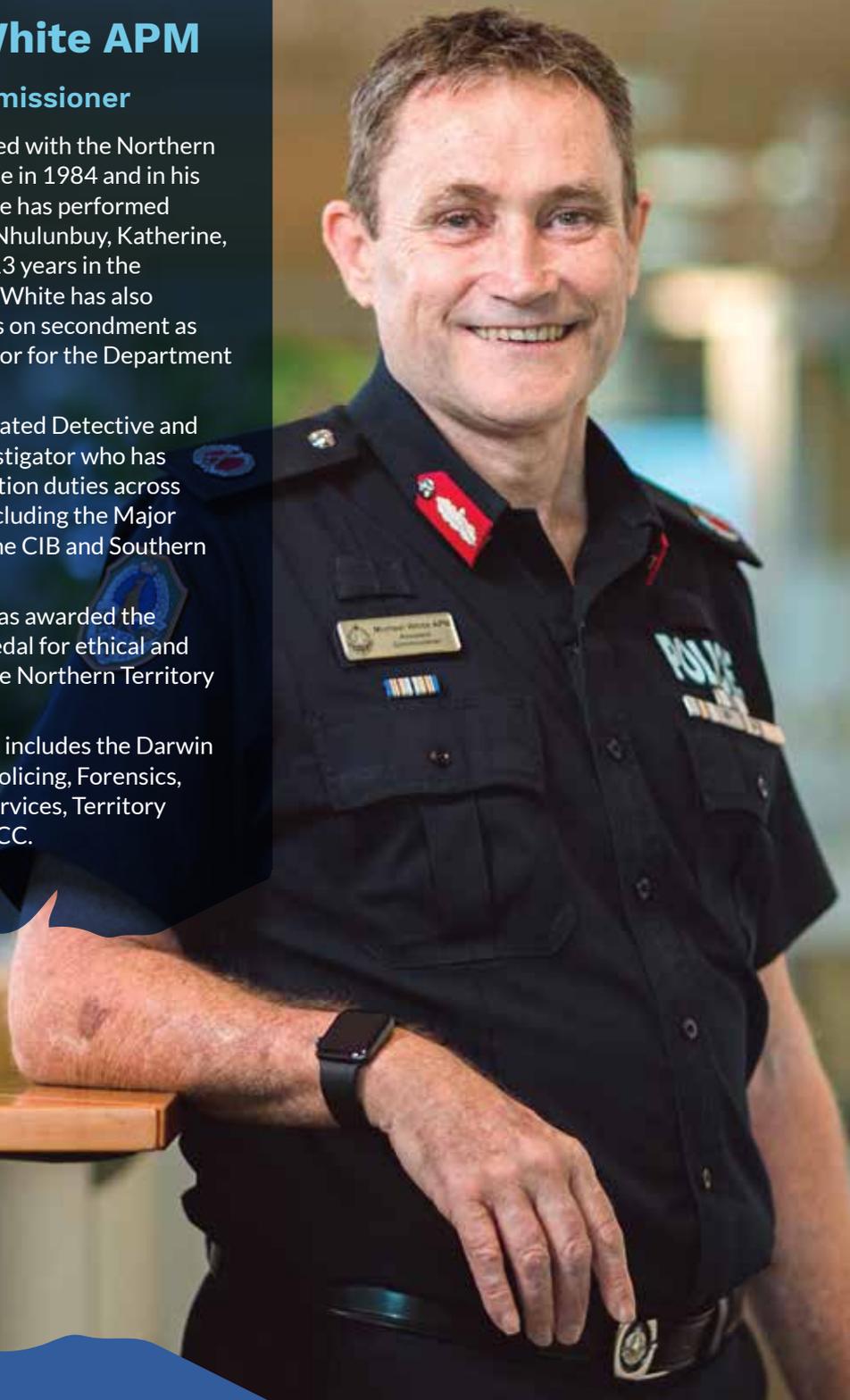
Assistant Commissioner

Mr White commenced with the Northern Territory Police Force in 1984 and in his 30 years of service he has performed duties in Batchelor, Nhulunbuy, Katherine, Jabiru, Darwin and 13 years in the southern region. Mr White has also completed two years on secondment as the Executive Director for the Department of Housing.

Mr White is a designated Detective and an experienced investigator who has performed investigation duties across a number of units including the Major Crime Unit, Katherine CIB and Southern Investigations.

In 2018 Mr White was awarded the Australian Police Medal for ethical and diligent service to the Northern Territory community.

Mr White's portfolio includes the Darwin command, Alcohol Policing, Forensics, Territory Support Services, Territory Intelligence and JESCC.



TRG's highly skilled response to a violent crime resulted in the gunman being swiftly taken into custody. In 2018–19, the TRG assisted the NTPF and other agencies with many other high-risk policing deployments, from disturbances at youth justice detention centres, to local siege situations to supporting remote police stations.

In June 2019, the TRG worked with the Australian Maritime Safety Authority's Joint Rescue Coordination Centre responding to the report of a missing gyrocopter pilot in the Timber Creek region. TRG and the Water Police section worked with the Australian Government to resolve the missing person investigation.

TRG's work in the search and rescue space equipped us to lead survey, rescue and impact efforts in response to Tropical Cyclone Trevor that crossed the Borroloola coastline in March 2019. The TRG led a multi-agency, multi-government group including the Northern Territory Fire, Rescue and Emergency Services and the Australian Defence Force to conduct surveys pre, during and post-cyclone over more than 26 700 square kilometres in the Roper Gulf region. It also assisted with the largest civilian evacuation, the largest since Cyclone Tracy in 1974.

In 2018–19, the TRG also participated in tri-service projects such as those involving geospatial information systems for emergency management and search and rescue responses, leading the implementation of remote piloted aircraft systems, and training frontline police in active armed offender tactics and the police patrol rifle adoption. During the year, the TRG also graduated its first female candidate in many years.

The threat environment continues to change in the Northern Territory in line with the rest of the world. As such, the response methodologies to current threats such as active armed offenders and vehicle interdiction needs to continually adapt. It has been identified in learnings throughout the world that the initial response to these incidents is vital. To this end, the TRG have actively been involved in the implementation of new training, tactics and procedures for frontline police officers in response to emerging threats.

The TRG continues to be future focussed by monitoring future trends and will continue to provide advice and training as required.

The **Water Police Section (WPS)** provides maritime search and rescue response and coordination for the NT coastline and river systems, fisheries and marine safety enforcement and compliance, Indigenous sea ranger enforcement training and police diving capability.

In 2018–19, the WPS responded to:

- 54 marine search and rescue operations
- 31 beacon activations
- 21 overdue parties
- 3 flare sightings
- 64 marine incidents, including two minor marine accidents requiring investigation;
- 2 significant dive operations, including a search of Edith Falls waterways for a missing person and the search and recovery operation on the Victoria River involving a crashed gyrocopter.

During the year, WPS also undertook training and exercises with volunteer marine organisations, NT Emergency Services, Surf Life Saving NT and the Australian Volunteer Coast Guard. These partners provide valuable assistance to the WPS in response to both search and rescue operations and marine incidents. WPS also ran two search and rescue operator training courses with practical exercises in Groote Eylandt and Nhulunbuy involving local police and marine ranger groups.

The WPS continued to support the Indigenous Sea Ranger initiative through both in-field training and joint patrols/operations in 2018–19, that included helping run Certificate II and Certificate III training at the Batchelor Institute of Indigenous Tertiary Education, and in-country delivery at Wadeye, the Tiwi Islands and Borroloola.

In 2018–19, the WPS also provided marine safety support for major events including Territory Day celebrations, the Beer Can Regatta, New Year's Eve celebrations, Bombing of Darwin events, the Tiwi Islands grand final, the Arafura Games and Darwin Harbour Clean Up. It was also involved with the emergency response for Tropical Cyclone Trevor.

Community engagement activities included facilitating the pre-Easter Marine Safety Promotion Day, supporting emergency services with a school display in support of 'Wear Orange Wednesday', and continued support of the PFES cadet scheme, Junior Police Rangers and the STARS Foundation.

The **Dog Operations Unit** provides specialist support to policing operational activities through drug detection dog and patrol dog (PD) functions. Drug detection dogs are trained in passive detection techniques and can quickly identify suspects who may possess illicit drugs. Using the dogs at public events makes it increasingly difficult for drug offenders to avoid detection. These dogs are a proven prevention asset with targeting the supply of illicit substances into remote communities of the Northern Territory through commercial transport services and by private vehicles. They are based in Darwin, Katherine, Groote Eylandt and Alice Springs.

The patrol dogs perform multiple functions: tracking offenders and missing people, locating articles and property, and crowd control and/or quelling community unrest. They are based in Darwin and Alice Springs.



Detection dog activity and seizure



66.147 kilograms
cannabis



501 arrest/summons/
notice to appear



37 tablets
LSD



1882
infringements



214.20 grams
**methamphetamines
(ice)**

Other drugs:



126 synthetic cannabis
grams



1115 tablets
MDMA (ecstasy)



500 beetle nut
grams



11.80 grams
cocaine



15 fentanyl
grams



155.40 kilograms
kava

Patrol dog activity and seizure



565 incidents attended



67.20 grams
amphetamines



146 dog deployments



35 arrest/summons/
notice to appear



\$202 086 cash



6 protective custody
apprehensions



OUTPUT GROUP 2.1

The Dog Operations Unit conducted proactive and reactive patrols of the Northern Territory during 2018–19, ensuring the community remains safe. Handlers and dogs attended community events such as BASSINTHEGRASS and the Blacken Music Festival. Handlers also delivered presentations at schools, with drug detection police dog Apollo performing a currency search in the classroom. Trainee patrol dog Raider demonstrated a successful article search on the school oval in front of the students.

In December 2018 PD Loki and Senior Constable First Class Adam Donaldson attended Hermannsburg community to assist with the arrest of a violent domestic violence offender. The male was wanted in relation to aggravated assaults, breaching his domestic violence order and having a current outstanding warrant for arrest for assaults on his pregnant partner. When they arrived, the male ran from police and when challenged, refused to stop and ran into the community being pursued by PD Loki and his handler. The male attempted to climb a fence to escape, when PD Loki latched onto his leg. The male repeatedly punched PD Loki in the face however, PD Loki held the offender until his handler and support police arrived, taking the male into custody. PD Loki received bruising and soreness to his head and eyes.

On 3 April 2019, Dog Operations members attended Pinelands to assist with Palmerston police after reports of multiple offenders with bars and machetes fighting and attacking passing vehicles. On arrival, three males were seen running from the incident into nearby bushland.

The area was cordoned and Senior Constable First Class Luke Hoolihan deployed PD Freddy on his first track after graduating from his training. A track was located leading into thick bushland. PD Freddy located a male hiding underneath dense grass. He was taken into custody without injury or further incident. PD Freddy was re-deployed and located another male nearby. Both offenders were taken into custody and later charged for disorderly behaviour offences.



Output Group 2

General Policing, Crime Detection, Investigation and Prosecution

Output 2.2 Investigation Services

This output group consists of the policing activities undertaken to respond effectively to the crime environment, including:

- innovative and technology-led investigation services
- effectively using intelligence to assist crime investigations
- crime scene examination
- crime investigations and forensics

Performance summary

The NTPF continues to implement strategies designed to deliver effective, efficient and consistent investigation services across the NT, with a continued effort to reduce property and personal crime. This also includes a heightened focus to reduce the unacceptable levels of harm in the community as a result of domestic and family violence and alcohol misuse.

Output Group 2 – General Policing, Crime Detection, Investigation and Prosecution

Output 2.2 Investigations						
Performance	2015–16 actual	2016–17 actual	2017–18 actual	2018–19 budget	2018–19 actual	2019–20 budget
Proportion of people who were satisfied with police in their most recent contact ¹	83.6%	80.7%	80.3%	≥ 80.0%	81.5%	≥ 80.0%

EXPLANATORY NOTES TO PERFORMANCE MEASURES

1 Source: National Survey of Community Satisfaction with Policing commissioned through ANZPAA.



Key Achievements in 2018–19

The **Domestic Violence and Sex Crimes Division** continued to provide an integrated police response to domestic, family and sexual violence incidents in 2018–19.

A key component to this integrated response is the Family Safety Framework (FSF), initiated to assist victims in high-risk domestic violence situations, is active in six locations across the Northern Territory. The FSF is a partnership between multiple government and non-government agencies to assist high-risk victims and their children in need of support and to reduce the risk of serious harm. The FSF is active in six locations across the Northern Territory. NTPF are working closely with Territory Families to review the FSF and ensure it is contemporary in meeting community needs and expectations.

The recognition of domestic violence orders through the National Domestic Violence Order Scheme greatly assists with improving the safety of protected persons when relocating to or if leaving the Northern Territory. The development of a field interview guide, the use of body worn video and evidence in chief legislation continues to provide valuable first account evidence in support of victims affected by domestic related assaults.

The division represented the NT Police on several key working groups in 2018–19, such as the National Child Protection Working Group (also known as Taskforce Griffin) and Domestic Violence Networks. It also developed a Sexual Violence Prevention and Response Framework.

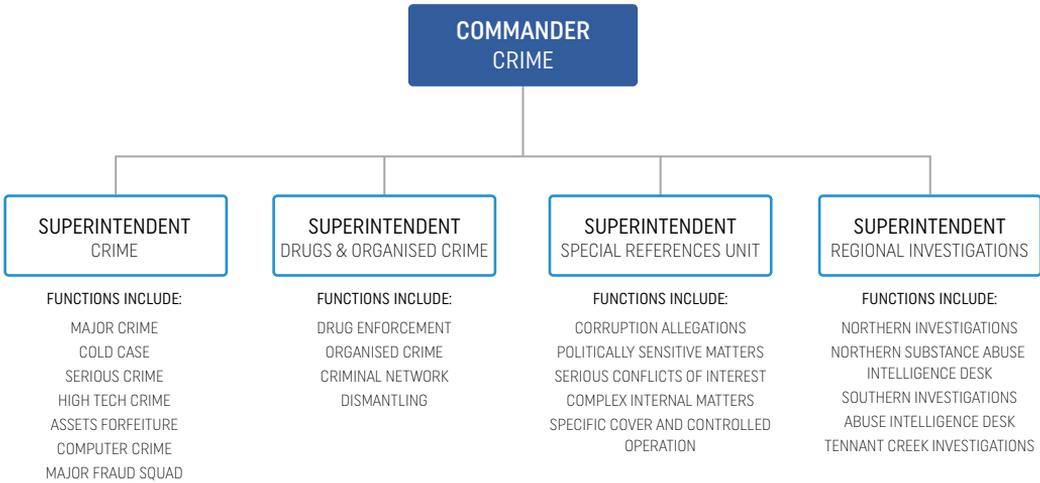
The **Child Abuse Taskforce** in conjunction with Deakin University delivered two child forensic interviewing (CFI) courses to police and Territory Families in 2018–19, with a third course planned for late 2019. The CFI course delivers best-practice interviewing techniques for investigators, frontline police and child practitioners. It involves course participants understanding memory, the complexities of child interviewing, legislation and case law and practical application of interviewing children and children with disabilities. The delivery of this course meets one of the recommendations from the Royal Commission into Institutional Responses to Child Sexual Assault. In 2019–20, the division will upskill investigators and frontline officers on CFI methodology.

The Child Abuse Taskforce is a combination of personnel from NT Police, Australian Federal Police (AFP) and Territory Families who adopt a partnership approach to advance public safety objectives to minimise community harm associated with child abuse. This partnership has existed since 2007 and undertakes activities to deter, prevent and investigate child abuse, and associated criminal behaviour in Indigenous communities. The AFP also identify, collect, analyse and disseminate information that includes systemic issues relating to child abuse in the NT.

The AFP and NT Police's investigative response and capability includes the Joint Anti-Child Exploitation Team (JACET). The team investigates the exploitation of children online, and in some circumstances, require police involvement in a nationally-coordinated police response.

2018–19 saw the centralisation of the Crime Command, Territory-wide, bringing the regional investigations portfolios back under the one command.

Crime Command now consists of the following work units:



Major Crime Squad (MCS) is responsible for investigating homicides in the Northern Territory, deaths in custody and serious incidents resulting from contact with police. The MCS also includes the Missing Persons Unit and the Coronial Investigations Unit.

Serious Crime Squad (SCS) is responsible for investigating incidents of serious assaults, armed robberies, prison escapees, internal investigations where there may be a criminal element, serious harm matters where injuries are life threatening and arson offences.

In 2018–19, SCS detectives were responsible for investigating the multiple riots that took place at the Don Dale detention centre and placing those responsible before the courts.

Northern Investigation Section (NIS) is responsible for investigating a broad range of criminal investigations in the Northern Command.

In August 2018, NIS Detectives concluded a three-year investigation codenamed Operation Replay. The investigation commenced in August 2015 after it was identified a man made thousands of vexatious and offensive phone calls to emergency call centres across Australia over a period of three years. After an extensive multi-jurisdictional police investigation, Detectives found him in a remote location in the Northern Territory. He was subsequently charged and sentenced.

The **Special References Unit (SRU)** investigates allegations of corruption, matters that are politically sensitive, serious conflicts of interest and other complex internal matters as referred by the Commissioner of Police. In January 2019, the SRU was realigned under a restructure and now sits in the Crime Command portfolio.

Taskforce NEMESIS focussed on manufacturers, suppliers and dealers of methamphetamine and MDMA (ecstasy) in the Darwin region. Taskforce Nemesis established several operations throughout 2018–19, targeting both local and interstate criminal networks responsible for the supply of dangerous drugs in Darwin. Significant operations undertaken by Taskforce Nemesis in 2018–19 include:

Operation MAYDENA – investigation into an interstate criminal network supplying commercial quantities of cannabis from Queensland and Sydney to Darwin. As a result of the investigation three people were arrested, 28.60 kilograms of cannabis was seized with a street value of \$572 000 and one vehicle was forfeited.

Operation WOODSDALE – investigation into an interstate criminal network supplying commercial quantities of methamphetamine from Brisbane and Adelaide to Darwin. As a result of the investigation, 436 grams methamphetamine was seized with a street value of \$218 000, seven people were arrested, \$35 180 in cash was seized and one vehicle forfeited.

Operation FINCHAM – investigation into a criminal network supplying commercial quantities of methamphetamine and MDMA from Perth to Darwin. The investigation resulted in three arrests, 182 grams of methamphetamine seized, 500 grams of MDMA seized and one vehicle forfeited.

The **Joint Organised Crime Taskforce (JOCT)** is an NT Police-led joint agency made up of investigators and analysts from the Northern Territory Police Drug and Organised Crime Division, Australian Federal Police, Australian Border Force, Department of Home Affairs and Australian Criminal Intelligence Commission.

The JOCT focusses on cross-border drug trafficking and achieved significant results in 2018–19, including:

Operation PARTHENON – investigation focussed on cryptocurrency and the dark web to order drugs from international suppliers. The operation resulted in the interception of 41 consignments containing a total of 1.286 kilograms of drugs, which included MDMA, cocaine, methamphetamine and 2CB (a psychedelic/hallucinogenic drug sometimes sold as ecstasy). One person was arrested and charged with 40 Commonwealth offences for importing marketable quantities of drugs, two NT offences for supplying commercial quantities of drugs as well as forgery and uttering offences.



On Tuesday 18 September 2018, representatives from the Border Force’s Illicit Tobacco Taskforce (ITTF) presented a plaque of appreciation to Katherine Police Station for involvement in the tobacco crop bust codenamed Operation RustyRed. Commander Michael Hebb was presented the plaque by Assistant Commissioner Sharon Huey of the Australian Border Force.

It was the first warrant executed by the ITTF which uncovered more than 17 acres of illegal tobacco crops and six tonnes of tobacco leaf growing near Katherine with an estimated value of \$13.3 million. The crops, discovered during joint warrant activity between the Australian Taxation Office and Australian Border Force, with support from Northern Territory Police, is the first ever tobacco crop seizure in the Northern Territory. Northern Territory Police were vital to the operation in helping identify the location of the property and supporting the raids.

Operation VITREUS – part of an ongoing national mail screening operation to detect and disrupt the flow of drugs through the Australian postal service. The mail screening operations resulted in the seizure of 106 parcels containing 393 grams of methamphetamine, 197 grams of MDMA, 27 grams of cocaine, seven grams of heroin, 145 LSD tabs, 4.483 litres of butanediol, 1.5 kilograms of cannabis and numerous other illegal steroids, prescription drugs, drug implements and weapons. These seizures resulted in the arrest of 16 people and 62 charges.

The **Gangs Taskforce** focusses on identifying, engaging, disrupting and dismantling established and new outlaw motorcycle gangs (OMCGs) in the Northern Territory. The Northern Territory Police are part of the **National Taskforce Morpheus** which is a multi-agency initiative aimed at policing OMCGs. The taskforce involves Australian and New Zealand law enforcement agencies and Commonwealth agencies such as the Australian Border Force, the Australian Tax Office, the Department of Human Services and the Australian Defence Force. The taskforce works together to develop and implement prevention and disruption strategies relating to OMCGs and organised criminal activity. Jurisdictional participation in national OMCG enforcement activities, and sharing intelligence has been instrumental in policing the expansion of OMCGs in the Northern Territory.

Operation REMUS – investigation into an interstate criminal network supplying commercial quantities of cocaine and cannabis from Melbourne to Darwin. The investigation resulted in the arrest of four people and the seizure of 84 grams of cocaine, 7.4 kilograms of cannabis and the seizure of \$3000 in cash.

Under **National Operation RAVELIN**, a gang member was refused re-entry into Australia under s116 (1)(e) of the *Migration Act 1958* as he was considered a risk to the community. He was subsequently deported.

The **Northern Substance Abuse Intelligence Desk** targets the supply of illicit drugs destined for remote communities, through screening commercial and chartered flights, freight and vessels, and remote operations with drug detection areas and mobile campaigns on remote roads. One investigation alone, resulted in the seizure of \$32 100 in cash and one kilogram of cannabis destined for the remote communities of Galiwinka and Wurrumiyanga.

The **Major Fraud Unit** (MFU) observed an increase in both the volume and value of fraud being reported to police. During 2018–19, the MFU continued to investigate fraudulent claims against the Northern Territory Government's Indigenous Employment Provisional Sum. **Operation Scorpion** had its first successful prosecution from an ongoing investigation of alleged defrauding of public monies through the Indigenous Employment Provisional Sum scheme. A number of entities are currently under investigation with additional entities referred from the 2018–19 financial year.

Successful prosecutions included a sentence of four years imprisonment for fraud charges to the value of \$213 000. Two matters are still proceeding through the courts and there are several matters currently under investigation.

The **Cybercrime Unit** responded to the increasing quantity of cybercrime reports and participated in proactive programs to raise awareness and increase NT Community resilience to this crime type.

Operation BERTHA was carried out in response to the detection of a group of foreign nationals residing in the NT and conducting money laundering and identity fraud activities in support of national cybercrimes. This operation led to three people being arrested and charged with money laundering and dealing in identifying information - the first offences of this nature prosecuted in the NT. Information from this operation shared with interstate jurisdictions was the basis of two offenders being arrested and charged with similar offences.

Cybercrime members participated in the development and implementation of the cyber.gov.au national online reporting capability. This platform will replace the discontinued Australian Cybercrime Online Reporting Network (ACORN).

Assets Forfeiture Unit (AFU) focussed on the investigation and forfeiture of unexplained wealth and crime used/crime derived property. In 2018–19 the AFU achieved \$1.06 million in forfeited assets. This included the conclusion of a long-running investigation involving a convicted drug dealer who was ordered to forfeit cash and property to the value of \$320 000 to the Northern Territory Government.

Digital Forensics Unit - The prevalence of social media and use of digital devices saw an increase in the number of mobile phones, tablets and laptops examined in 2018–19. These devices provide valuable evidence to support major criminal, drug and coronial operations and investigations. The increasing reliance on social media for communication and the ever-increasing encryption of technological devices will be a challenge in the future.

Regional Investigations, Southern Division contributes to the reduction of crime through its response to serious and complex criminal matters in the greater areas of Alice Springs, Tennant Creek and the Barkly region. It also provides a specialist response to property crime in the region. Teams include Serious Crime, Domestic and Family Violence, Strike Force Winx, the Joint Child Abuse Taskforce (CAT), Drugs Squad, Coronial Investigation, Southern Substance Abuse Intelligence Desk and the Cross Border Domestic and Family Violence Intelligence Desk.

The Southern Domestic Violence Prevention Group coordinates weekly meetings that involves government and non-government organisations (NGOs) collaboratively discussing issues and sharing information to increase the safety, health and well-being of women and children affected by domestic and family violence. Police also actively contribute to the Family Safety Framework, case managing high-risk domestic violence relationships and families with other agencies and NGOs.

Strike Force Winx detectives made 640 apprehensions for 1660 property offences in 2018–19 including instigating 42 diversion matters. Unlawful entry and unlawful use of motor vehicle offences were prevalent incidents.

The **Drug Squad** established **Operation Montale** which focussed on cannabis distribution from South Australia to Alice Springs. Four offenders were charged in relation to the possession of 57 kilograms of cannabis, and one offender was extradited from South Australia to answer charges.

Operation Dennison involved the supply of cocaine into Alice Springs from overseas. Two offenders were charged and one is pending trial.

The Cross Border Team made or assisted with the arrest of 30 domestic violence offenders in and around the cross border region in 2018–19. All of these offenders had criminal history in one or multiple cross border jurisdictions, and many were arrested on outstanding warrants.

Forensics undertakes policing activities to respond effectively to the crime environment, including:

To advance our innovative and technology-led investigation service, the new forensic toxicology laboratory was opened in January 2019. With the refurbishment of the illicit drugs laboratory, it now gives the Territory a first-rate facility with new equipment, aligned with national best practice.

To effectively use intelligence to assist crime investigations, the Forensic Science Branch has joined with Intelligence to build a joint capability into forensic examinations which will further inform investigators on possible suspects.

In 2018–19, the **Forensic Science Branch** conducted a successful three-month trial where Darwin Scene of Crime Officers were transferred to the Forensic Science Branch in January 2019. This move streamlined operations and decreased response times for submission of property crime forensic evidence.

The response to Operation Moor drew heavily on FSB's forensic personnel, who delivered their services in a professional and timely manner across multiple crime scenes. This included enlisting equipment and personnel from NSW Police to assist with evidence collection.





Territory Intelligence (TI) is responsible for collecting data and analysing information from internal and external sources, and providing intelligence gaps and intelligence products to Crime Command, Domestic Violence and Prevention, the Darwin Metropolitan Command (DMC) and Corrections. These products help our clients implement responsible levels of resources in response to frontline demands, guide criminal investigations and recognise future and emerging criminal trends and syndicates.

TI consists of five areas:

- Capability and Organised Crime Team, responsible for training Field Intelligence Officers (FIO), providing support to Gangs Taskforce
- Drug and Organised Crime Joint Organised Crime Taskforce NEMESIS
- The Crime Intelligence Team, responsible for FIO support to Major Crime, Serious Crime, Sex Crime and Domestic and Family Violence
- Darwin Intelligence Team, FIOs providing support to all DMC major stations, Trident Taskforce, Darwin Traffic, Firearms and Northern Territory Corrections
- Regional Intelligence Team, FIO support to Katherine, Tennant Creek, Alice Springs and regional areas.

The **Intelligence Support Desk (ISD)** provides a pathway between NT Police and other agencies. It is a secure collection point, responding to information requests from within and outside the organisation. It sends out intelligence products and administers requests to other law enforcement agencies, other government and non-government organisations, and telecommunications providers.

Security and Emergency Coordination Section (SECS) continues to enhance community safety and preparedness through coordinating, developing, planning and exercising of both emergency management and counter terrorism response arrangements. Initiatives, strategies and capabilities under Australia-New Zealand Counter-Terrorism Committee (ANZCTC) include crowded places advice, critical infrastructure protection advice and the management of security intelligence. SECS also provides WebEOC support across the Northern Territory for critical incidents, emergencies and natural disasters, such as Tropical Cyclone Trevor.

Under the auspices of ANZCTC, SECS coordinated the NT response to national obligations through meetings, forums, workshops and exercises, which included providing advice and representation on the following national working groups and forums:

- Crowded Places Advisory Group
- National Counter Terrorism Handbook Review Committee
- Countering Violent Extremism Sub-Committee
- Mental Health and Lone Actor Working Group

SECS provides bi-annual representation on the ANZCTC National Exercise Management Capability Forum and coordinates the annual NT Drill Style Exercise Program. Nine exercises were conducted across the Northern Territory in 2018–19 which practised the surveillance, investigations, forensic, bomb scene, tactical and negotiation capabilities.

Michael Murphy APM

Deputy Commissioner Operations

Mr Murphy joined the Northern Territory Police Force in 1997 and has served in various roles across the NT within general duties and crime.

Mr Murphy is a member of the Board of Management for the NT Police Legacy. He has been awarded the National Medal, the NT Police Service Medal and the Remote Service Ribbon. He was awarded the Australian Police Medal in 2018 for his distinguished service and his ability to shape strategic thinking.

Mr Murphy has a Diploma in Public Safety, a Graduate Certificate in Leadership and Strategic Management from Charles Darwin University, a Graduate Certificate in Applied Management from the Australian Institute of Police Management (AIPM) and has completed the AIPM Australian New Zealand Leadership Strategy.

Mr Murphy's portfolio includes Regional Operations and Road Policing, and Darwin and Support.





SECS was also the point of contact and participated in the national level multi-jurisdictional Exercise Aftermath. The exercise involved the Commonwealth, Defence and all jurisdictions with a program of activities designed to inform participants of agreed outcomes intended under the *Commonwealth Defence Act 1903*. An NT specific exercise, Exercise LEIT 19, was conducted to provide orientation to the Security and Emergency Management Sub-committee (SEMSC) of Cabinet and Northern Territory governmental representatives on the role and functions of the Territory Crisis Coordination Centre (T3C) in a terrorism event. The exercise practised the operation of the SEMSC in response to a potential terrorism threat in the greater Darwin region.

SECS continues to work closely with the Security and Emergency Recovery Team in the Department of the Chief Minister on preparation, prevention, response and recovery around critical infrastructure

protection, the protection of crowded places, emergency management, countering violent extremism and fixated threat.

In 2018–19, SECS provided presentations and advice to stakeholders about emergency management, counter terrorism and security-related matters. Advice was provided to working groups involved with Exercise Pitch Black, Exercise Diamond Storm, the Bombing of Darwin, the Arafura Games, the V8s and music festivals.

SECS actively monitors national and international indices to assess any security risks or potential opportunities for criminal activity that may affect the safety of the public in the Northern Territory, providing regular demonstration notifications and threat assessments. Security intelligence members regularly meet with security intelligence counterparts to assess and respond to National Security Hotline reports and matters relevant to the security and safety of our community.

Output Group 2

General Policing, Crime Detection, Investigation and Prosecution

Output 2.3 Services to the Judicial Process

This output group consists of a range of activities that address services to the judicial process including:

- providing and supporting prosecution services
- court case and evidence presentation
- bail processing and reporting
- support to the Coroner
- custody and transport of people
- care and protection of victims and witnesses
- diversion of juveniles from the criminal justice system.

Performance summary

The NTPF continues to provide effective and efficient services to the judicial process across the Northern Territory through cooperative arrangements with the Director of Public Prosecutions, Territory Families and non-government organisations.

Output Group 2 – General Policing, Crime Detection, Investigation and Prosecution

Output 2.3 Services to the Judicial Process						
Performance	2015–16 actual	2016–17 actual	2017–18 actual	2018–19 budget	2018–19 actual	2019–20 budget
Youth diversions as a proportion of youth offenders ^{1,2}	34.7%	39.4%	45.4%	≥ 30.0%	42.0%	≥ 30.0%
Rate of reoffending after youth justice conferences ^{1,3}	19.1%	14.8%	19.0%	≤ 20.0%	26.2%	≤ 20.0%

EXPLANATORY NOTES TO PERFORMANCE MEASURES

- 1 Source: Extracted from the Police Real-time Online Management Information System on 9 October 2019. Please note that data published in previous years has been revised, due to updates in information between extraction dates, and revised methodology.
- 2 Includes those currently being case managed by Youth Diversion or under diversion consideration. This shows youth diversion considerations/activities – not individual youths diverted in the year.
- 3 Excludes drug diversion and verbal and written warnings.

The **Custody and Judicial Operations Division** is responsible for oversight of the Judicial Operations Section (JOS) in Darwin and police prosecution services in Alice Springs, Tennant Creek and Katherine and travel to remote bush courts within their region.

A strong focus when prosecuting is the communication with victims, witnesses and police officers required to give evidence. The regional police prosecution areas conduct bail and arrest matters and inter-agency liaison with civilian prosecutions, who conduct contested hearing matters. JOS provides advice, support and direction between frontline police and the Director of Public Prosecutions.

2018–19 prosecution outcomes include:

- number of fresh prosecution files: 19 001
- number of contested hearing matters: 2747
- total percentage of finding of guilt by courts for prosecution matters: 94%.

The **Youth Engagement Division** (YED), in partnership with Territory Families, reviewed police youth diversion practices in 2018–19 to ensure they are contemporary, effective and community focussed.

The Youth Diversion Unit (YDU) manages and facilitates diversion for eligible youths aged 10 or above who are alleged to have committed non-excluded offences. The YDU works from Darwin and Alice Springs and works closely with Territory Families and other government and non-government agencies.

In 2018–19, there was a total of 2039 youth diversion considerations. These considerations were made in relation to 1124 individual youths.

Of these there were 720 diversion activities (youth justice conferences, verbal and written warnings and drug diversions), and 137 considerations that were either being dealt with by diversion but had not been finalised or were pending assessment or referral to the court.

586 individual youths were diverted in 2018–19, and a further 73 youths remain under consideration.⁵

465 were not eligible for diversion and were referred to court.

In 2018–19, there were a total of 281 youth justice conferences convened.⁶

233 individual youths attended at least one youth justice conference, and the following occurred:

- Youth did not reoffend after the conference: 172 (73.8%)
- Youth that reoffended after the conference: 61 (26.2%)

Of the 61 that reoffended after the conference, the following occurred:

- Youth that reoffended only once: 40 (17.2%)
- Youth that reoffended twice: 11 (4.7%)
- Youth that reoffended more than twice: 10 (4.3%)

⁵ Data extracted 9 October 2019 and may differ from data extracted on a different date. Youth reoffending after a conference data only counts reoffending that is not handled by drug diversion or warning.

⁶ Attendance at more than one conference can occur as a result of the offending involving multiple victims spanning from a series of offending, the youth participating in more than one type of youth justice conference, for example a family conference or victim offender conference.

Analyn (Anna) McLeod

Analyn (Anna) McLeod is our in-house coordinator of the healthy lifestyles program. The program was launched in 2018 as an initiative to help NTPFES employees understand their current lifestyle choices and where positive changes can be made. In 2018–19, Anna coordinated a number of workshops on various health topics for our workers. The workshops included cancer prevention steps, sleep hygiene, gut health, working smarter not harder when exercising and reducing stress.

Anna also coordinated the 'lunch and learn' expo. Eleven local health and wellbeing providers interacted with employees through activities such as yoga, food demonstrations and a lower back pain presentation.

The healthy lifestyle programs focusses on strengthening our agency's awareness of the importance of a healthy lifestyle for first responders and those who support them.

Output Group 3

Road Safety Services

Output 3.1 Road Safety Services

This output group consists of a range of activities that address road safety services including:

- providing education and enforcement activities to improve road user behaviour, safety and compliance with road laws and reduce road trauma
- responding to motor vehicle accidents
- undertaking adequate investigations and reporting to the Coroner and other relevant stakeholders.

Output Group 3 – Road Safety Services

Performance	Output 3.1 – Road Safety Services					
	2015–16 actual	2016–17 actual	2017–18 actual	2018–19 budget	2018–19 actual	2019–20 budget
Drivers breath tested ¹	180 330	179 103	164 646	≥ 175 000	142,948	≥ 175 000
Proportion of people who had driven in the previous six months when possibly over the alcohol limit ²	12.2%	11.4%	11.0%	≤ 10.0%	12.4%	≤ 10.0%
Proportion of people who had driven in the previous six months more than 10km/h above the speed limit ²	66.6%	65.8%	64.9%	≤ 60.0%	64.8%	≤ 60.0%
Road deaths per 100,000 registered vehicles ³	27.9	28.3	25.8	≤ 28.3	22.9	≤ 28.3

EXPLANATORY NOTES TO PERFORMANCE MEASURES

1 Source: Alcolizer Database, 2018–19 data extracted 26 August 2019.

2 Source: National Survey of Community Satisfaction with Policing commissioned through ANZPAA.

3 Source: Australian Road Deaths Database at www.bitre.gov.au; Australian Bureau of Statistics (ABS) (various years), Motor Vehicle Census, Cat. No. 9309.0, Canberra.

Performance Summary

The delivery of road policing education and enforcement is a core policing function and is a priority for NT Police. In January 2019, the NTPF realigned road policing responsibilities into a single Road Policing Command. The aim of the command is to embed road safety as a whole of NT Police and community responsibility. A driver for the realignment was the 2018 calendar year road toll, which saw 50 deaths on NT roads.

The **Road Policing and Regional Support Command** adopts an intelligence-informed and evidence-based approach in delivering road policing services, including targeting the causal factors of fatal and serious injury crashes. On average over the past 10 years, leading causal factors of fatal crashes on NT roads which continue to be targeted, have included:

- 74% occurred in rural areas
- 45% were alcohol related
- 35% of drivers and passengers who died were not wearing a seatbelt
- 26% were known to be speed related.

Drug driving is an emerging issue on our roads and some jurisdictions indicate it has overtaken drink driving as a causal factor in fatal and serious crashes. The NTPF steadily increased the number of people tested for drug driving in 2018–19. Alternative testing methods are constantly being sought to create efficiencies in screening and detecting drivers under the influence of drugs.

The Road Policing Command restructure included the addition of the regional support element to provide policing services to remote communities. The

Territory relief pool includes police officers based in Darwin, Katherine and Alice Springs who provide operational support, respite and a surge capacity to our people based in the bush. Their duties include delivering road policing education, awareness, deterrence and enforcement on our extensive road network and into regional communities.

In 2018–19, the NTPF collaborated with the Department of Infrastructure, Planning & Logistics and the Motor Accident Compensation Commission (MACC) to develop strategies aimed at reducing trauma on our roads. These strategies and initiatives include MACC funding activities and an increase in random drug testing, and fitting more police vehicles with speed detection capabilities.

In 2018–19, the NTPF adopted the Kia Stinger as a primary road policing vehicle after Ford and Holden ceased the local manufacture of their Falcon and Commodore vehicles. A new livery was also introduced on vehicles acknowledging the new Road Policing Command.





Key Achievements in 2018–19

Traffic Operations Units in Darwin, Katherine and Alice Springs were unified into a single command structure to better coordinate road policing activities. Their activities and visibility at peak time is critical to ensuring compliant and sensible driving on our roads. Officers from the units coordinated road safety campaigns at key times including Christmas holidays, 'back to school,' Easter and long weekends throughout the year.

The Traffic Operations Unit with support from the Territory Relief Pool adopted a greater rural focus to reduce fatalities. Rural operations and speed and alcohol enforcement was a successful tactic on our roads. This partly led to a reduction in the quantity of road policing outputs (primarily roadside breath tests) but has improved their quality by better targeting risk factors.

During 2018–19, 142 948 breath tests were conducted. NT Police detected 2101 drink driving offences dealt with by apprehension, including 1560 (74.3%) medium and high-range drink drivers. A further 280 drink driving infringements were issued. 54 003 traffic infringement offences were detected in 2018–19, including from our speed cameras.

The **Major Crash Investigations Unit** (MCIU) has sections based in Darwin and Alice Springs. Its primary responsibility is investigating fatal crashes and serious crashes that have criminal elements. Investigators' expertise is used to map crime scenes with the use of a drone.

Unfortunately, there were 37 fatalities on our roads in 2018–19 (22 in the first six months and 15 in the second), however it was an improvement on the 42 in the previous period.

The number of lives lost does not take into account people who are seriously injured nor the families, witnesses and first responders to tragedies on our roads. In 2018–19, major crash investigators continued to engage with psychologists employed by our Employee Support Services to mitigate risks that exposure to significant trauma may have on their mental health.



Sergeant Conan Robertson of the Southern Traffic Operations Unit was announced as the Road Safety Champion in November 2018. Sergeant Robertson is considered one of our prominent faces and often the voice of traffic enforcement, education and road safety for the southern region. Sergeant Robertson was selected to represent the Northern Territory Police Force and Motor Accident Compensation Commission (MACC) at the 49th American Traffic Safety Services Association (ATSSA) Annual Convention and Traffic Expo. This will be an opportunity to showcase the work done by NT Police and MACC, who donated car seats to parents in remote communities. Community Safety Police Officers worked closely in educating parents and children on the importance of using car seats as part of the 'KidSafe NT' project.

Sergeant Robertson's efforts have helped reduce road related trauma through educating motorists about road safety.

Sergeant Robertson is a worthy recipient of the Road Safety Champion award. After 11 years with the Southern Traffic Operations Unit, he has gained considerable operational and traffic experience which he shares with his colleagues, and continues to be committed to road safety, education and policing.

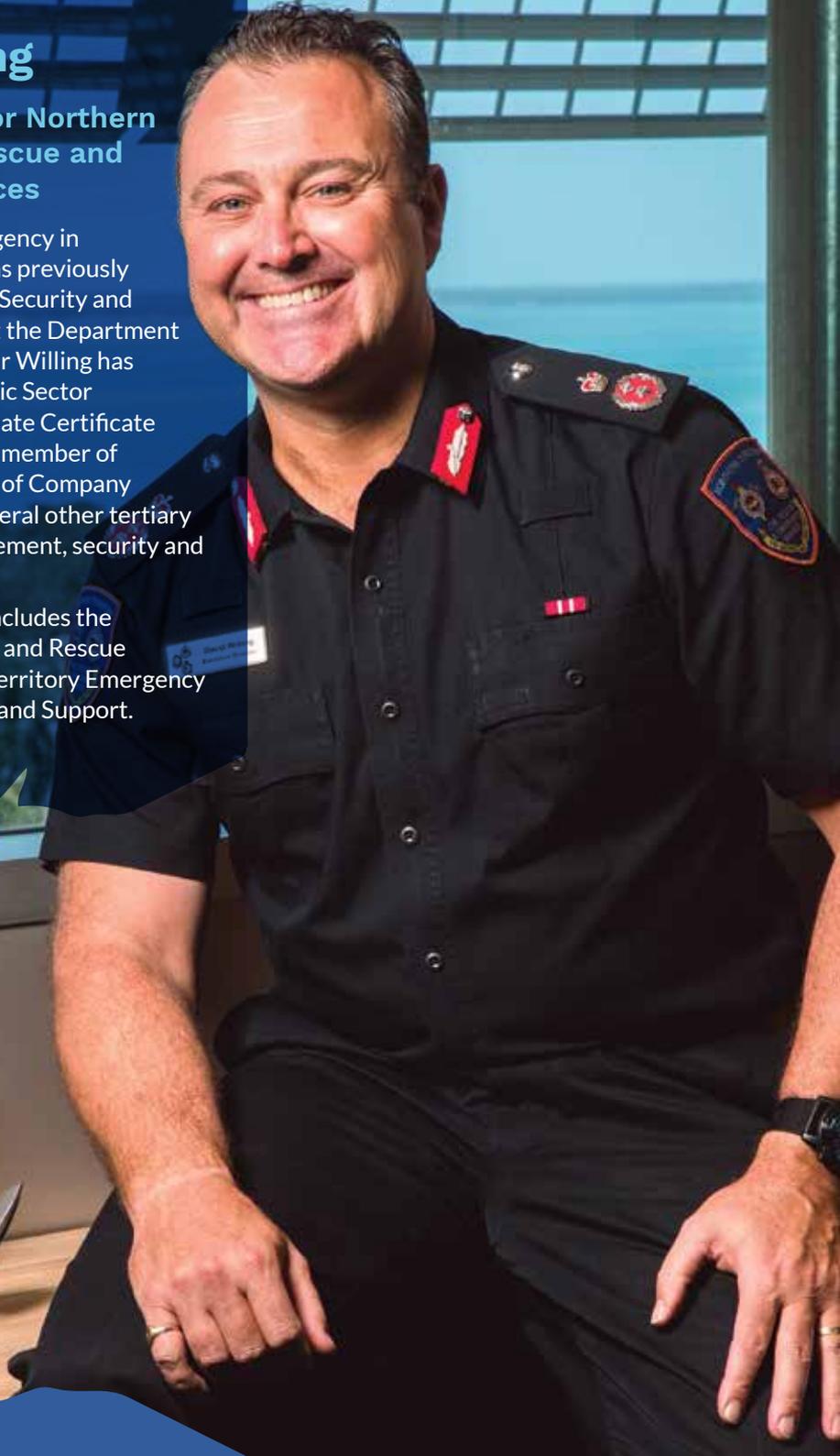


David Willing

Executive Director Northern Territory Fire, Rescue and Emergency Services

Mr Willing joined the agency in November 2018. He was previously the Executive Director, Security and Emergency Recovery at the Department of the Chief Minister. Mr Willing has a Master of Arts in Public Sector Leadership and a Graduate Certificate in Management. He is a member of the Australian Institute of Company Directors and holds several other tertiary qualifications in management, security and risk management.

Mr Willing's portfolio includes the Northern Territory Fire and Rescue Service, the Northern Territory Emergency Service, and Capability and Support.





Northern Territory Fire, Rescue and Emergency Services

Overview

The Northern Territory Fire, Rescue and Emergency Services (NTFRES) performed to a high standard throughout 2018–19, cultivating the strategic direction and priorities that guide *Strategy 2023*; Prevention, Integrity and Unity.

The previous financial year produced the largest ever Fire, Rescue and Emergency Services (FRES) Recruit Firefighter Squad (Squad 43), which graduated in June 2018. The nine female and 15 male graduates consolidated their skills through on-the-job training in 2018–19. All 24 are now qualified D Class Fire Fighters. A further recruitment campaign commenced in October 2018 (Squad 44), and of the 10 male and two female successful applicants, 11 are Territorians, with graduation set for December 2019.

The NTFRES recognises that to best serve our community, we need to be reflective of that community.

Targeted recruitment in recent years has brought about greater gender diversity and growth within the NTFRES, with 17 female career firefighters now employed in frontline operational roles as opposed to only four three years ago.

To accommodate the increase in gender diversity, fire station infrastructure and facilities were upgraded, and there is renewed focus on building a positive culture through diversity and inclusion.

On 23 May 2019 the Minister for Police, Fire and Emergency Services, the Hon. Nicole Manison MLA officially opened the new Katherine Fire, Rescue and Emergency Services' complex. This new state-of-the-art facility is setting a new standard for Katherine's Fire, Rescue and Emergency Services capabilities, and in the future, it will serve as a regional hub to better support our NTFRES volunteers in the surrounding regions.



OUTPUT GROUP 3.1

Approval for the construction of a new Palmerston Fire, Rescue and Emergency Services' complex was also announced. This new complex will replace the existing Palmerston Fire Station and will enable the NTFRES to meet the growing demands for responsive fire, rescue and emergency services in the Palmerston and Litchfield council regions. The new complex will incorporate a disaster cache that will support the initial relief and recovery of our communities, towns or cities affected by severe to catastrophic disasters.

Showcasing our priority to develop people, systems and leadership, the Emergency Management Training Unit facilitated a number of whole-of-government training courses in incident management, underpinned by the principles of the Australasian Inter-Service Incident Management System (AIIMS).

Additional training opportunities focussed on increasing the Territory's ability to respond to major emergencies and disasters and will continue in 2019–20.



To ensure our sustainability in driving value for the community, an internal review of the Fire Safety Command revealed the need to streamline the command function through ceasing the practice of pre-occupancy certification inspections which fell outside of agency responsibilities under the *Fire and Emergency Act 1996*. The Fire Safety Command has now refocused its efforts on public safety priorities.

A state of emergency covering an area from Cape Shields to the Queensland border including Groote Eylandt, Numbulwar, Port Roper, Port McArthur and Borroloola was declared on 20 March 2019 in preparation for Tropical Cyclone Trevor.

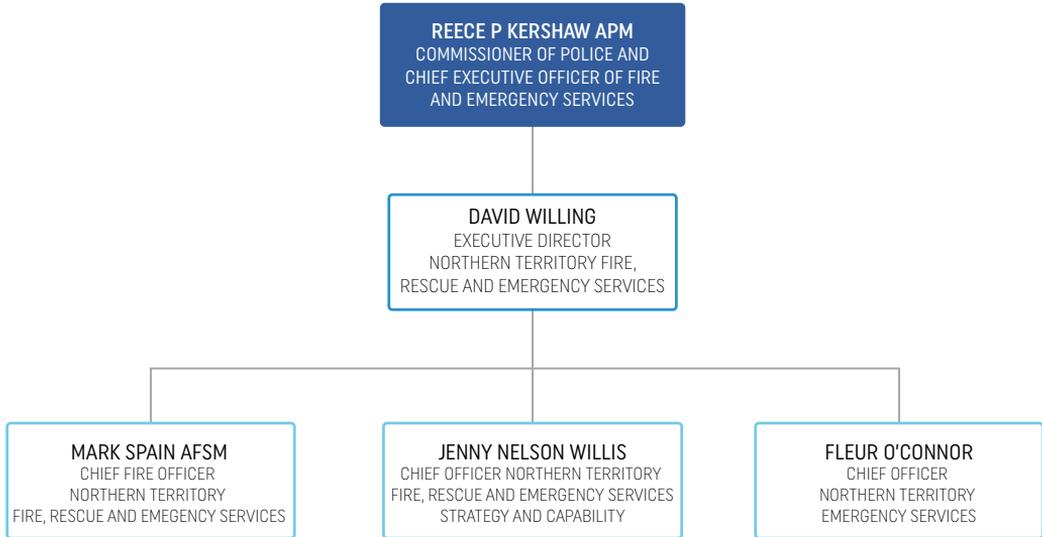
This category four system forced mass evacuations in the Gulf of Carpentaria just days before it made landfall in March 2019. While there were a lot of fallen trees, there was minimal damage to infrastructure and no major injuries. An extraordinary amount of work went into the preparation, emergency responses and evacuation effort. This was a significant event that could have been catastrophic if not for the dedication and leadership shown by all agencies.

In keeping with a long-standing relationship between the Northern Territory Government and the Democratic Republic of Timor Leste, NTFRES donated various pieces of surplus fire appliances and equipment to the Timor Leste Bombeiros (East Timor firefighters). Another container of surplus gear will be donated in 2019–20.





NTFRES Organisational Structure



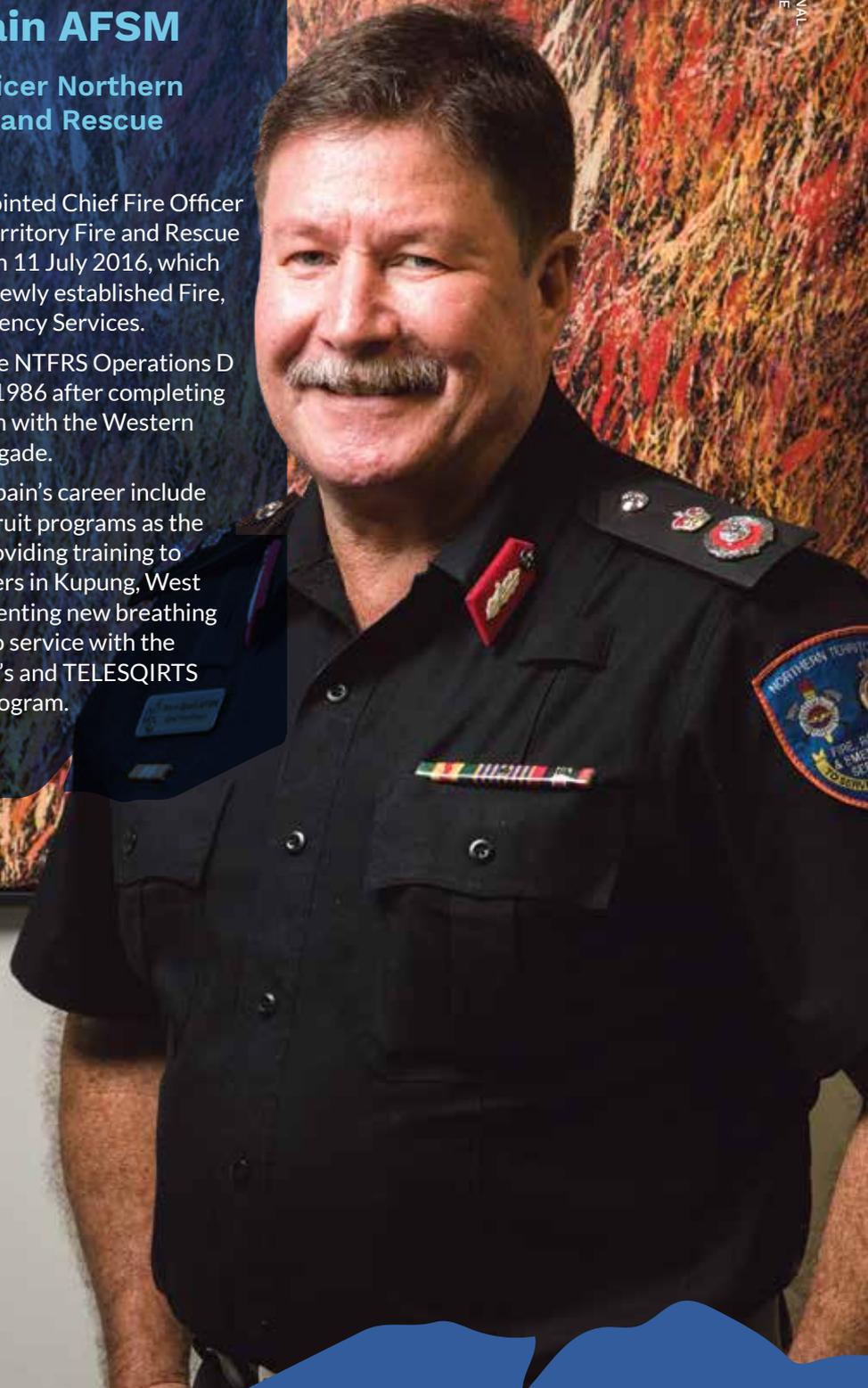
Mark Spain AFSM

Chief Fire Officer Northern Territory Fire and Rescue Service

Mr Spain was appointed Chief Fire Officer of the Northern Territory Fire and Rescue Service (NTFRS) on 11 July 2016, which forms part of the newly established Fire, Rescue and Emergency Services.

Mr Spain joined the NTFRS Operations D Watch, Darwin in 1986 after completing his recruit program with the Western Australian Fire Brigade.

Highlights of Mr Spain's career include delivering two recruit programs as the lead instructor, providing training to fire service members in Kupung, West Timor and implementing new breathing apparatus sets into service with the Freightliners FL80's and TELESQIRTS Aerial/pumpers program.





The year ahead

Strategic Priorities for 2019–2020

The NTFRES is focussed on achieving *Strategy 2023* outcomes in 2019–20 to maintain a safer Northern Territory.

In particular, programs of work that meet two of our five strategic priorities, ‘build community resilience’ and ‘improve community outcomes’, are at the forefront of our business.

The Executive and management levels of NTFRES undertook workshops in the last quarter of 2018–19 to determine how best to reduce risk in our community, particularly in regional and remote areas of the Northern Territory.

2019–20 will focus on:

- increasing community resilience through the provision of suitable engagement programs in partnership and collaboration with other NT Government agencies, the Commonwealth, local government and the community
- closer alignment of NTFRES resources and increased efficiencies through joined up NTFRES training and volunteer support which will enhance our regional and remote volunteer capability to better prevent, prepare for and respond to emergencies
- developing our people by building the capability and capacity of our workforce through the right engagement and training investments
- leading initiatives on diversity and inclusion in our changing NTFRES workforce and striving to ensure our volunteer and career workforce remains connected to, and is reflective of, the communities they serve



Northern Territory Fire and Rescue Services

Overview

The *Fire and Emergency Act 1996* requires the NTFRS to respond to fire and emergency incidents within defined emergency response areas and to attend transport and hazardous material incidents throughout the Northern Territory. NTFRS Territory Operations is made up of four commands: Northern, Southern, Darwin and Fire Safety under the control of the Chief Fire Officer.

Each command plays a significant role in fire prevention, preparedness and response capability, by working with internal service areas in the Police, Fire and Emergency Services and external agencies and providers.

The NTFRS has 26 locations across the Northern Territory either stand alone or co-shared with police. While the majority of our career firefighters manage the greater Darwin and Alice Springs regions

with support from each of the local volunteer brigades, our auxiliary and volunteer firefighters in regional areas continue to provide response capability for the main road corridors in the Northern Territory. The NTFRS responded to 7557 fire and emergency incidents in 2018–19.

Performance summary

To ensure our sustainability in driving value for the community, an internal review of the Fire Safety Command concluded the need to streamline the command function through ceasing the practice of pre-occupancy certification inspections which falls outside the agency responsibilities under the *Fire and Emergency Act 1996*. The Fire Safety Command has refocussed its efforts on public safety priorities.



The following map reflects the fire and rescue facilities across the Northern Territory:





NTFRS at a glance

467

building and fire safety inspections conducted by operational crews



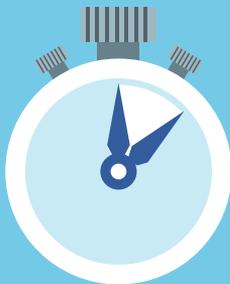
274

volunteer firefighters



428

community resilience, education and awareness programs delivered



8.03

minutes average incident response time

Output Group 4

Fire Prevention and Response Management

Output 4.1 Fire Prevention and Response Management

Output Group 4 – Fire Prevention and Response Management

Output 4.1 – Fire Prevention and Response Management						
Performance	2015-16 actual	2016-17 actual	2017-18 actual	2018-19 budget	2018-19 actual	2019-20 budget
Community resilience education and awareness programs delivered ^{1,2}	620	1603	1584	≥ 500	428	≥ 500
Average incident response time is within internal benchmarks ^{3,4}	7.23 mins	8.88 mins	8.07 mins	≤ 8 mins	8.03 mins	≤ 8 mins
Structure fires contained to room or object of origin ^{4,5}	93.7%	83.0%	92.3%	≥ 90.0%	53.4%	≥ 90.0%
Building and fire safety inspections conducted by operational crews ^{1,6}	809	975	1129	≥ 1000	467	≥ 350

EXPLANATORY NOTES TO PERFORMANCE MEASURES

- 1 Data Source: The NTFRS Station Management System, 2018-19 data extracted through July-August 2019.
- 2 Performance against this community engagement measure decreased due to focus on skills consolidation of high number of new recruits.
- 3 Includes turnout time and travel time at 24/7 stations.
- 4 Data Source: The Australian Incident Reporting System NT, 2018-19 data extracted through July-August 2019.
- 5 Data reflects increase in structure fires occurring in remote areas where fire suppression activities is limited.
- 6 Performance against this measure are down this year (2018/19) due to lower numbers initially allocated July 2018, and due to focus on skills consolidation of high number of new recruits.

Key Achievements in 2018–19

In February 2019, the approval and injection of \$25 million towards the new Palmerston Fire Station was announced. This new station will accommodate our increasingly diverse workforce and fit for purpose infrastructure. Since commencing operation in 1984 the Palmerston Fire Station has experienced a population growth of 8% with the fastest growing areas being Litchfield (26%) and Palmerston (22%). A further consideration was the suburban housing growth surrounding the station and no direct access to major arterial roads. The project is expected to commence late October 2019 and completed by June 2021.

Under the Major Appliance Replacement Program an additional “Bronto” 17m aerial fire and rescue appliance was purchased and will be based at the Palmerston Fire Station, increasing the capability of that station to service the community. The appliance was purchased from the Victorian Government and while it is a second hand unit, it saw little use in Victoria (approximately 11 000km) and was surplus to their needs. Not having to purchase a brand new appliance equates to an approximate \$600 000 saving to the Northern Territory.

The **Katherine Fire, Rescue and Emergency Services Complex** officially opened in May 2019. This modern building is fully equipped to service the Katherine and broader Katherine community and comprises both firefighters and emergency services personnel.

In celebration of International Firefighters Day observed worldwide on the 4 May, the Minister for Police, Fire and Emergency Services, Nicole Manison MLA hosted a function at Parliament House, conveying her support and appreciation to the 210



career fighters and some 52 Auxiliary and 274 volunteer firefighters across the Territory.

The **NTFRES Work Health and Safety Committee** was formed in August 2018. A review of the membership was undertaken to align the committee more appropriately by command/region boundaries and enhance representation more broadly across the workforce. The formation of the committee demonstrates our ongoing commitment to the safety and overall wellbeing of our workers.

Auxiliary Fire Captain Wayne (Stubbsy) Stubbs was Awarded the prestigious Australian Fire Service Medal (AFSM) by Her Honour the Honourable Vicki O’Halloran AO, Administrator of the Northern Territory. Auxiliary Fire Captain Stubbs received the medal for his distinguished service, long standing leadership, vision and commitment to advancing the future of the Northern Territory Fire, Rescue and Emergency Services, its programs and support provided to our people and the Katherine community. The AFSM was also awarded to Alan Fountain and Jeffrey Whittaker in 2018–19.

Members of the Northern Territory Fire and Rescue Service participated in the Australasian Rescue Challenge in July 2018. The team placed an impressive eighth out of 18 teams with more than 200 competitors in chilly conditions in Victoria.



Northern Territory Emergency Service

Overview

The Northern Territory Emergency Service (NTES) operates under the *Emergency Management Act 2013* to provide a wide range of prevention, preparedness, response and recovery services for day-to-day operations and incident response.

With a dedicated workforce of 373 SES volunteers and a small cohort of public service staff, the NTES delivers an invaluable service to the Northern Territory community through emergency management planning, community resilience education and a response capability for emergency events.

In 2018–19, season awareness briefings on cyclone and flood were delivered to schools, government departments, non-government organisations and defence personnel to increase community resilience of these hazards and raise awareness of the NTES' services. Joint agency community engagement days with Australian Red

Cross continued delivering school-based education programs and emergency preparedness advice to adults at Beswick, Daly River, Galiwinku and Wurrumiyanga. During the year, the invitation was further extended to NTFRS, Bureau of Meteorology and St John Ambulance to incorporate and enhance community resilience education at these communities.





The NTES also continues support the NTPFES Cadet Program, fostering the next generation of potential emergency services personnel by providing basic SES induction and training and work placement.

Our volunteers are reflective of our community. They are involved with and support local events through providing first aid, marshalling, displays and transport in flood rescue boats for the public at events like the Beer Can Regatta and Finke Desert Race.

Each year 'Wear Orange Wednesday' (WOW) is a day of recognition and appreciation for the work, time and commitment provided by our volunteers. The community is encouraged to wear orange as a gesture towards their support of our volunteers' efforts. This year, WOW was celebrated nationally on 22 May, with NTES hosting events at Woodroffe Primary School and Alice Springs Town Council to promote the extraordinary work of NT SES volunteers.

The NTES continues to represent the Northern Territory on a number of national emergency management committees and working groups, including the

Australasian Fire and Emergency Service Authorities Council (AFAC) and Australian Council of State Emergency Services. The Territory Emergency Management Council is also supported by the NTES through strategic advice on emergency management policy, including administration and governance of the NT's emergency management arrangements.

Each year, emergency service personnel at the highest level are recognised for their distinguished service with the Emergency Services Medal. Mr Ron Green of the Katherine volunteer unit received this honour at the Queen's Birthday Honours. Two NTES staff were also recognised for demonstrating their leadership in accordance with the agency's values with the awarding of the Commissioner and CEO's outstanding leadership medal.

The NTES undertook numerous operational activities, responding and providing support to a range of emergency events in 2018–19 including vertical rescues, wildfires in remote communities, road crash rescues, land and air search operations and flood mitigation and storm damage responses.

The following map represents the location of NTES Volunteer Units:



NTES at a glance



43
emergency
incidents
attended



1787
emergency hours
attending to incidents including
road crash rescues, floods, storms
and other natural disasters



373
volunteers

73 training courses
delivered to volunteer members



Fleur O'Connor

Chief Officer Northern Territory Emergency Services

Ms O'Connor has been acting in the role of Chief Officer NTES since May 2019, and brings a wealth of experience to the role. Commencing with our organisation in January 2010, Ms O'Connor has worked in a variety of senior roles including Senior Strategic Policy Officer to the Northern Territory Fire, Rescue and Emergency Services (NTFRES), Assistant Manager Volunteer Training Unit NTFRES, Assistant Director Secretariat and Protocol, Assistant Director Legislative Reform Unit, Departmental Liaison Officer and Staff Officer to the Commissioner and CEO.

Ms O'Connor has been a volunteer at Virginia Bees Creek Volunteer Fire Brigade since August 2011 and was Captain of the unit for over five years.

Ms O'Connor has completed the AIIMS Level 2 incident controller qualification and has been part of the Emergency Operations Centre (EOC) in a variety of roles over the years.



Output Group 5

Emergency Services

5.1 Emergency Services

Output Group 5 - Emergency Services

Output 5.1 Emergency Services						
Performance	2015-16 actual	2016-17 actual	2017-18 actual	2018-19 budget	2018-19 actual	2019-20 budget
Number of public participating in community education, awareness and prevention programs delivered ¹	4050	11 475	6121	≥ 5000	2483	≥ 2000
NTES recognised courses delivered to emergency service personnel ²	80	69	41	≥ 50	73	≥ 50
Regional and local emergency plans, which have undergone an annual review ³	93.9%	100.0%	100.0%	100.0%	98%	100.0%

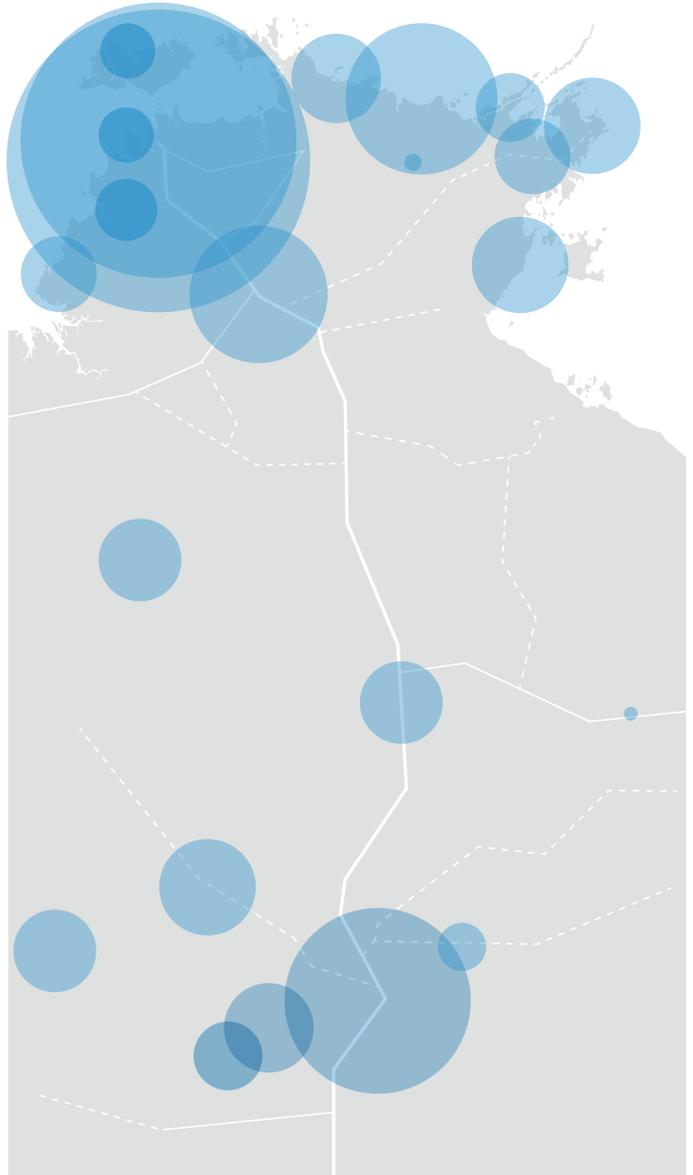
EXPLANATORY NOTES TO PERFORMANCE MEASURES

- 1 The target and performance for this community engagement measure has increased over time due to continued focus in accordance with the strategic direction of the agency.
- 2 Courses are fluid depending on enrolments, cancellations, and the ability to run the course around unforeseen events.
- 3 All plans were reviewed during the reporting period, one plan was not signed off due to an administration error.



2018–19 saw an increase in NTES volunteer numbers, with membership increasing to 373 from 308 in 2017–18.

LOCATION	No.
Alice Springs	27
Avon Downs	2
Cox Peninsula	8
Daly River	9
Darwin	56
Galiwinku	10
Gapuwiyak	11
Harts Range	7
Hermannsberg	13
Katherine	23
Kintore	12
Lajamanu	12
Maningrida	25
Nhulunbuy	14
Numbulwar	14
Palmerston	59
Pirlangimpi	8
Ramingining	2
Tennant Creek	12
Wadeye	11
Waruwi	13
Watarrka	11
Yuendumu	14
TOTAL	373



Strategy 2023 is NTES' driving force to establishing positive relationships that help build stronger communities.

An emphasis is placed on maintaining and enhancing NTES' engagement with the community through our priorities such as:

- in conjunction with NTFRS, NTES will develop appropriate strategies to provide a future vision of how the NTFRES will increase volunteer engagement and community participation
- the continuation and potential expansion of the multi-agency community engagement days with Australian Red Cross, NT Police, St John Ambulance and NT Fire and Rescue Service in identified locations throughout the Territory to cultivate and maintain working relationships and build resilience in communities through the provision of information about emergency services and education
- funded under the Natural Disaster Resilience Program, a project was created to support building community resilience and education in remote communities through six short films that about hazard-specific safety awareness, in language, with support from Australian Red Cross, NT Police, NT Fire and Rescue Service, St John Ambulance, Bureau of Meteorology, Department of Health, and Bushfires NT
- improving collaboration to better service the community by cross leveraging existing capability and resources within the NTFRES
- acknowledging the value of our volunteers by promptly recognising and rewarding them.



A professional portrait of Michael Nelson Willis, an Executive Director of Operational Support. He is a middle-aged man with short, light-colored hair, wearing glasses, a light blue checkered button-down shirt, and a dark tie. He is seated at a wooden desk, looking directly at the camera with a slight smile. His hands are resting on a laptop keyboard. The background is a blurred office setting with a bookshelf and a framed certificate.

Michael Nelson Willis ASM Executive Director Operational Support

Directorate

Mr Nelson Willis joined the agency in 2015. He was formerly the Deputy Commissioner / Deputy Chief Executive of the New South Wales Ambulance Service. Mr Nelson Willis has vast experience in delivering corporate services including fleet management, organisation-wide risk management, infrastructure, procurement and managing organisational budgets.

Mr Nelson Willis has a Master's Degree in Public Administration, a Master's Degree in Emergency Management, a Bachelor's Degree in Health Science and is a Graduate of the Australian Institute of Company Directors.

Mr Nelson Willis' portfolio includes Human Resource Management, Logistics, Finance and Information Technology.





3

Corporate Governance

Trust



Respect



Responsibility



Integrity



Courage



Communication



Accountability



In this section

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Corporate Governance at a glance



22

internal audits
completed



98.43%

completion rate
of the risk management
awareness training



73

formal
compliments
were received from
the community



92

operational risk
registers reviewed

152

Information Act
requests for access
to information were
received



3693

information requests
processed

21 334

new ochre cards
were issued



18 406

ochre cards were
renewed



Risk Management

The NTPFES, via its Enterprise Risk Management framework, is committed to proactively identifying, assessing and managing risk at all levels. The framework allows the agency to assess risks, both individually and collectively, to focus management's attention on the most important potential threats and opportunities. The NTPFES manages risk by anticipating and assessing risks and creating mitigation strategies to minimise the impact of those risks. The agency's risk management activities support evidence-based decision making and promote a continuous improvement culture and good governance practices.

The framework is integrated and embedded at all levels, from strategic to project management and informs all aspects of decision making. All operational areas in the NTPFES identify and manage their risks through a bi-annual self-assessment process, which is supported by the Agency Risk Management and Internal Audit Division. All risk management activities are overseen and monitored by the NTPFES Audit and Risk Committee.

In 2018–2019, the NTPFES Risk Management framework was reviewed and realigned to the updated *International Organisation for Standardisation (ISO) 31000:2018 Risk Management – Guidelines*. The NTPFES Risk Management Policy and Instructions were updated in line with the new standards.

In line with *Strategy 2023* and to deliver internal process optimisation, the Risk Management and Internal Audit Division conducted and delivered 20 standalone risk assessment reports, targeted at assessing and managing emerging risk factors across the agency.

In 2018–19, the completion rate for the Risk Management Awareness online training was 98.43%, and 92 operational risk registers were reviewed.

Internal audit

Internal audit is a key component in providing management with objective and independent assessments of our internal control mechanisms and practices. The NTPFES risk-based internal audit function is managed by the Risk Management and Internal Audit Division and operates independently from core activities of the NTPFES.

The NTPFES risk-based internal audit program delivers independent assurance and advisory services. It brings a systematic, disciplined approach to evaluating and improving controlled environments and governance processes. It informs priorities for the continual improvement of policies, practices and processes.

Under its approved charter, the division undertakes four types of audits: compliance, process reviews, management initiated and Commissioner assurance audits. These are performed in accordance with an approved annual internal audit plan which is developed considering the internal control environment, risk analysis, trends and business objectives.

As well as the mandatory compliance audits, the internal audit team completed several Management Initiated Audits during 2018–19:

- Vic Roads - to ensure NTPFES is meeting our obligations under the Information Protection Agreement with Vic Roads
- NTPFES Watch House and Court Cells - independent audits are conducted twice a year across the major watch houses and court cell facilities in the Territory. These audits examine existing practices and facilities and determine whether current management practices provided the best level of care to prisoners and staff
- NTPF Access to Stored Communications - the audit examined the administration and use of powers provided by the Commonwealth *Telecommunications (Interception and Access) Act 1979*
- Value for Territory - compliance assessment with Value for Territory Assurance Program and Procurement Framework
- Freedom of Information Requests - review of refusals in full of freedom of information requests for 2017–18
- Official Travel - travel review to assess compliance with NTG Travel Framework
- Internal Investigations - process improvement review conducted to identify areas where the accuracy, effectiveness and/or efficiency of the internal investigation process for both sworn and unsworn employees can be improved to create more efficient workflow, improve timeframes and successful outcomes under the guiding principles of prevention, integrity and unity.

No critical deficiencies or breaches of legislation were detected, however several process improvement opportunities were identified in a number of audits.

The relevant areas have implemented those improvements or have commenced implementation. Recommendations from these internal audits are managed and monitored through the division which reports the status of implementation quarterly to the Audit and Risk Committee.

NTPFES Internal Audit Type	Completed 2018–19
Compliance	16
Management Initiated Process Reviews	4
Commissioner/CEO Assurance	2
Total Internal Audits	22



Corporate Documents

The Commissioner of Police and CEO issues in writing police general orders, corporate policies and instructions to ensure consistent service delivery and efficient working practices in the NTPFES. The Office of the Commissioner and CEO coordinates and maintains oversight of corporate documents to ensure corporate documents are reviewed on a cyclical basis, and where required, revoked and promulgated to reflect legislative changes and best practice to suit the changing context of NTPFES services. In the reporting year, 36 reviews were finalised. Of these, 30 corporate documents were revoked, 32 were promulgated including the introduction of 11 new corporate documents.

Insurance Reporting

The total commercial insurance premium expenditure for 2018–19 and 2017–18 is listed below. This expenditure relates to accident/public liability insurance for the Junior Police Ranger program and general insurance for the two NT-owned aircraft.

Financial Year	Amount
2017–18	\$25,123
2018–19	\$24,985

The table below contains expenditure through NT Government self-insurance provisions for vehicle accident damage relating to agency vehicles, workers' compensation for employees and legal settlements.

Risk Category	Financial Year	Number of Claims	Value	Average Cost
Assets and Inventories (vehicles)	2017-18	172	\$300,507	\$1,747
	2018-19	142	\$261,586	\$1,842
Workers' Compensation ¹	2017-18	296	\$12,908,337	\$42,609
	2018-19		\$13,720,000	
Public Liability ²	2017-18	15	\$82,585	\$5,506
	2018-19	8	\$114,500	\$14,313

1 Workers Compensation Reform has resulted in all NT Government agencies paying a premium into a centrally managed fund in the Department of Treasury and Finance (DT&F). From 2018-19, NTPFES will report on the premiums paid into the DT&F fund as this aligns with what is reported in the agency's financial statements.

2 The increase in public liability expense from the prior year is due to an increase in damages paid in the current year. In 2017-18, there were two claims over \$10 000, with the largest being \$27 500. In the current year, there were five claims over \$10 000, with the largest being \$33 000.

In accordance with the Treasurer's Directions, the NTPFES manages potential exposures through extensive mitigation practices, including risk assessments in line with *International Organisation for Standardisation (ISO) 31000:2018 Risk Management - Guidelines*. Where insurable risk events occur, the agency meets these costs as they fall due.

Professional Standards Command

The Professional Standards Command (PSC) is responsible for promoting, monitoring and overseeing ethical standards in the NTPF. The PSC ensures fulfilment of the Commissioner's legislative responsibility for acting on complaints against police and internal breaches of discipline.

The PSC Command comprises two divisions, the Ethics and Integrity Division (E&ID) and the Internal Investigations Division (IID), whose primary responsibilities consist of:

- 1. Ethics and Integrity Division - Management of Complaints Against Police:** the administration, coordination and investigation of all complaints against police pursuant to the legislative requirements of the *Ombudsman Act 2009*.
- 2. IID - Internal Investigations:** the administration, coordination and investigation of internal disciplinary matters against members pursuant to the legislative requirements of the *Police Administration Act 1978*.

Information Management

The NTPFES operates under the accountabilities of the *Information Act 2002* (NT). The Act provides the public with the right to privacy, to access government information and to access or correct personal information. It also stipulates how government agencies must collect, store and use information.

The NTPFES is committed to complying with the Act, information privacy principles and records management standards and is continually reviewing and improving business practices to enhance agency information management responsibilities.

The NTPFES continues to work towards developing sound business practices and increasing awareness of information management and record-keeping responsibilities to further increase compliance and efficiencies. The primary goal is continuous improvement to better meet the needs of the community and other government agencies.

Information Requests

In accordance with the Act, the Information Access Team coordinates the permissible release and management of information to the community, other government agencies and commercial entities.

A copy of the Act and information request forms are available on the NTPFES website under 'Access to Information' at www.pfes.nt.gov.au

For statistics on information requests processed in 2018–19, refer to Appendix 2.

Privacy

While the Information Management Section received no privacy complaints specifically under the Act in 2018–19, complaints dealt with by the Police Standards Command may also include elements of breaches of the information privacy principles.

Records Management

The Records Management Team provides advice about record-keeping, archiving and disposal practices ensuring consistency and compliance in accordance with Part 9 of the Act and under the Northern Territory Public Sector Organisations Records and Information Management Standards.

In 2018–19 a total of 84 306 documents were individually captured, created and managed in Territory Records Manager (TRM) compared to 191 069 in 2017–18. There was a total of 20 813 files registered into TRM (a mixture of physical and electronic records) compared to 24 653 in 2017–18.

Screening Assessment for Employment NT (SAFE NT)

SAFE NT conducts national police checks (NPC) for individuals seeking employment, and issues national police certificates to individuals.

In addition, SAFE NT provides information release and screening services for the purposes of administration of justice, fingerprint services to NT and interstate police jurisdictions, and probity checks for other government agencies.

SAFE NT services	2018-19
National Police Certificates issued (NT)	14 898
Fingerprint Services to individuals	1214
Criminal history eligibility for jury selection	8500
Probity checks for administration of justice	1894
Information services for police checks lodged in other States and Territories	73 488 ⁷

SAFE NT also issues working with children clearance notices (Ochre Cards) and provides secretariat, administrative and research support to the Screening Authority.

In 2018-19, there were:

- 39 740 ochre cards issued
- 29 screening authority meetings
- 96 people denied an ochre card (assessed as being an unacceptable risk or disqualified due to criminal history)
- 16 ochre cards revoked due to changes in circumstance and new criminal offending
- 354 applicants case managed through the assessment process.

Ochre cards are valid for two years. The following table shows the cyclical nature of the renewal process, with peaks in applications corresponding to the anniversary of the scheme's introduction, and the continued overall growth in the total number of clearance holders.

⁷ Provided by Australian Criminal Intelligence Commission.

New Ochre Cards Issued	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Employment	12 639	13 650	15 647	14 249	14 732	16 538
Volunteer	3360	3305	3988	3691	4292	4796
Subtotal	15 999	16 955	19 639	17 940	19 024	21 334

Renewals of Ochre Cards

Employment	5814	16750	8079	17 058	9807	16 573
Volunteer	1064	1994	1285	2178	1429	1833
Subtotal	6878	18 744	9364	19 236	11 236	18 406
Total WWC Applications issued in this period	22 877	35 699	29 003	37 176	30 260	39 740

The following table shows continued success in client transition from attendance at police stations or in person at SAFE NT or Territory Business centres, to using the online application portal.

Where/how national police check and working with children check applications were lodged

	2013-14	2015-16	2017-18	2018-19
Online application	28.3%	50.0%	62.0%	64.3%
SAFE NT Office (including lodgement in person at Darwin shopfront, email, mail/post to SAFE NT directly)	45.7%	36.8%	27.5%	26.1%
Territory Business Centres	12.7%	6.2%	6.1%	6.6%
NT Police Stations	13.3%	7%	4.4%	3%

To support the client transition to online services, SAFE NT endeavours to continuously improve administrative business practices to seek efficiency. This will largely be achieved by automation of manually intensive processes (where budget allows).

A program of works to deliver email results directly to government agencies and regulators will be completed in early 2020.

A refit of the front counter at the public shopfront was undertaken in May 2019 to improve amenity for clients and staff.



4

Our People

- Trust 
- Respect 
- Responsibility 
- Integrity 
- Courage 
- Communication 
- Accountability 

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Overview

Human Resource Management (HRM) Branch

The Human Resource Management (HRM) branch plays an integral role in helping the agency build and maintain a workforce of high-performing teams with the capacity and capability to meet the priorities and expectations of government and the agency's *Strategy 2023* initiatives.

Our people are our most important asset. We aim to help create the right culture and assist in building the right organisation. To achieve this, we help strengthen our employee capabilities, build a culture of high performance, and maximise our employees' contributions.

We promote best practice in all aspects of human resource management through delivering education sessions and providing high level advice, guidance and support to all employees and managers.

Significant Achievements in 2018–19

- finalised the Mobility Framework and Memorandum of Understanding with Victoria Police to allow greater flexibility and ease of movement of employees between the jurisdictions
- created the Workforce Development Unit to assist with identifying future capacity, capability and workforce requirements
- developed the NTPFES Workforce Plan and future initiatives linked to *Strategy 2023*

- Re-established the Diversity and Inclusion Steering Committee with Think Tank Forums undertaken across the Northern Territory
- Revitalised the Honours and Awards Committee to reward and recognise the great work by all NTPFES employees.

Career and Performance Development (myCareer)

The agency is committed to delivering our *Strategy 2023* priorities and focusses on developing our people, systems and leadership and promoting a positive culture.

The executive leadership team is committed to a 'culture of growth and development' that will benefit our employees and the community we serve. To achieve this, a key focus has been placed on increasing the participation and use of performance plans.

To support this, the agency's career and performance development framework and electronic online tool, 'myCareer', aligns and integrates the agency values and strategic direction with employees' work priorities, development needs and recorded performance conversations. The guiding principles that underpin the framework to ensure all employees are working towards planned goals are:

- regular and open communication between employees and supervisors
- ongoing performance assessment.



Workforce Data

	2015-16	2016-17	2017-18	2018-19
NTPF Classification				
Commissioner	1	1	1	1
Deputy Commissioner	1	2	3	2
Assistant Commissioner	4	5	4	4.48
Commander	8	8.35	10	11
Superintendent	32.5	41.5	42	33
Senior Sergeant	81.8	70	83	79.5
Sergeant	222.94	208.5	214.15	228.79
Remote Sergeant	45	43	43	41
Constable	805.17	812.06	849.52	839.93
Recruit Constable	30	27	32	0
ACPO	60.5	67.5	71	73.5
Recruit ACPO	0	0	0	0
Police Auxiliary	120.27	117.35	125.36	208.38
Auxiliary Recruit	0	0	24	15
Total	1412.18	1403.26	1502.03	1537.23

Source: BoxiHR.

Note: The table reflects FTE paid staffing numbers, excluding casual employees

NTFRS Firefighters

District Officer	10	8	6	5.8
Senior Station Officer	19	22	19.84	16.84
Station Officer	36	34	41.6	38.68
Leading Firefighter	25	16	14	19
Senior Firefighter	26	36.89	40	47.41
Firefighter	67.6	70.89	58	80
Recruit Firefighter	22	12	41	2
Total	205.60	199.78	220.44	209.73

Source: BoxiHR.

Note: The table reflects FTE paid staffing numbers, excluding casual employees

	2015-16	2016-17	2017-18	2018-19
NTFRS Civilian Employees				
Executive Contract Officer	3	3	4	3
Senior Administrative Officer	0	0	3	1
Administrative Officer	11	15	17.7	12.5
Technical	3	3	2.5	2.5
Professional	4	3	2	2
Total	21	24	29.2	21

Source: BoxiHR.

Note: The table reflects FTE paid staffing numbers excluding casual employees.

	2015-16	2016-17	2017-18	2018-19
NTES Classification				
Executive Contract Officer	0.1	1	1	1
Senior Administrative Officer	2	1	0	1
Administrative Officer	16	16.78	11.2	7.6
Total	18.10	18.78	12.2	9.6

Source: Boxi HR.

Note: The table reflects FTE paid staffing numbers excluding casual employees.

	2015-16	2016-17	2017-18	2018-19
Police Civilian Employment Unit/Tri Service Classification				
Executive Contract Officer	8	8	11	8
Senior Administrative Officer	20.1	25	22.3	20.7
Administrative Officer	324.31	308.39	311.67	249.60
NTPS Apprentice	0	1	0	0
Senior Professional	7	5	6	5
Professional	24.2	24.96	26.35	26.5
Technical	29	34.5	36	32.8
Physical	13.66	11.51	10.51	10.5
Chief Pilot	1	1	1	1
Senior Pilot	7	7	7	5
Total	434.27	426.36	431.83	359.10

Source: BoxiHR.

Note: The table reflects FTE paid staffing numbers excluding casual employees.



Recruitment

Public Sector

Public sector recruitment was undertaken as required for positions within the administration, technical and professional streams, with ATSI special measures applied to vacancies over six months. A total of 95% of public sector positions had the ATSI special measures plan applied when advertised and six ATSI applicants were selected for positions.

NT Police

In 2018–19, a total of 127 new sworn employees were recruited. In total, 44 females were recruited, comprising 37% of all new recruits. Sixteen of the new employees identified as Aboriginal and Torres Strait Islander (ATSI). The

recruitment resulted in one Constable, one Aboriginal Community Police Officer, two Police Auxiliary and three Police Auxiliary Liquor Inspector squads commencing in 2018–19, including the reappointment of four members. Recruitment continues with further squads planned to commence in the second half of 2019. There is a continued focus on increasing diversity, including gender balance, ATSI and culturally and linguistically diverse (CALD) representation on every intake.

The recruitment activity has seen the agency meeting the 2017–18 target of 75 PALI members. The final members will graduate on 23 August 2019 and will be deployed to undertake point of sale intervention, front counter and watch house duties in support of frontline officers.





Enterprise Bargaining

The NT Public Sector Fire and Rescue Service Agreement was approved by the Fair Work Commission on 28 June 2019. The four-year agreement, effective 7 November 2017, provided a pay increase of 2.5% each year over the life of the agreement, with an additional 0.5% in the final year in recognition of efficiencies gained through the life of the agreement.

Separations

Separations	2015-16	2016-17	2017-18	2018-19
Overall police	4.28%	4.71%	3.90%	4.66%
Constables and above	4.05%	4.57%	2.91%	4.19%
ACPOs	5.85%	2.82%	4.22%	3.88%
Auxiliaries	5.48%	7.90%	11.54%	8.53%
NTFRS (Fire Fighters)	6.43%	8.42%	6.32%	5.93%
NTES	9.64%	21.62%	16.19%	21.95%
NT Public Sector	11.35%	13.09%	10.37%	12.16%

Source: BoxiHR.

Note: Excludes employees who leave due to the completion of temporary contracts and fire auxiliaries. NTFRS administrative staff are included in NT Public Sector.



Diversity and Inclusion

Aboriginal and Torres Strait Development Unit (ATSIDU)

The ATSIDU was established early in 2018 to meet existing and emerging need for the active development of a range of initiatives to assist with the growth of the NTPFES Aboriginal and Torres Strait Islander workforce, and to build an organisation that more closely represents the community it serves.

The ATSIDU provides developmental pathways and effective mentoring and support frameworks for ATSI staff with its core mission of

‘Together we will enable all our diverse Aboriginal and Torres Strait Islander employees to fulfil their potential through a supportive framework’.

The ATSIDU core business initiatives derive from the recently launched NTPFES Aboriginal & Torres Strait Islander Employment & Career Development Strategy, strongly linked to whole-of-government employment targets and diversity and inclusion initiatives.

In 2018–19, the ATSIDU was committed to working these initiatives through flexible and innovative involvement in attraction, support, development and retention; and working in partnership with internal business units and external partners.

Initiatives include:

- NTPFES Mentoring Program - developed as an agency-wide mentoring program to ensure wellbeing and career development remains at the forefront
- ATSI Leadership Programs - providing advocacy, referral and support to ATSI staff seeking development in leadership programs. Two NTPFES staff graduated the First Circles Leadership Program in 2018–19
- Aboriginal Liaison Officer Program - a remote employment project that includes attraction, employment, retention, induction, training, mentoring and support processes. Projects such as the Aboriginal Liaison Officer Program create great efficiencies in remote areas of the Northern Territory.

The ATSIDU also supports and undertakes activities in:

- NTPFES Cadet Program – providing mentoring and support networks for ATSI cadets
- Aboriginal Mental Health First Aid – assisting with the design and delivery of culturally appropriate mental health training for and by ATSI staff
- Cultural Awareness Training – delivery for police recruits, including an onsite visit and engagement with the Belyuen Community, with a goal to expand into the wider NTPFES
- Career Pathways Mapping – supporting the NTPFES College to design formal development and transitional pathways for ATSI employees, i.e. Aboriginal Liaison Officer to Aboriginal Community Police Officer to Constable.

In 2018–19 the ATSIDU members attended community events including the Barunga Festival and the 2019 NAIDOC march in celebration and recognition of ATSI culture and community.

The ATSIDU is working towards an increase in ATSI representation on working groups, steering committees and selection panels. The unit formed a working group to determine goals of the (draft) Reconciliation Action Plan and presented to the Tri-Service Leadership Group on the progress of the ATSIDU.

The ATSIDU works closely with other government and non-government organisations on employment, professional development, support, mentoring, diversity and inclusion for our ATSI cohort.

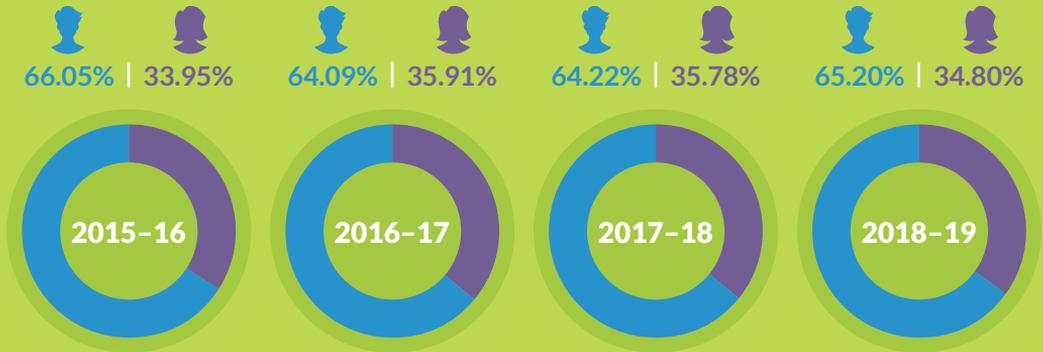
The ATSIDU designed and facilitated annual staff forums in Alice Springs, Tennant Creek, Katherine and Darwin. A total of 48 ATSI employees attended the forums across all locations and participated in workshops and presentations by Support and Wellbeing, and Police and Public Sector Unions.

Headcount	ATSI identified	Percentage	Not ATSI identified	Total
2018–19	212	9.57%	2015	2227

Source: BoxiHR Equal Employment Opportunities Report as at Pay 26, 2019.

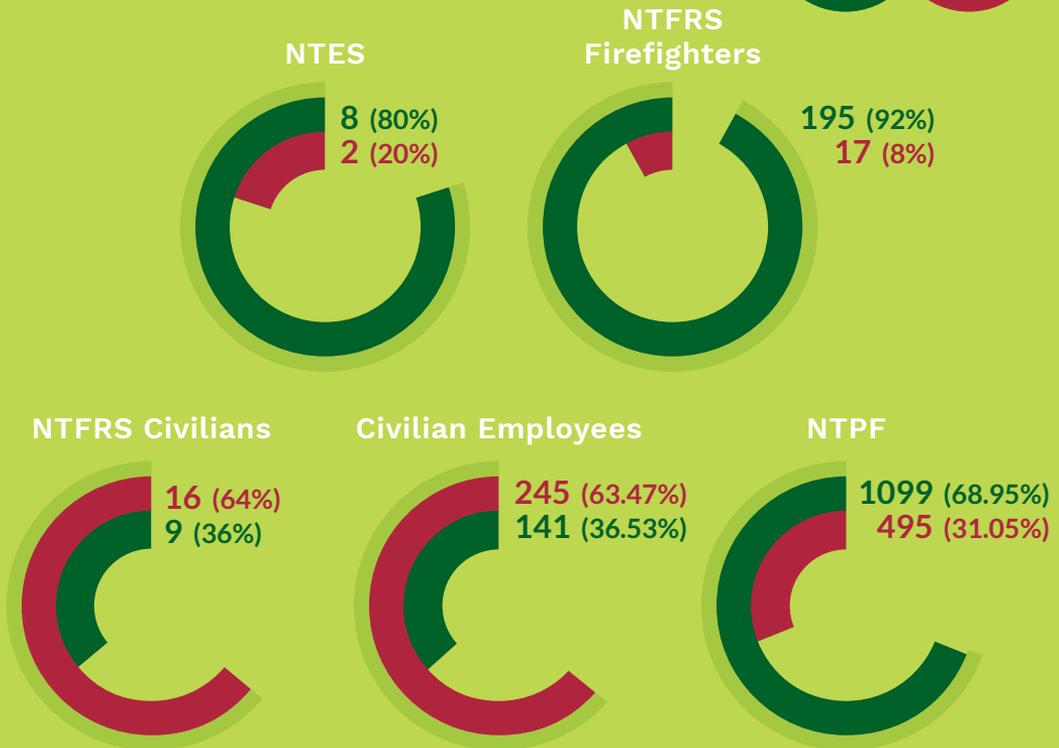
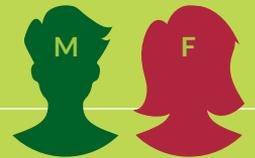


NTPFES four-year gender comparison



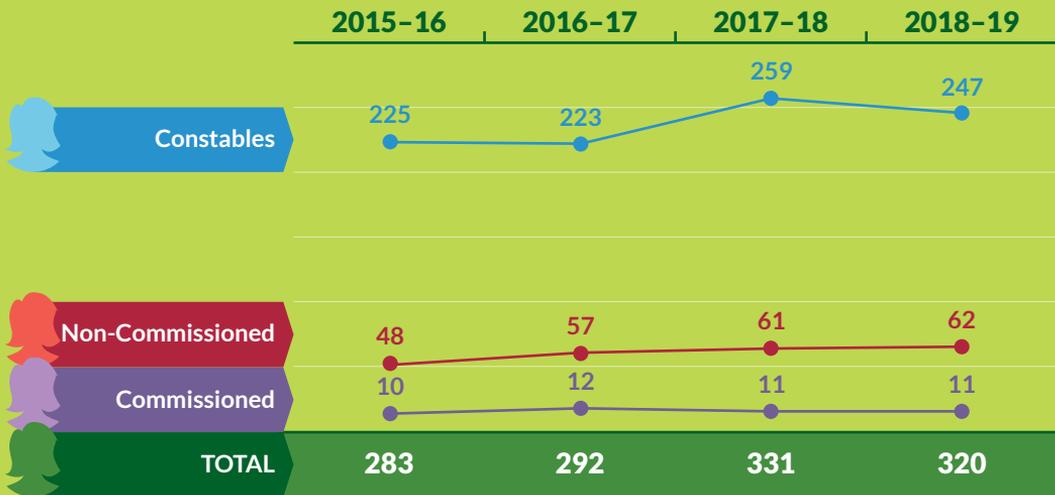
Source: BoxiHR headcount as at Pay 26, 2019.

NTPFES staff by group and gender



Source: BoxiHR headcount as at Pay 26, 2019.

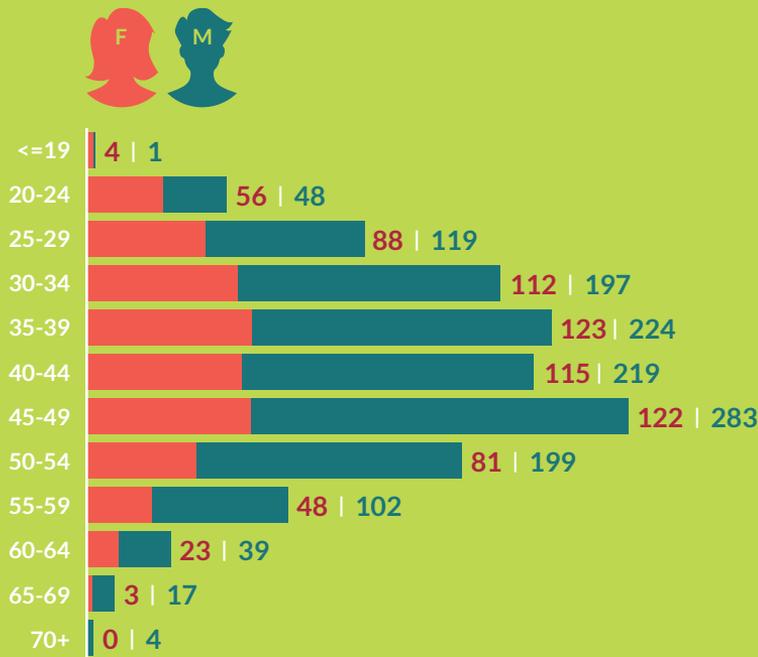
NTPF females by rank



Source Data: BoxiHR headcount as at pay 26, 2019

Commissioned=Superintendent and above, non-commissioned=sergeant, remote sergeant, senior sergeant, Constables = all constables (including Recruits)

NTPFES staff by age and gender



41

is the average age of our agency.

Source Data: BoxiHR headcount as at Pay 26, 2019.



Health, Safety and Wellbeing

In 2018–19, the NTPFES Safety, Health and Recovery Unit continued to work towards the outcomes identified in the Safety, Health and Wellbeing Framework 2017–20.

The framework recognises the need for the tri-service to encourage a proactive and preventative approach to safety, health and wellbeing at work through implementation of three key strategies:

Wellness@work

The Healthy Lifestyles Program educates our workforce about preventable illnesses like heart disease and diabetes. The program gives staff a personal risk assessment and then empowers them to address factors such as their diet and lifestyle. 24 risk assessments were delivered in 2018–19 across multiple urban/regional sites plus a number of education and awareness sessions. As part of the program, a highlight was a ‘lunch and learn’ expo that brought PFES personnel and 10 local service providers together.

Recover@work

The Health and Recovery Section supports the NTPFES by delivering workplace injury early intervention, workers’ compensation and personal injury management programs. During 2018–19, a total of 101 injuries were managed under workplace injury early intervention, with a further 93 claims lodged under workers’ compensation.

Safe@work

The Safety Section ensures the safety of our people and the community we serve by applying the concepts of safe policy, safe practice, safe people and safe places. This is achieved through education programs and activities to help NTPFES personnel respond to and recover from workplace accidents, incidents and injuries.



Support and Wellbeing

NTPFES staff and volunteers are frequently exposed to multiple critical incidents, which can be powerful and upsetting events that intrude into a person's daily life and affect mental health and wellbeing. NTPFES staff and volunteers can also be subject to a range of other operational, organisational and personal stressors, which affect mental health and wellbeing. NTPFES offers a range of services to support and promote the mental health and wellbeing of all staff, volunteers and their families through the Support and Wellbeing and Chaplaincy units. In NTPFES there are four psychologists, three wellbeing and health officers, 65 peer supporters and two chaplains.

Peer supporters and wellbeing and health officers provide social and practical support and offer assistance to staff and volunteers through life's challenges. NTPFES psychologists undertake a range of internal clinical and organisational psychology services, which include psychological treatment, post-critical incident support, worksite visits, well checks and consultation to police recruitment. The NTPFES external counselling program is also available and is coordinated by NTPFES psychologists. In 2018-19 approximately 1800 counselling sessions were provided to staff, volunteers and their family members through this program.

The Support and Wellbeing unit provides training in mental health first aid. This is help offered to a person developing a mental health problem, or experiencing a mental health crisis, until appropriate professional treatment is received or until the crisis resolves. The course is well recognised to increase mental health awareness and reduce stigma. It is facilitated by wellbeing and health officers and psychologists who are accredited

mental health first aid instructors. The training is run for staff, volunteers and new recruits.

Chaplains provide a range of pastoral and spiritual care services, which include emotional and spiritual support for staff, volunteers and their families in times of crisis, outreach to staff and volunteers through worksite visits and ceremonial roles at official NTPFES functions.



Reported incidents by mechanism for the financial years 2015 to 2019

Primary Mechanism of Incident	2015-16	2016-17	2017-18	2018-19
Sound and pressure Incidents/injuries or disorders which are a result of sound or changes in pressure.	4	3	2	0
Heat, electricity and other environmental factors Incidents/injuries or diseases which result from contact with or exposure to heat (or lack of heat), light, radiation, electricity or other environmental factors.	9	7	8	17
Mental stress Incidents/injuries or disorders which result from the person experiencing mental stress or being exposed to mentally stressing situations.	6	11	2	4
Vehicle incidents and other Incidents/injuries which fall outside those not classifiable to other mechanism groups.	25	13	31	24
Biological factors Incidents/injuries or diseases which result from contact with, or exposure to, germs, bacteria, and other micro-organisms.	38	34	30	33
Chemicals and other substances Incidents/injuries, diseases or disorders which result from a reaction when a worker comes in contact with a chemical or substance, no matter what type of reaction is involved, but exclude occurrences where the person is affected by biological factors such as bacteria, viruses and other microorganisms.	7	39	50	45
Hitting objects with a part of the body Incidents/injuries which result from the motion of the person when hitting, grasping or otherwise striking objects.	45	41	47	41
Falls, trips and slips of a person Incidents/injuries which are a direct result of the action of falling, or in trying to recover from a fall. Include intentional jumps as well as unintentional falls.	80	84	75	89
Body stressing Incidents/injuries which result from stress placed on muscles, tendons, ligaments and bones.	116	98	135	131
Being hit by moving objects Incidents/Injuries which are a result of the action of an object hitting the person.	112	104	103	119
TOTAL (Data current as at 12/07/2019)	442	434	483	503

Source: NTPFES AIIHR data.
Current as at 12 September 2019.
Does not include hazard-only reports.



Training and Education

NTPFES College

The NTPFES College provides high-quality education and professional development programs to maintain and further develop professional practice. The definitive goal of the NTPFES College is to design, develop and deliver training that underpins individual and organisational capability to provide quality, professional public safety services. Continuous improvement of products and services is an ongoing focus of the NTPFES College.

The NTPFES College is responsible for the governance and maintenance of the organisation's registered training organisation (RTO) status. It ensures the governance and high-quality of nationally accredited training and assessment through effective collaboration within NTPFES.



Recruit training

In 2018–19, a total of 151 new recruits graduated from eight recruit squads, with an additional four members reappointed at Constable rank. Graduates included 47 Constables, eight Aboriginal Community Police Officers (ACPO), 36 Police Auxiliaries and 60 Police Auxiliary Liquor Inspectors (PALI).

The graduated recruits were posted to various locations in the Northern Territory:

	Darwin	Katherine	Alice Springs	Tennant Creek	Remote
Constables	13	14	15	5	0
ACPOs	1	1	3	1	2
Police Auxiliaries	36	0	0	0	0
PALIs	0	19	37	4	0





Youth training

The NTPFES Cadet Program continues to be successful with ongoing partnership with the Department of Education and more recently the Charles Darwin University. The NTPFES College delivered training to two Darwin-based cadet squads and two Alice Springs-based cadet squads in 2018–19.

In September 2018, 18 members of NTPFES Cadet Squad 3 graduated, after completing more than 600 hours of training and volunteer work throughout the two-year program, which includes a Certificate III in Business and a Certificate II in Community Engagement. From this squad, Takeshi Martin has commenced training with Auxiliary Squad 61.

The NTPFES Cadet Program won the 2018 Industry Collaboration NT Training Award, which recognises exemplary skills development collaboration between at least one employer/industry body and at least one organisation delivering nationally recognised training. Winning the award automatically progresses the NTPFES entry and shortlisting for the Australian Training Awards to compete at the national level.

The contribution of acting Senior Sergeant Martin Astridge was recognised when he was awarded 'runner up' for 2018 Trainer of the Year. This award acknowledges innovation and excellence by a teacher/trainer who demonstrates outstanding achievements in all aspects of the delivery and assessment of nationally recognised training and qualifications.

Cadet Shayayla Carne was a finalist in the 2018 NT Training Awards category of Aboriginal and Torres Strait Islander Student of the Year. The award recognises the achievement of an Aboriginal or Torres Strait Islander student who displays a strong understanding and knowledge of the vocational education and training system and demonstrates the relevance of lifelong learning for themselves and their community.

Grant Nicholls

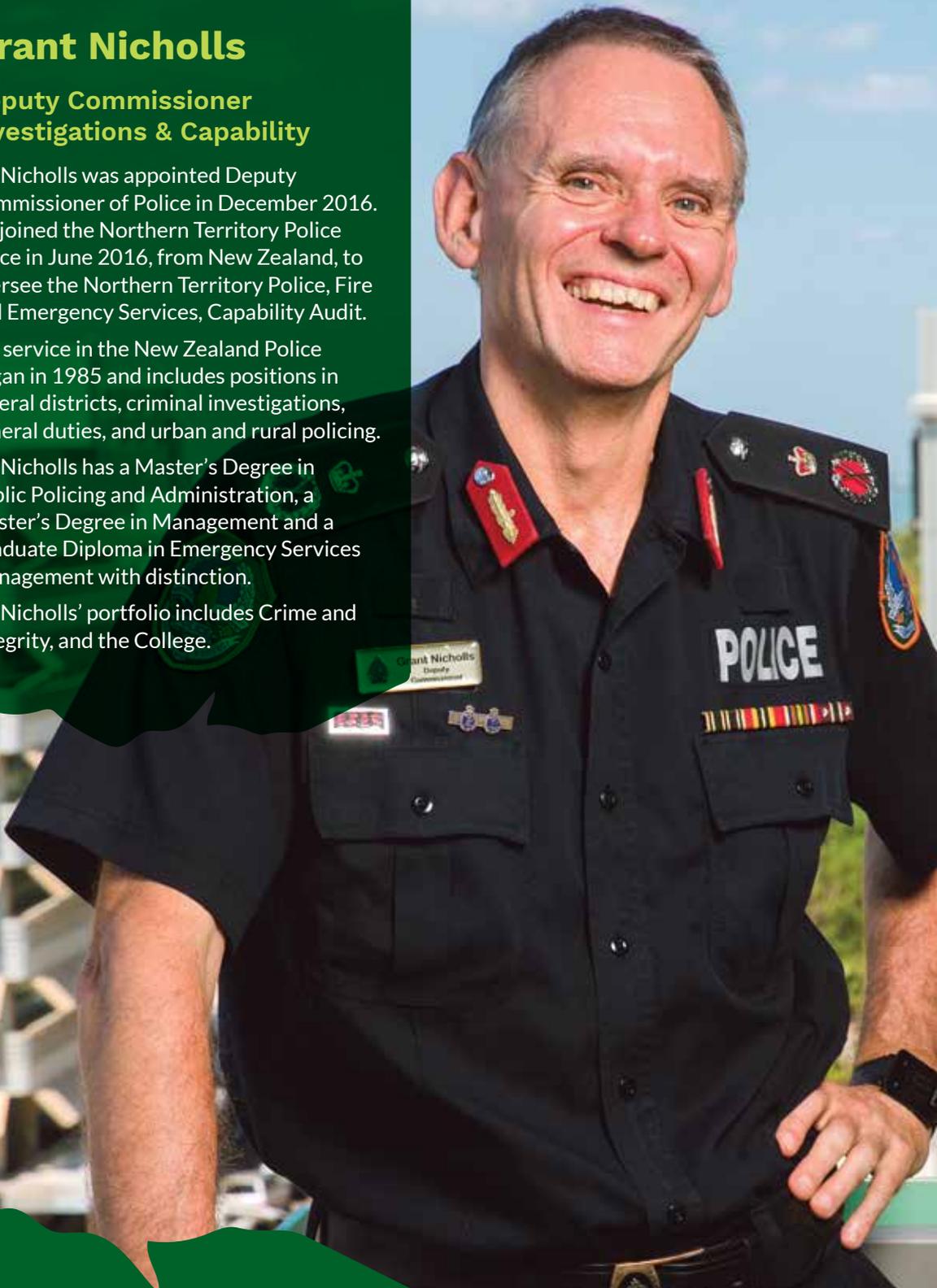
Deputy Commissioner Investigations & Capability

Mr Nicholls was appointed Deputy Commissioner of Police in December 2016. He joined the Northern Territory Police Force in June 2016, from New Zealand, to oversee the Northern Territory Police, Fire and Emergency Services, Capability Audit.

His service in the New Zealand Police began in 1985 and includes positions in several districts, criminal investigations, general duties, and urban and rural policing.

Mr Nicholls has a Master's Degree in Public Policing and Administration, a Master's Degree in Management and a Graduate Diploma in Emergency Services Management with distinction.

Mr Nicholls' portfolio includes Crime and Integrity, and the College.





The Junior Police Ranger scheme, launched in 1985, continued in 2018–19 with three Junior Police Ranger groups coordinated for the year. The scheme develops the leadership skills of young people by providing activities not generally available at schools.

It is designed to boost a range of practical skills (from public speaking to orienteering) and self-esteem among the participants, enabling them to pass these skills on to their peers.

In September 2018, the Junior Police Ranger program received the Royal Life Saving Society Australia President's Award.

Thirteen Junior Police Ranger 'Dukes' walked the Kokoda Trail in October 2018 as part of the Duke of Edinburgh Award program. The Junior Police Rangers learnt a lot about themselves and their lives and were extremely grateful for the amazing opportunity.

Probation management

In 2018–19, the NTPFES College Probation Coordinator managed the probation requirements of 289 members across all streams (Constable, ACPO, Police Auxiliary and PALI). While on probation, members undertake their duties thorough on-the-job training and guidance to become a confirmed sworn member.

Promotional development

A total of 31 police officers completed the required professional development courses to be promoted to the rank of Senior Constable or to be qualified to seek promotion to the ranks of Sergeant and Senior Sergeant.

The following table details the number of police officers who successfully completed promotional development courses offered by the NTPFES College:

Course description	Participants
Senior Constable – Operational Development (three courses)	14
Sergeant – Supervision Development Program	14
Senior Sergeant – Management Development Program	3
Strategic Incident Command Course	7

Source - Adapt



As part of the on-going commitment to the Indigenous Ranger Program, Water Police, in partnership with the Australian Maritime Fisheries Association (AMFA) delivered training to 15 Indigenous Rangers from remote communities, who were completing the Certificate II Fisheries Compliance Course. The rangers attended Manton Dam to undertake their practical assessments in realistic field scenarios to put into practice the skills they learnt in the classroom.

Specialist, online and other training and assessment

The NTPFES College in partnership with other areas in the agency provides a number of specialist, online and other primary courses to develop members to undertake required duties.

There are a number of mandatory annual requalification requirements for staff members including areas of operational safety (firearms, defensive tactics and emergency care), custody, emergency vehicle and pursuit driving, and respect, equity and diversity.

The following table details the number of staff who successfully completed the primary training in 2018–19:

Course description	Participants
4WD Operator's Course	54
Aboriginal Land and Native Title Online	425
Active Armed Offender Training – Command Training	356
Advanced Off-Road Motorcycle Course	17
Advanced Resuscitation	108
Aerosol Subject Restraint	90
Aerosol Subject Restraint Instructor Course	14
Alcohol Harm Reduction Act Online	203
Bee III Radar Operator	51
Behavioural Indicators of Radicalisation for Frontline Police Online	361
Body Worn Video & Evidence.com	135
Breath Analysis Instrument Drager 7110	24
Breath Analysis Instrument Drager 9510	144
Challenging Unconscious Bias	19
Unconscious Bias Training Course	184
Child Forensic Interviewing Course	9
Corporate Credit Card Online	37
Custodial Care Online	1481
Defensive Driving Course	81
Defensive Tactics Training	1444
Defensive Tactics Instructor Course (Skills and Theory)	18
Detective Pre-Course Exam	28
Detective Training Course	20

Course description	Participants
Disaster Victim Identification Online	79
Domestic and Family Violence Evidence in Chief	247
Drug Driving Saliva Testing Course	77
Drug Saliva Analysis - Drager Drug Test 5000 Operator	99
Emergency Care Management Program (ECMP)	459
ECMP – Combat Application Tourniquet, Emergency Bandage and Chest Seal	69
ECMP Instructor Course	5
ECMP Online	423
Emergency Restraint Chair – Command Training	107
Emergency Vehicle Driving and Pursuit Driving Online	1477
Evidence Act Online	143
Firearm Instructor Course	17
Firearm .22 Bolt Action Rifle	1179
Firearm .308 Bolt Action Rifle	1155
Firearm .338 Bolt Action Rifle	25
Firearm 12 Gauge Shotgun	1237
Firearm AR Series Rifle	537
Firearm Glock Pistol	1386
Firearm Glock Pistol Instructor Course	20
Firearm – Armourers Course – Glock Pistol	33
Foundational Leadership Workshop	99
Human Source Management Level 1 Online	512
Incident Management – Command Training	219
Investigative Interviewing Level I	18
Investigator Pre-Course Exam 2018	51
Investigator’s Course	36
LIDAR (Laser) Operator	23
Local Controllers Online	267
Mental Health – Command Training	98
Mental Health First Aid Course	28

Course description	Participants
Mental Health Online	129
Merit Selection Online	45
Mock Pursuit Course	46
NT Incident Control System Online	183
Professional Reporters Tool Online	328
Respect Equity Diversity Online	964
Respect Equity Diversity	84
Risk Assessment and Management Online	136
Special Measures Online	30
Taser Instructor Course	14
Taser X2 Operator	118
Taser X2 Operator Online	1113
Trespass and Custody (Coronial Recommendations) - Command Training	233
Tyre Deflation Device (TDD) Night Hawk Remote Operator	12
TDD Night Hawk Remote Instructor	1
TDD Stinger Spike System Operator	240
TDD Terminator Operator	131
Youth – Command Training	945

Source – Adapt – Report run at 31 July 2019 for 2018–19 period

Note: Adapt recording system eliminates staff members who have been trained but have resigned or otherwise separated from the NTPFES. There is some slight duplication with those that are staff members as well as volunteers or undertaking other duties.



Registered Training Organisation (RTO)

The NTPFES College is responsible for the governance and maintenance of the organisation's RTO, with 1151 qualifications awarded in 2018–19.

Qual/Unit Code	Qualification/Unit Name	Awards
22202VIC	Course in Australasian Inter-service Incident Management System (AIIMS)	132
22459VIC	Course in the Australasian Inter-service Incident Management System (AIIMS)	52
POL21115	Certificate II in Community Engagement	31
POL31115	Certificate III in Aboriginal Community Policing	11
POL50115	Diploma of Policing	114
POL50118	Diploma of Policing	20
POL62215	Advanced Diploma of Police Intelligence Operations	1
POL65115	Advanced Diploma of Police Investigation	16
POL65115R2	Advanced Diploma of Police Investigation	12
PUA20613	Certificate II in Public Safety (Firefighting and Emergency Operations)	40
PUA30613	Certificate III in Public Safety (Firefighting and Emergency Operations)	9
PUA40313	Certificate IV in Public Safety (Firefighting Supervision)	20
FWPCOT2239	Trim and Cut Felled Trees	31
HLTAID003	Provide First Aid	444
HLTFA211A	Provide Basic Emergency Life Support	96
PUASAR002A	Participate in a Rescue Operation	97
PUASAR023A	Participate in an Urban Search and Rescue	25

Source – VetTRAK - Report run at 31 July 2019 for 2018–19 period.

Capability Development Framework Project

The NTPFES College is working on new police promotional pathways and an NTPFES Leadership and Management Program (LaMP). These exciting projects will see the NTPFES provide professional development pathways and opportunities to all employees, with a focus on management, leadership and the inherent requirements of a police officer. The scoping work is continuing through consultation, with identified subject matter experts (SMEs) developing content in accordance with a rank capability framework and best practice guidelines. The new pathways will enhance the capabilities and development of staff, providing them with additional mechanisms of problem solving and serving the community better. The program is available to all staff, including those deployed in regional and remote areas.

Training in Partnership

In 2018–19, the NTPFES College collaborated with other educational facilitators and law enforcement agencies to ensure staff received contemporary training opportunities both in specialised fields and in management programs. Agencies involved included Charles Darwin University, the Australian Institute of Police Management, the Australian Federal Police and the Australian Border Force. The NTPFES College multi-purpose facility was regularly utilised to host forums involving participants from across the Northern Territory and Australasia.

Dog Operations Unit

The NTPF Dog Operations underwent significant development in 2018–19. A partnership with the New Zealand Police Dog Section has seen a new direction in police dog training and has resulted in certification of police dog handlers in current best practice and to the Australasian standard. This partnership has seen the acquisition of new puppies that will be trained to become patrol and drug detection dogs, with dogs sourced from New Zealand Police, Australian Border Force and private breeders. Building on the development of young dogs who commenced training, two patrol dogs (PD Freddy and PD Fitzzy) and one detection dog (PD Kanga) graduated.

Territory-wide there are nine operational drug detection dogs based in Darwin, Katherine, Alice Springs and Groote Eylandt. All handler and dog teams can be deployed on short notice as required including in remote and regional areas. There are three operational patrol dogs Territory wide with two based in Darwin and one in Alice Springs. It is expected that a further two patrol dog teams will graduate early in 2020, with both teams based in Darwin. The operational teams work closely with frontline units, providing tracking (offenders and missing persons), building searches and a use of force option in the apprehension of violent offenders.

Jenny Nelson Willis

Chief Officer Strategy and Capability, Northern Territory Fire, Rescue and Emergency Services

Mrs Nelson Willis was appointed Chief Officer Strategy and Capability in November 2016. Prior to this appointment, Mrs Nelson Willis worked at the NSW Ambulance Service for fifteen years as the Chief Superintendent/ Director of the NSW Ambulance Special Operations Unit.

Career highlights include working within the NSW Police Counter Terrorism and Special Tactics Command for five years and maintaining her clinical certificate to practice during her ambulance career. Mrs Nelson Willis has been an Ambulance Commander for a number of large and high profile events including the Lindt Café Siege.

Mrs Nelson Willis is a graduate of the Australian Institute of Company Directors, holds a Master's Degree in Management, a Master's Degree in Emergency Management, Advanced Diploma in Civil Care and Security and has completed the NSW Police Strategic Leadership Program.



NTFRES

NTFRES Training and Development Command (T&DC) has increased its capability with the addition of the Emergency Management Training Unit to the existing three functional units:

- career training unit which oversees and coordinates the Recruit Firefighter course and Senior Firefighter Development Program (SFFDP)
- volunteer training unit which maintains the training and skills development for both fire and emergency services volunteers
- quality learning and assessment unit which is responsible for developing training and assessment material and maintaining compliance with the Registered Training Organisation Standards.

Recruit Squad 43 progressed through promotional training, undertaking driving assessments and completing the skills consolidation phase of their first 12 months.

Recruitment for Squad 44 was completed in June 2019 with 12 successful applicants selected to commence in July 2019.

T&DC delivered two Senior Firefighter Development Programs in 2018–19, with 13 members attaining the rank of Leading

Firefighter including three from Alice Springs and one from Katherine.

A Performance Improvement and Remedial Training Plan was implemented in 2019 to support members with additional training and assessment when required.

The Volunteer Training Unit continues to identify and optimise training for NTFRES volunteers with courses delivered to volunteer firefighters and emergency services members. The Volunteer Consultative Committee membership was expanded to include representation from both fire and emergency services members.

The Emergency Management Training Unit coordinated the first AIIMS Level 2 courses for members from NTPFES and other Northern Territory Government agencies. The Planning Officer Level 2 and Incident Controller Level 2 courses were delivered in both Darwin and Alice Springs.

In 2018–19, NTFRES provided training to career, auxiliary and volunteer members through the provision of 294 courses including accredited and non-accredited courses, plus other training opportunities through external agencies.





Awards and Recognition

While serving and protecting the Northern Territory community, the staff and volunteers of the NTPFES are recognised for their bravery, outstanding performance, service excellence and professional achievements as well as their continued dedication and service to the agency.

Criteria for inclusion in the annual report are those who have been awarded a medal or an award in the last financial year, however the recipient may not have been presented their medal or award prior to the release of this annual report.

Awards Administered under the Australian System of Honours and Awards



Australian Police Medal (APM)

The Australian Police Medal is awarded for distinguished service by a member of an Australian police force. Recipients are entitled to the post nominal 'APM'.

Abbott, Trent

Currie, Keith

Mellon, Neil



Australian Fire Service Medal (AFSM)

The Australian Fire Service Medal recognises distinguished service by members of an Australian fire service. It may be awarded to both paid and volunteer members. Recipients are entitled to the post nominal 'AFSM'.

Fountain, Alan

Stubbs, Wayne

Whittaker, Jeffrey



Emergency Services Medal (ESM)

The Emergency Services Medal recognises distinguished service by members of emergency services across Australia and people who are involved in emergency management, training and education. Recipients are entitled to the post nominal 'ESM'.

Green, Ronald



National Police Service Medal (NPSM)

In recognition of the special status that sworn police officers have because of their role protecting the community. It represents a police officer's past and future commitment to give ethical and diligent service.

Akers, Matthew
 Archer, Jason
 Bauwens, Juanita
 Bedwell, Andrew
 Bouma, Serge
 Brennan, Richard
 Cammiss, David
 Conroy, Jason
 Court, Michael
 Curriez, Eric
 Davies, Benjamin
 Debnam, James
 Edwards, Travis
 Farley, Nadene
 Farrand, Linda
 Finch, David
 Finn, Nathan
 Gavin, Tai
 Green, Alan
 Haig, Steven
 Hartley, Wayne
 Hunt, Hayden
 Iddon, Jeffrey

James, Neil
 Jamieson, Andrew
 Kennon, Ian
 Kidney, Adrian
 Kidney, Robin
 Kingsbury, Luke
 Korenstra, Michael
 Kronk, Nicholas
 Langeneck, Wolfgang
 Leafe, Glenn
 Lindner, Brendan
 Livingstone, Kelly
 MacPherson, Martin
 Mamo, Nathan
 Marshall, Malcolm
 Mathison, Jarrod
 McBain, Donna
 McCartney, Cortney
 McDonagh, Stuart
 McIntyre, Cheryl Ann
 Morris, Adrian
 Morrison, Jonathon
 Nguyen, Thien

Oberg, Gregory
 O'Brien, Richard
 Odgaard, Mark
 Overall, David
 Parsons, Matthew
 Patterson, Sean
 Reed, Nouvelle
 Roberts, Jennifer
 Robson, Darren
 Rossiter, Bennan
 Sanderson, Melissa
 Sayson, Louie
 Sharkey, Michael
 Skennar, Norman
 Smith, Scott
 Smith, Wayne
 Srhoj, Daniel
 Stanley, Sean
 Whitehouse, Kathryn
 Whiting, Samantha
 Wood, Natashaia
 Wood, Paul Jason



National Medal (NM)

The National Medal recognises 15 years diligent service by members of recognised government and voluntary organisations that risk their lives or safety to protect or assist the community in enforcement of the law or in times of emergency or natural disaster.

Akers, Matthew	Farley, Nadene	Livingstone, Kelly	Rout, Phillip
Archer, Jason Scott	Farrand, Linda	Machacek, Jasen	Sanderson, Melissa
Arnott, Leighton	Finn, Nathan	Mamo, Nathan	Sayson, Louie
Auricht, Owen	Flint, Edmund	Marshall, Malcolm	Schultz, Daniel
Bauwens, Juanita	Green, Alan	Mathieson, Paul	Skuse, Kathleen
Bedwell, Andrew	Green, Ronald	McBain, Donna	Smith, Robert
Berry, Shane	Haig, Steven	McDonagh, Stuart	Smith, Scott
Bury, James	Hartley, Wayne	Morris, Adrian	Smith, Wayne
Chilcott, Brad	James, Neil	Morrison, Eric George	Srhoj, Daniel
Conroy, Jason	Kennon, Ian	Morrison, Jonathon	Stanley, Sean
Court, Michael	Kingsbury, Luke	Nguyen, Thien	Stitfold, Duncan
Crowell, Robert	Korenstra, Michael	O'Brien, Richard	Streeter, Benjamin
Currie, Eric	Kronk, Nicholas	Overall, David	Sweeney, Mark
Curtis, Roy	Langeneck, Wolfgang	Parsons, Matthew	Whitfield-Jones, Daniel
Davies, Benjamin	Leafe, Glenn	Patterson, Sean	Whiting, Samantha
Dudley, Andrew	Lees, Marcus	Ranie, Sean	Willmetts, Garry
Dunne, Peter	Lindner, Brendan	Robson, Darren	Wood, Natasha
Edwards, Travis	Livesley, Joseph	Rossiter, Bennan	

First Clasp to the National Medal (25 Years of Service)

Abbas, Ghulam	O'Shea, John	Russell, Scott
Bryson, Richard	Parker, Damien	Seagrave, Stephen
Hovland, Leif	Perry, Scott	Whittington, Robert
Matthews, George	Pusterla, Gregory Charles	
Owen, Trevor	Read, Virginia	

Second Clasp to the National Medal (35 Years of Service)

Cubis, David	Lindfield, Peter	Roe, Jennifer
Heyworth, Stephen	O'Brien, Jamie	Ruzsicska, Peter
Lawrence, Shane	Reed, Nouvelle	

Third Clasp to the National Medal (45 Years of Service)

Letheby, David

Awards Administered by the NTPFES

NTPFES



Commissioner and CEO's Outstanding Leadership Medal

In recognition of consistent performance to a high standard and projecting an excellent example of outstanding leadership in accordance with the agency's core values.

Bellenger, Gemma	Hill, Peter	Pomare, Brooke
Brookhouse, Matthew	Hulm, Leanne	Sharma, Sachin
Dugdell, Seth	Labrooy, Amanda	Stotler, Stephanie
Haseman, Aaron	Langridge, Zoe	

NTPF



Commissioner's Policing Excellence Medal

In recognition of excellence in policing by individuals or an identified group in pursuit of the NTPF core business outcomes and encompassing corporate values to the highest level.

Ah Mat, Lindsay	Donnithorne, Gillian	Mayo, Nathan
Burns, Darren	Hamilton, Jennifer	Mitchell, Nicholas
De Vos, Robert	Kent, Michael	Warden, Shayne



Commissioner's Commendation Ribbon

Awarded to any member who displays exemplary service and/or dedication to duty far exceeding that which may reasonably be expected.

Asinari, Lara	James, Adrian	Ramage, Martin
Day, Gemma	Kennon, Elisha	Woods, Sonny
Irwin, Marrienne	Pardon, Brodie	



Northern Territory Police Service Medal

In recognition of the ethical and diligent service by sworn members of the NTPF. Ten years eligible service is necessary to qualify for the medal and clasps are available for each additional 10 years of service.

Aiken, Scott	Downie, Steven	Johnson, Kim	O'Riordan, David
Anderson, Brodie	Dudley, Andrew	Jones, Mathew	Parkanyi, Paul
Archer, Jason	Elsegood, Francine	Kelly, Jeshua	Plowright, Ian
Arnott, Leighton	Emmett, Philip	Konrad, Alexandra	Pollard, Charles
Atkinson, Bryan	Fahy, Katrina	Kren, Andrew	Powell, Benjamin
Baird, Melonie	Ferricks, Kyle	Lamb, Luke	Prowse, Brett
Ball, Michael	Fields, Michael	Lawrence, Nathan	Robson, Darren
Ban, Arpad	Flowers, Farrah	Lee, Jessica	Roche, Dion
Barnes, Nicholas	Forsyth, Tian	Lehmann, Heidi-Marie	Scott, Nicholas
Becker, Marcus	Frost, Martin	Lewis, Scott	Sharma, Jennifer
Bencsevich, Nicholas	Gall, Alistair	Liebelt, Kathleen	Smith, Scott
Birch, Peter	Gargan, Michelle	Machalek, Angelina	Third, Ameer
Brennan, Alexander	Garner, Simone	Machalek, Pavel	Threlfo, Adam
Bui, Duy	Goymer, Keryn	Magee, Max	Thurgood, Christopher
Burkenhagen, Lisa	Griffiths, Robert	Mahoney, Cameron	Tilmouth, Albert
Carr, Kevin	Haig, Steven	Mardicas, Ester	Tom, James
Chisholm, Danielle	Harrop, James	Martin, Winston	Tomaszewski, Nathan
Clark, Sean	Hart (Robson), Teresa	Mather, Jason	Tonkin, Janelle
Cobern, Jamie	Hartley, Wayne	Mathison, Jarrod	Trenerry, David
Codrington, Fiona	Harvey, Alicia	McDonald, Matthew	Trevaskis, Ashlee
Coleman, Ben	Harvey, Shannon	McMahon, Xavier	Trewin, Pauline
Coles, Gary	Hawkins, Wade	McWilliams, Stephen	Turner, Marc
Collinson, Jay	Hebb, Michael	Metcalf, Maree	Turner, Nathan
Coonan, Glen	Hoffman, Anya	Millar, Rhys	Waite, Nicholas
Cooper, Kelly	Hogan, Tania	Mole, Robert	Warrior, Glenn
Crea, Domenic	Hole, Rachael	Moore, Belinda	Watson, Marc
Crisp, Susan	Hopkins, Daniel	Muldoon, Brendan	White, Christopher
Cunningham, Joshua	Houseman, Gary	Murray, Debra	Whiting, Patricia-Kara
David, Lukas	Jackwitz, Troy	Nicholas, Sally-Ann	Williams, Derek
Davies, Benjamin	Jarvis, Gregory	Nicholson, Andrew	Wootton, Bradley
Davies, Helen	Jenkins, Dean	Nolan, James	Young, Jennifer
Debnam, James	Jenkinson, Colin	Noonan, Alexander	
Delaine, Robert	Jockers, Kristian	O'Brien, Allan	

20 Year Clasp to the Northern Territory Police Service Medal

Armitage, Robert	Dallacosta, Romolo	McKellar, Christopher	Smallridge, Gary
Bahnert, Barrie	Day, Karl	Nobbs, Jody	St Clair, Donald
Blake, Jason	Deutrom, Michael	Oberg, Gregory	Taylor, David
Botterell, Vicki-Lynn	Fernandes, Paulo	O'Brien, Richard	Warden, Josephine
Bradley, Sandi Lee	Giles, Lenora	O'Donnell, Carl	Warden, Shayne
Brooke-Anderson, Philip	Kennedy, Susan	Phillips, Leith	Wright, Robyn
Butcher, Carmen	Kowalewycz, Daniel	Ragg, Colin	Young, David
Cassidy, Craig	Lacey, Gareth	Ramage, Martin	Young, Ian
Chambers, Kim	Lewfatt, Shawn	Richardson, David	
Cottier, Brett	Marshall, Wade	Sanderson, Karen	
Cummins, Isobel	McGarvie, Renae	Secrett, Jeannie	

30 Year Clasp to the Northern Territory Police Service Medal

Abbas, Ghulam	Foley, Joanne	Gray, Ian	Nixon, Timothy
Agnew, Kevin	Furniss, Shaun	Griggs, Paul	Pemberton, Kaye
Bahnert, Geoffrey	Gibson, Erica	Guerin, Malcolm	Schumacher, Michael
Barrett, Dean	Gill, Shaun	Hamilton, Craig	Wyatt, Michael
Beale, Naomi	Goodger, Christine	Jordan, Robert	



Remote Service Ribbon

The Remote Service Ribbon recognises the meritorious service of members who have served in remote areas. All sworn members including police auxiliaries and ACPOs are eligible to apply. The eligibility criteria is that members have served 24 months continuous service or longer at locations which do not include Darwin, Katherine or Alice Springs.

41 Remote Service Ribbons were issued.

Akers, Matthew	Duggan, Andrew	Lamb, Gregory	Rose, James
Arnott, Leighton	Dungey, Travis	Lees, Marcus	Rue, Jeffrey
Beaumont, Christopher	Ferry, Nicholas	Mayo, Nathan	Ryan, Jason
Carbone, Joseph	Gaylard, Bradley	Mcadie, Mark	Shewring, Shane
Carter, Christopher	Haseman, Aaron	McLaren, Robert	Stove, Benjamin
Coffey, Mark	Higgie, Gary	Meng, Geoffrey	Streeter, Joshua
Courtney, Thomas	Hockey, Rebecca	Millar, Rhys	Thackeray, Jason
Cousins, Peter	Holt, Andrew	Mills, John	Wheeler, Christopher
Crawley, Katherine	Johnson, Jonas	Morgan, William	
Cross, Jeremy	Jones, Dylan	Pollard, Charles	
Donaldson, Craig	Kelly, Sherri-Lynn	Prichard, Adrian	



Patricia Anne Brennan Award

Awarded in recognition of a significant contribution made to women in the NTPFES by an individual employee, either sworn or unsworn.

Beale, Naomi

Police Auxiliary of the Year

Awarded in recognition of a Police Auxiliary who has undertaken their duties with diligence and commitment. The award acknowledges the member's contribution in the workplace and the effective and efficient delivery of police services to the community.

Kennedy, Susan

NTFRES



Northern Territory Fire and Rescue Service Medal

In recognition of ethical and diligent service by officers of the NTFRS. Ten years eligible service is necessary to qualify for the medal and clasps are available for each additional 10 years of service.

Quan, David

Fountain, Alan

20 Year Clasp to the Northern Territory Fire and Rescue Service Medal

Bateman, James

Lines, David

Way, Maxine

Brookhouse, Matthew

Politis, Skevos

Craven, Stephen

Pyper, John

30 Year Clasp to the Northern Territory Fire and Rescue Service Medal

Koomen, Eric
Parker, Damien

Salt, Royle
Simon, Peter

Van Boxtel, Petrus
Weetra, Darrin

40 Year Clasp to the Northern Territory Fire and Rescue Service Medal

Lockley, Ian

Whatley, Douglas



NTES Volunteer Service Medal

In recognition of meritorious service by NTES volunteers. Five years eligible service is necessary to qualify for the medal.

Gotts, Joshua
Jeffries, Denise

Smith, Brenton
Wunungmurra, Alfred

Wunungmurra, Sharron

NTPFES Public Sector



NTPFES Public Sector Medal

In recognition of ethical and diligent service by NTPFES public service personnel. Ten years eligible service is necessary to qualify for the medal and clasps are available for each additional five years of service.

Burke, Brooke
Clarke, Chris
Diamond, Mark
Harris, Melissa
Hurst, Glenn

Martin, Leslie
McDade, Neil
Mills, Timothy
Oliver, John
Quong, Donna

Schutte, Liezel
Villanueva, Yulita
Vitnell, Steven
Walshe, Malcolm
Williams, George

15 Year Clasp to the NTPFES Public Sector Medal

McDade, Neil

20 Year Clasp to the NTPFES Public Sector Medal

Cunnington, Teresa-Lea

25 Year Clasp to the NTPFES Public Sector Medal

Gatus, Dwight

Schaefer, Margaret

Rotary NT Police Officer of the Year

Butcher, Carmen

Rotary Damien Clifton Award

Caldwell, Abby Sherry, Tim

Rotary Eric Simmons Award

Charteris, Mark O'Connor, Fleur

Aboriginal Community Police Officer of the Year - Administrator's Medal

Gargan, Michelle



Recruit Constable Course

Commissioner's Trophy

Bain, Briony (Squad 135)
Grey, Matthew (Squad 134)

Rod Evans Memorial Trophy

Gangemi, Damien (Squad 135)
Lacey, Emma (Squad 134)

Glen Huitson Medal

Campbell, Sophie (Squad 134)
Sykes, Mark (Squad 135)

Physical Training Trophy

Black, Reece (Squad 135)
Grey, Matthew (Squad 134)

Aboriginal Community Police Officer Course Squad 25

Commissioner's Trophy

Lammon, Jetheth

Gavin Jabaltjari Spencer Memorial Trophy

Tilmouth, Jesse

Most Dedicated Trophy

Lynas-Stehbans, Jordan

Physical Training Trophy

Angove, Robert

Auxiliary Recruit Course

Most Dedicated Student

Skocibusic-Skultety, Rachel (Squad 58)
Adam, Michael (Squad 58)

Most Dedicated Student - JESCC

Griffiths, Olivia (Squad 61)

Most Dedicated Student - Watch House

Weightman, Jess (Squad 61)

PALI Recruit Course

Commissioner's Trophy

Boiteau, Kevin (Squad 55)
Snook, Nicholas (Squad 57)
Harris-Jacobs, Blake (Squad 59)
Khattra, Dilraj (Squad 60)

Most Dedicated Student

Patrech, Ashley (Squad 55)
Crack, Rebecca (Squad 57)
Sharma, Vikram (Squad 59)
Walton, Eloise (Squad 60)

Other significant Awards

Commissioner's Letter of Recognition

In recognition of their outstanding and compassionate efforts in attempting to save the life of an unconscious male trapped inside a rolled vehicle 35km east of Pine Creek on the afternoon of Sunday 1 April 2018.

Beirman, Danny
Zuber, Shane

In recognition of the professionalism, courage, commitment and high level of initiative displayed when bringing an elderly couple safely to shore, after their yacht that had been struck by another yacht in the rough weather during Tropical Cyclone Marcus in March 2018.

Atkinson, Bryan
Harris, Troy
Hocking, Andrew
Winter, Stuart

In recognition of the assistance and selfless actions provided by five members of the public when they attended to a large structure fire engulfing the rear storage shed at the Arlparra general store and fuel service station in May 2011.

Colson, Fred
Coulson, Bruce
Jones, Richard
Jones, Shane
Oliver Wayne

In recognition of the exceptional operational support provided to the Northern Territory Police Force, in response to a party of lost hunters from the Bulman community in February 2019.

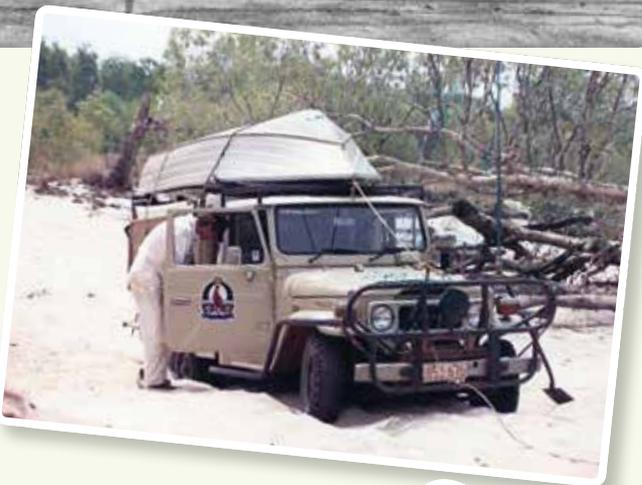
Caban, Luke

CELEBRATING

150

1870 YEARS 2020

POLICING IN THE NORTHERN TERRITORY

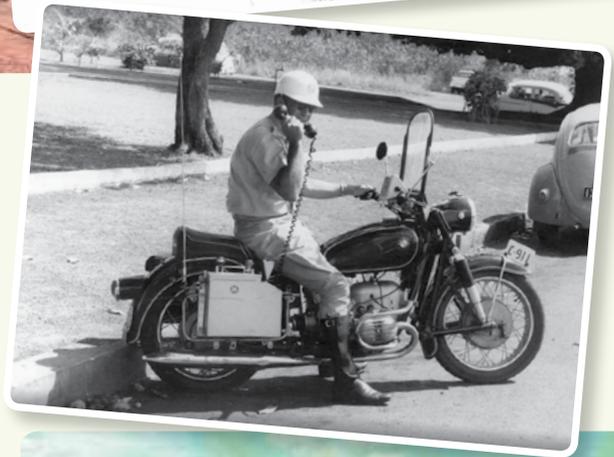


The Northern Territory Police Force is the oldest institution in the Northern Territory, and the year 2020 will mark 150 years of policing in the Northern Territory community.

In December 1869, the Governor commissioned Paul Foelsche, a Corporal in the SA Mounted Police stationed at Strathalbyn, to be the first Sub-Inspector of Police at the then town of Palmerston. In January 1870, Sub Inspector Paul Foelsche and six other police officers arrived in Palmerston to begin policing in the Northern Territory on behalf of the South Australian Mounted Police Force. With the discovery of gold near Pine Creek in 1872, the police never had a dull moment. Stations were established at Adelaide River, Yam Creek, Pine Creek, Roper River and later at Daly River. Darwin's first police station was a crude affair of poles and plaster measuring 20 feet by 12 feet. The inspector lived nearby in three rooms. A small stone building with two cells was the accommodation for those in custody.



The police had the invaluable assistance of Aboriginal trackers. In Central Australia, the police were part of the South Australian Mounted Police, and at one time there were two Commissioners of Police in the Northern Territory; one for the Territory of North Australia and one for the Territory of Central Australia. In 1931, the two Territories became the Northern Territory of Australia, and the authority of the Commissioner of Police was vested in the Administrator of the Northern Territory, in Darwin.



On 1 July 1964, Clive William Graham, a long-standing police officer in the Territory, was appointed as Commissioner and the police force as a whole, was administered as part of the Public Service of the Northern Territory.



There has been an organisational police presence in the Northern Territory for the last 149 years.







5

Financial Statements

Trust



Respect



Responsibility



Integrity



Courage



Communication



Accountability



In this section

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Financial Statement Overview

For the year ended 30 June 2019

This section of the report provides an analysis of the financial outcome of Northern Territory Police, Fire and Emergency Services for the year ended 30 June 2019.

The NTPFES' financial performance is reported in three financial statements; the Operating Statement, Balance Sheet, and Cash Flow Statement. These statements are enhanced by the inclusion of the Statement of Changes in Equity. The statements and the accompanying notes have been prepared on an accrual basis and in accordance with relevant Australian Accounting Standards. The financial statements include financial data from the 2018–19 financial year and comparative data from 2017–18.

Budgets and performance are reported by output. Details of the NTPFES' financial performance by output group are provided at Note 3 to the financial statements.



Operating Statement

For the year ended 30 June 2019

The Operating Statement provides information on the NTPFES' income and expenses during the year. The net surplus or deficit is derived by subtracting expenses from income.

Northern Territory Government agencies are generally budgeted to record a deficit. This is mainly due to the recording of depreciation as an operating expense for which there is no corresponding revenue line; approvals to expend revenues received in a different financial year will also produce an operating deficit.

For the year ended 30 June 2019, NTPFES recorded a deficit of \$4.0M, a deterioration of \$2.7M on the forecast budget deficit of \$1.3M due largely to not meeting Northern Territory Government savings targets whilst also advancing police employment to meet policy targets from the 2016 Election, both major drivers contributing to the operating result.

	Budget Estimate	Actual	Variance	Variance
	\$000	\$000	\$000	%
INCOME				
Grants and Subsidies	1393	1371	-22	-2%
Appropriation				
Output	366 528	367 326	+798	+0%
Commonwealth	48 754	48 777	+23	+0%
Other revenue	20 096	20 712	+616	+3%
TOTAL INCOME	436 771	438 187	+1415	+0%
EXPENSES				
Employee expenses	314 554	318 440	+3886	+1%
Administrative expenses	123 033	123 189	+156	+0%
Grants and subsidies expenses	245	265	+20	+8%
Interest expenses	209	246	+37	+18%
TOTAL EXPENSES	438 041	442 140	+4099	+1%
NET SURPLUS/DEFICIT	-1270	-3953	-2684	

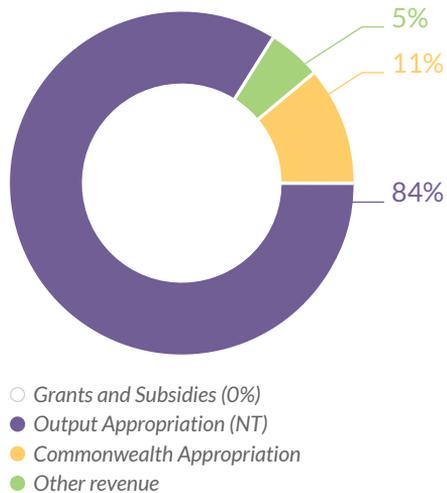
Operating Income

Income is received from a variety of sources with the primary funding source being Parliamentary Appropriation (Output Appropriation).

Due to Commonwealth payments being larger as they included 2017–18 related payments not received in that year, 2018–19 Output Appropriation figures is skewed lower at 84% provided by the NT Government (94% in 2017–18).

Compared to the 2018–19 budget estimate, an improvement in operating revenue of \$1.4M was recorded consisting of Treasurer’s Advance for natural disaster recovery activity and miscellaneous revenues and gain on sale of vehicles at auction being higher than forecast.

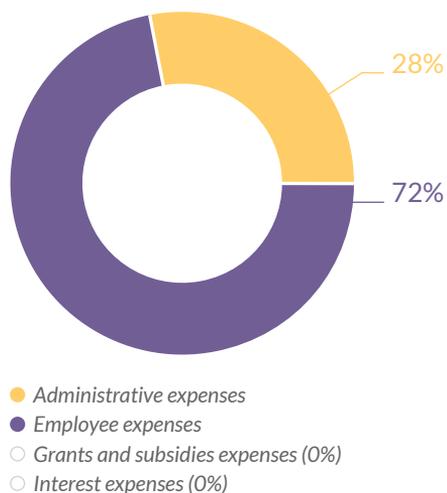
Composition of Operating Income for 2018–19



Operating Expenses

Compared to the 2018–19 budget estimate, an operating expenses overspend of \$4.1M or 1% was recorded due largely to not meeting Northern Territory Government savings targets whilst also advancing police employment to meet policy targets from the 2016 Election. 2019 Budget Cabinet increased the budget base by \$5M this year and \$10M ongoing which has all been attributed to employee budget. NTPFES is progressing a Return-to-Budget Strategy that will assist in lowering expenditure into the future.

Composition of Operating Expenses for 2018–19





Balance Sheet

For the year ended 30 June 2019

The Balance Sheet provides information about the Agency's equity or net worth at the end of each reporting period.

It is the net effect of assets minus liabilities. Equity increased by \$25.8M from the prior year to \$364.6M in 2018–19.

Current assets increased by \$1.1M reflecting changes to cash based on business activity outlined in the Cash Flow Statement and higher Armoury inventories than the same time last year.

Non-current assets increased by \$26M due to capital works projects particularly the expanded Wadey Police Station recognised through equity transfer from the Northern Territory Government's construction authority, the Department of Infrastructure, Planning and Logistics to NTPFES, and property, plant and equipment purchases offset by depreciation.

Total liabilities for the Agency increased by \$1.3M largely as a result of increased Deposits Held – Accountable Officer's Trust Account, which is money held on behalf of third parties, largely drug seizure monies awaiting court outcomes, and Provisions which are the value of employee entitlements such as recreation leave, leave loading and leave fares that will be paid in the future.

Cash Flow Statement

For the year ended 30 June 2019

The Cash Flow Statement shows the flows of cash receipts and payments for the year.

The final cash balance at the end of the year marginally decreased reflecting changes to cash based on business activity outlined in the Operating Statement and an equity withdrawal as the NTG provided funding during 2017–18 due to the late Commonwealth payment. It is the total of all receipts plus cash held at the beginning of the year, minus all outgoings.



Certification of the Financial Statements

We certify that the attached financial statements for the NTPFES have been prepared based on proper accounts and records in accordance with the prescribed format, the *Financial Management Act 1995* and Treasurer's Directions.

We further state that the information set out in the comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement, and notes to and forming part of the financial statements, presents fairly the financial performance and cash flows for the year ended 30 June 2019 and the financial position on that date.

At the time of signing, we are not aware of any circumstances that would render the particulars included in the financial statements misleading or inaccurate.

Michael Murphy

Acting Commissioner of Police and
CEO of Fire and Emergency Services

26 August 2019

Paul Kelly

Chief Financial Officer
NTPFES

26 August 2019



Comprehensive Operating Statement

For the year ended 30 June 2019

	Note	2019	2018
		\$000	\$000
INCOME			
Grants and subsidies revenue			
Current		1371	1265
Capital		0	321
Appropriation			
Output		367 326	364 698
Commonwealth		48 777	2109
Sales of goods and services		5678	5672
Goods and services received free of charge	4	12 422	12 821
Gain on disposal of assets	5	1096	918
Other income		1516	1543
TOTAL INCOME	3	438 187	389 347
EXPENSES			
Employee expenses		318 440	312 433
Administrative expenses			
Purchases of goods and services	6	65 896	70 136
Repairs and maintenance		10 504	13 172
Property management		11 039	11 173
Depreciation and amortisation	12	23 261	22 694
Other administrative expenses ¹		12 488	12 828
Grants and subsidies expenses			
Current		265	165
Interest expenses		246	250
TOTAL EXPENSES	3	442 140	442 851
NET SURPLUS/(DEFICIT)		-3953	-53 504
OTHER COMPREHENSIVE INCOME			
Items that will not be reclassified to net surplus/deficit			
Changes in asset revaluation surplus		10	-5238
TOTAL OTHER COMPREHENSIVE INCOME		10	- 5238
COMPREHENSIVE RESULT		-3943	-58 742

1. Includes DCIS service charges.

The Comprehensive Operating Statement is to be read in conjunction with the notes to the financial statements.



Balance Sheet

For the year ended 30 June 2019

	Note	2019	2018
		\$000	\$000
ASSETS			
Current assets			
Cash and deposits	8	3871	3957
Receivables	10	1538	1416
Inventories	11	3790	2526
Prepayments		218	456
Total current assets		9418	8354
Non-current assets			
Property, plant and equipment	12	417 186	391 137
Total non-current assets		417 186	391 137
TOTAL ASSETS		426 603	399 491
LIABILITIES			
Current liabilities			
Deposits held	16	4961	4507
Payables	13	5210	5322
Borrowings and advances	14	42	42
Provisions	15	47 489	46 422
Total current liabilities		57 703	56 294
Non-current liabilities			
Borrowings and advances	14	4334	4396
Total non-current liabilities		4334	4396
TOTAL LIABILITIES		62 037	60 689
NET ASSETS		364 567	338 802
EQUITY			
Capital		541 924	512 217
Reserves	18	124 072	124 062
Accumulated funds		-301 429	-297 477
TOTAL EQUITY		364 567	338 802

The Balance Sheet is to be read in conjunction with the notes to the financial statements.



Statement of Changes in Equity

For the year ended 30 June 2019

	Note	Equity at 1 July	Comprehensive result	Transactions with owners in their capacity as owners	Equity at 30 June
		\$000	\$000	\$000	\$000
2018-19					
Accumulated funds		-291 964	-3953		-295 917
Transfers from reserves		-5513			-5513
		-297 477	-3953		-301 429
Reserves	18				
Asset Revaluation Reserve		124 062	10		124 072
Capital – transactions with owners					
Equity injections					
Capital appropriation		168 361		14 591	182 952
Equity transfers in		289 073		35 117	324 190
Other equity injections		69 927			69 927
National partnership payments		15 249			15 249
Equity withdrawals					
Capital withdrawal		-24 765		-20 000	-44 765
Equity transfers out		-5630			-5630
		512 217		29 708	541 924
Total equity at end of financial year		338 802	-3943	29 708	364 567

Statement of Changes in Equity (continued)

For the year ended 30 June 2019

	Note	Equity at 1 July	Comprehensive result	Transactions with owners in their capacity as owners	Equity at 30 June
		\$000	\$000	\$000	\$000
2017-18					
Accumulated funds		-238 460	-53 504		-291 964
Transfers from reserves		-5513			-5513
		-243 972	-53 504		-297 477
Reserves	18				
Asset Revaluation Reserve		129 300	-5238		124 062
Capital – transactions with owners					
Equity injections					
Capital appropriation		155 846		12 515	168 361
Equity transfers in		282 924		6 149	289 073
Other equity injections		40 927		29 000	69 927
National partnership payments		15 249			15 249
Equity withdrawals					
Capital withdrawal		-24 765			-24 765
Equity transfers out		-5600		-30	-5630
		464 582		47 634	512 217
Total equity at end of financial year		349 910	-58 743	47 634	338 802

The statement of changes in equity is to be read in conjunction with the notes to the financial statements



Cash Flow Statement

For the year ended 30 June 2019

Note	2019	2018
	\$000	\$000
CASH FLOWS FROM OPERATING ACTIVITIES		
Operating receipts		
Grants and subsidies received		
Current	1371	1265
Capital	0	321
Appropriation		
Output	367 326	364 698
Commonwealth	48 777	2109
Receipts from sales of goods and services	14 388	16 140
Total operating receipts	431 861	384 533
Operating payments		
Payments to employees	-317 309	-309 884
Payments for goods and services	-95 654	-101 901
Grants and subsidies paid		
Current	-265	-165
Interest paid	-246	-250
Total operating payments	-413 474	-412 201
CASH FLOWS FROM INVESTING ACTIVITIES		
Investing receipts		
Proceeds from asset sales	5 5994	3398
Total investing receipts	5994	3398
Investing payments		
Purchases of assets	-19 450	-17 713
Total investing payments	-19 450	-17 713
Net cash from/(used in) investing activities	-13 456	-14 315

Cash Flow Statement (continued)

For the year ended 30 June 2019

	Note	2019	2018
		\$000	\$000
CASH FLOWS FROM FINANCING ACTIVITIES			
Financing receipts			
Deposits received		454	474
Equity injections			
Capital appropriation		14 591	12 515
Other equity injections		0	29 000
Total financing receipts		15 045	41 989
Financing payments			
Finance lease payments		-62	-60
Equity withdrawals		-20 000	0
Total financing payments		-20 062	-60
Net cash from/(used in) financing activities	9	-5017	41 929
Net increase/(decrease) in cash held		-86	-55
Cash at beginning of financial year		3957	4011
CASH AT END OF FINANCIAL YEAR	8	3871	3957

The cash flow statement is to be read in conjunction with the notes to the financial statements.



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Notes to the Financial Statements

1. Objectives and funding

The Northern Territory Police, Fire and Emergency Services' (NTPFES) mission is working in partnership with the community to ensure a safe and resilient Northern Territory.

The NTPFES is predominantly funded by, and is dependent on, the receipt of Parliamentary appropriations. The financial statements encompass all funds through which the NTPFES controls resources to carry on its functions and deliver outputs. For reporting purposes, outputs delivered by the NTPFES are summarised into several output groups. Note 3 provides summary financial information in the form of a Comprehensive Operating Statement by output group.

2. Statement of significant accounting policies

a) Statement of compliance

The financial statements have been prepared in accordance with the requirements of the *Financial Management Act 1995* and related Treasurer's Directions. The *Financial Management Act 1995* requires the NTPFES to prepare financial statements for the year ended 30 June based on the form determined by the Treasurer. The form of agency financial statements should include:

- (i) a certification of the financial statements
- (ii) a comprehensive operating statement
- (iii) a balance sheet
- (iv) a statement of changes in equity
- (v) a cash flow statement and
- (vi) applicable explanatory notes to the financial statements.

b) Basis of accounting

The financial statements have been prepared using the accrual basis of accounting, which recognises the effect of financial transactions and events when they occur, rather than when cash is paid out or received. As part of the preparation of the financial statements, all intra agency transactions and balances have been eliminated.

Except where stated, the financial statements have also been prepared in accordance with the historical cost convention.

The form of the agency financial statements is also consistent with the requirements of Australian Accounting Standards. The effects of all relevant new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are effective for the current annual reporting period have been evaluated.

Standards and interpretations effective from 2018–19

AASB 9 Financial Instruments

The agency applied AASB 9 for the first time in 2018–19. AASB 9 Financial Instruments replaces AASB 139 Financial Instruments: Recognition and Measurement for annual periods beginning on or after 1 January 2018. The agency has not restated the comparative information, which continues to be reported under AASB 139. Where applicable, differences arising from the adoption of AASB 9 have been recognised directly in accumulated funds and other components of equity. The nature and effect of the changes as a result of adoption of this new accounting standard are described below.

Classification and measurement

Financial instruments have been reclassified into one of three measurement bases – amortised cost, fair value through other comprehensive income (FVOCI) and fair value through profit or loss (FVTPL). The classification of these instruments is based on the Agency’s business model for managing the financial assets and the contractual terms of the cash flows.

The classification and measurement requirements of AASB 9 did not have a significant impact to the agency. The following are the changes in the classification of the financial assets:

- The agency’s debt instruments are comprised of receivables. These assets were classified as Loans and Receivables as at 30 June 2018 under AASB 139 and were measured at amortised cost. As these assets are held to collect contractual cash flows that are solely payments of principal and interest, they continue to be measured at amortised cost from 1 July 2018.

The agency has not designated any financial liabilities as at fair value through profit or loss. There are no changes in classification and measurement for the agency’s financial liabilities.

In summary, upon the adoption of AASB 9, the agency had the following reclassifications as at 1 July 2018:

AASB 139 categories	Balances at 30 June 2018	AASB 9 categories Balances at 1 July 2018			
		Mandatorily at fair value	Designated at fair value	Amortised cost	Fair value through OCI
	\$000	\$000	\$000	\$000	\$000
Loans and receivables					
Receivables	297			297	
	297			297	

Impairment

The adoption of AASB 9 requires the loss allowance to be measured using a forward-looking expected credit loss (ECL) approach, replacing AASB 139's incurred loss approach. AASB 9 also requires a loss allowance to be recognised for all debt instruments other than those held at fair value through profit or loss.

There has been no changes to impairment losses following the adoption of AASB 9.

Several other amending standards and AASB interpretations have been issued that apply to the current reporting periods, but are considered to have no impact on public sector reporting.

Standards and interpretations issued but not yet effective

No Australian accounting standards have been early adopted for 2018–19.

On the date of authorisation of the financial statements, the following standards and interpretations were in issue but are not yet effective and are expected to have an impact on future reporting periods:

AASB 16 Leases

AASB 16 Leases is effective for annual reporting periods beginning on or after 1 January 2019 and will be reported for the first time in 2019–20 financial statements. When effective, the standard will supersede AASB 117 Leases and require the majority of leases to be recognised on the balance sheet.

For lessees with operating leases, a right-of-use asset will now be included in the balance sheet together with a lease liability for all leases with a term of 12 months or more, unless the underlying assets are of low value. The comprehensive operating statement will no longer report operating lease rental payments. Instead, amortisation expense will be recognised relating to the right-of-use asset and interest expense relating to the lease liability.

The right-of-use asset will be amortised generally on a straight-line basis while the lease liability will reduce to reflect lease payments made and increase to reflect the interest on the liability. Consistent with methodology applied to other long term liabilities, the lease liability is discounted using the Territory bond rates. As the lease term progresses, the carrying amount of the asset (cost less accumulated amortisation) is likely to reduce more quickly than the liability, resulting in a lower net asset in the earlier stages of the lease arrangement.

The modified retrospective approach has been elected to transition to the new lease standard. This approach does not require restatement of comparative years and the cumulative impact is accounted for as an equal adjustment to the right-of-use asset and lease liabilities, thus, having no impact in agency's net assets at initial adoption.

Consequently, it is expected that approximately \$2.3M will be recognised in the balance sheet as a lease liability and corresponding right to use asset from 2019–20.

For lessors, the finance and operating lease distinction remains largely unchanged.

AASB 1058 Income for Not-for-Profit Entities and AASB 15 Revenue from Contracts with Customers

AASB 1058 Income for Not-for-Profit Entities and AASB 15 Revenue from Contracts with Customers are effective for not-for-profit entities for annual reporting periods beginning on or after 1 January 2019 and will be reported for the first time in 2019–20 financial statements.

AASB 1058 clarifies and simplifies income-recognition requirements that apply to not-for-profit entities in conjunction with AASB 15.

Under AASB 15, revenue from agreements which are enforceable, have sufficiently specific performance obligations and transfer goods or services to the customer or third party beneficiary will be recognised when or as performance obligations are satisfied, and not immediately upon receipt as currently occurs. Consequently, more liabilities will be recognised in the balance sheet after adoption of this standard.

Where a transaction does not meet the criteria above or is classified as a donation transaction, revenue will be accounted for in accordance with AASB 1058.

Impacts identified include:

- grants received to construct or acquire a non-financial asset will be recognised as a liability, and subsequently recognised as revenue as the performance obligations under the grant are satisfied. At present, such grants are recognised as revenue on receipt
- grants with an enforceable agreement and sufficiently specific performance obligations will be recognised as revenue progressively as the associated performance obligations are satisfied. At present, such grants are recognised as revenue on receipt
- grants that have an enforceable agreement but no specific performance obligations but have restrictions on the timing of expenditure will also continue to be recognised on receipt as time restriction on the use of funds is not sufficiently specific to create a performance obligation
- grants that are not enforceable and or not sufficiently specific will not qualify for deferral, and will continue to be recognised as revenue on receipt

The modified retrospective approach has been elected to transition to the new revenue standards. This approach does not require restatement of comparative year with the cumulative impact adjusted to the opening accumulated funds.

The standard does not increase the agency's liability (unearned revenue).

c) Reporting entity

The financial statements cover the NTPFES as an individual reporting entity.

The NTPFES is a Northern Territory Agency established under the *Interpretation Act 1978* and the *Administrative Arrangements Order*.

The formal legislative basis for the NTPFES is the *Police Administration Act 1978* and the *Emergency Management Act 2013*.

The NTPFES operates out of many locations/stations across the Northern Territory. The principal place of business of the agency is:

NAB House
71 Smith Street
Darwin NT 0800

d) Agency and Territory items

The financial statements of NTPFES include income, expenses, assets, liabilities and equity over which the NTPFES has control (Agency items). Certain items, while managed by the agency, are controlled and recorded by the Territory rather than the agency (Territory items). Territory items are recognised and recorded in the Central Holding Authority as discussed below.

Central Holding Authority

The Central Holding Authority is the 'parent body' that represents the Government's ownership interest in Government-controlled entities.

The Central Holding Authority also records all Territory items, such as income, expenses, assets and liabilities controlled by the Government and managed by agencies on behalf of the Government. The main Territory item is Territory income, which includes taxation and royalty revenue, Commonwealth general purpose funding (such as GST revenue), fines, and statutory fees and charges.

The Central Holding Authority also holds certain Territory assets not assigned to agencies as well as certain Territory liabilities that are not practical or effective to assign to individual agencies such as unfunded superannuation and long service leave.

The Central Holding Authority recognises and records all Territory items, and as such, these items are not included in the agency's financial statements. However, as the agency is accountable for certain Territory items managed on behalf of Government, these items have been separately disclosed in Note 25 – Schedule of administered Territory items.

e) Comparatives

Where necessary, comparative information for the 2017–18 financial year has been reclassified to provide consistency with current year disclosures.

f) Presentation and rounding of amounts

Amounts in the financial statements and notes to the financial statements are presented in Australian dollars and have been rounded to the nearest thousand dollars, with amounts of \$500 or less being rounded down to zero. Figures in the financial statements and notes may not equate due to rounding.

g) Changes in accounting policies

There have been no changes to accounting policies adopted in 2018–19 as a result of management decisions.

h) Accounting judgments and estimates

The preparation of the financial report requires the making of judgments and estimates that affect the recognised amounts of assets, liabilities, revenues and expenses and the disclosure of contingent liabilities. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis for making judgments about the carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Judgments and estimates that have significant effects on the financial statements are disclosed in the relevant notes to the financial statements.

i) Goods and services tax

Income, expenses and assets are recognised net of the amount of Goods and Services Tax (GST), except where the amount of GST incurred on a purchase of goods and services is not recoverable from the Australian Tax Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated with the amount of GST included. The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the Balance Sheet.

Cash flows are included in the Cash Flow Statement on a gross basis. The GST components of cash flows arising from investing and financing activities, which are recoverable from, or payable to, the ATO are classified as operating cash flows. Commitments and contingencies are disclosed net of the amount of GST recoverable or payable unless otherwise specified.

j) Contributions by and distributions to government

The agency may receive contributions from Government where the Government is acting as owner of the agency. Conversely, the agency may make distributions to Government. In accordance with the *Financial Management Act 1995* and Treasurer's Directions, certain types of contributions and distributions, including those relating to administrative restructures, have been designated as contributions by, and distributions to, Government. These designated contributions and distributions are treated by the agency as adjustments to equity.

The statement of changes in equity provides additional information in relation to contributions by, and distributions to, Government.

3. Comprehensive operating statement by output group

	Note	Community safety and crime prevention		General policing crime and prosecution		Road safety services		Fire prevention and response management	
		2019	2018	2019	2018	2019	2018	2019	2018
INCOME									
Grants and subsidies revenue			\$000		\$000		\$000		\$000
Current		343	411	624	749	88	105	10	0
Capital		0	104	0	190	0	27	0	0
Appropriation									
Output		101 300	100 575	184 466	183 146	25 975	25 789	35 919	35 662
Commonwealth		15 141	0	27 572	0	3 882	0	2 182	2 109
Sales of goods and services		1 482	1 493	2 698	2 718	380	383	1 118	1 078
Goods and services received free of charge	4	0	0	0	0	0	0	0	0
Gain on disposal of assets	5	302	253	550	461	78	65	107	90
Other income		493	501	897	913	126	129	0	0
TOTAL INCOME		119 061	103 337	216 807	188 177	30 529	26 498	39 336	38 939
EXPENSES									
Employee expenses		88 402	86 735	160 983	157 945	22 679	22 251	31 210	30 622
Administrative expenses									
Purchases of goods and services	6	21 358	22 572	38 893	41 105	5 479	5 791	7 540	7 969
Repairs and maintenance		2 917	3 657	5 310	6 659	748	938	1 029	1 291
Depreciation and amortisation	12	6 459	6 300	11 759	11 473	1 656	1 616	2 280	2 224
Other administrative expenses ¹		18	0	33	0	5	0	6	0
Grants and subsidies expenses									
Current		265	165	0	0	0	0	0	0
Interest expenses		80	81	146	148	21	21	0	0
TOTAL EXPENSES		119 499	119 510	217 124	217 330	30 588	30 617	42 065	42 106
NET SURPLUS/(DEFICIT)		-438	-16 173	-317	-29 153	-59	-4 119	-2 729	-3 167
OTHER COMPREHENSIVE INCOME									
Items that will not be reclassified to net surplus/deficit									
Changes in asset revaluation surplus		0	-1 738	0	-3 165	0	-4 46	0	1 11
TOTAL OTHER COMPREHENSIVE INCOME		0	-1 738	0	-3 165	0	-4 46	0	1 11
COMPREHENSIVE RESULT		-438	-17 911	-317	-32 318	-59	-4 565	-2 729	-3 056

1. Includes DCIS service charges.

This Comprehensive Operating Statement by output group is to be read in conjunction with the notes to the financial statements.

3. Comprehensive operating statement by output group (continued)

	Note	Emergency services		Corporate and governance		Shared services		Total	
		2019	2018	2019	2018	2019	2018	2019	2018
INCOME									
Grants and subsidies revenue		\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Current		305	0	0	0	0	0	1371	1265
Capital		0	0	0	0	0	0	0	321
Appropriation		3966	3937	15 701	15 589	0	0	367 326	364 698
Commonwealth		0	0	0	0	0	0	48 777	2109
Sales of goods and services		0	0	0	0	0	0	5678	5672
Goods and services received free of charge	4	0	0	0	0	12 422	12 821	12 422	12 821
Gain on disposal of assets	5	12	10	47	39	0	0	1096	918
Other income		0	0	0	0	0	0	1516	1543
TOTAL INCOME		4283	3947	15 748	15 628	12 422	12 821	438 187	389 347
EXPENSES									
Employee expenses		2873	2818	12 293	12 061	0	0	318 440	312 432
Administrative expenses		694	733	2970	3139	0	0	76 935	81 309
Purchases of goods and services	6	95	119	405	508	0	0	10 504	13 172
Repairs and maintenance		209	205	898	876	0	0	23 261	22 694
Depreciation and amortisation	12	1	0	2	7	12 422	12 821	12 488	12 828
Other administrative expenses ¹		0	0	0	0	0	0	265	165
Grants and subsidies expenses		0	0	0	0	0	0	95	250
Current		0	0	0	0	0	0	246	250
Interest expenses		0	0	0	0	0	0	0	0
TOTAL EXPENSES		3872	3875	16 568	16 591	12 422	12 821	442 140	442 851
NET SURPLUS/(DEFICIT)		411	72	-820	-963	0	0	-3953	-53 504
OTHER COMPREHENSIVE INCOME									
Items that will not be reclassified to net surplus/deficit									
Changes in asset revaluation surplus		0	0	10	0	0	0	10	-5238
TOTAL OTHER COMPREHENSIVE INCOME		0	0	10	0	0	0	10	-5238
COMPREHENSIVE RESULT		411	72	-810	-963	0	0	-3943	-58 743

1. Includes DCIS service charges.

This Comprehensive Operating Statement by output group is to be read in conjunction with the notes to the financial statements.

Income

Income encompasses both revenue and gains.

Income is recognised at the fair value of the consideration received, exclusive of the amount of GST. Exchanges of goods or services of the same nature and value without any cash consideration being exchanged are not recognised as income.

Grants and other contributions

Grants, donations, gifts and other non-reciprocal contributions are recognised as revenue when the agency obtains control over the assets comprising the contributions. Control is normally obtained upon receipt.

Contributions are recognised at their fair value. Contributions of services are only recognised when a fair value can be reliably determined and the services would be purchased if not donated.

Appropriation

Output appropriation is the operating payment to each agency for the outputs they provide and is calculated as the net cost of agency outputs after taking into account funding from agency income. It does not include any allowance for major non-cash costs such as depreciation.

Commonwealth appropriation follows from the intergovernmental agreement on federal financial relations, resulting in specific purpose payments (SPPs) and national partnership (NP) payments being made by the Commonwealth Treasury to state treasuries, in a manner similar to arrangements for GST payments. These payments are received by the Department of Treasury and Finance on behalf of the Central Holding Authority and then passed on to the relevant agencies as Commonwealth appropriation.

Revenue in respect of appropriations is recognised in the period in which the agency gains control of the funds.

Sale of goods

Revenue from the sale of goods is recognised (net of returns, discounts and allowances) when:

- the significant risks and rewards of ownership of the goods have transferred to the buyer
- the agency retains neither continuing managerial involvement to the degree usually associated with ownership nor effective control over the goods sold
- the amount of revenue can be reliably measured
- it is probable that the economic benefits associated with the transaction will flow to the agency and
- the costs incurred or to be incurred in respect of the transaction can be measured reliably.

Rendering of services

Revenue from rendering services is recognised by reference to the stage of completion of the contract. The revenue is recognised when:

- the amount of revenue, stage of completion and transaction costs incurred can be reliably measured and
- it is probable that the economic benefits associated with the transaction will flow to the entity.

	2019	2018
	\$000	\$000
4. Goods and services received free of charge		
Corporate and information services	12 422	12 821
	12 422	12 821
5. Gain on disposal of assets		
Assets Acquired for nil consideration	168	580
Assets Acquired for nil consideration	168	580
Net proceeds from the disposal of non-current assets	5994	3398
Less: Carrying value of non-current assets disposed	(5084)	(3061)
Gain on the disposal of non-current assets	910	337
Proceeds from sale of minor assets	19	0
Total gain on disposal of assets	1096	918

6. Purchases of goods and services

The net surplus/(deficit) has been arrived at after charging the following expenses:

Goods and services expenses:

	2019	2018
Consultants ⁽¹⁾	345	1308
Advertising ⁽²⁾	57	19
Marketing and promotion ⁽³⁾	148	262
Document production	46	100
Legal expenses ⁽⁴⁾	597	1404
Recruitment ⁽⁵⁾	373	971
Training and study	927	990
Official duty fares	1381	1689
Travelling allowance	2066	2056
Information Technology Expenses	13 024	12 993
Insurance premiums	13 749	13 745
Motor vehicle expenses	6014	5859
Other equipment expenses	4291	5050
Other	22 876	23 689
	65 896	70 136

(1) Includes marketing, promotion and IT consultants.

(2) Does not include recruitment, advertising or marketing and promotion advertising.

(3) Includes advertising for marketing and promotion but excludes marketing and promotion consultants' expenses, which are incorporated in the consultants' category.

(4) Includes legal fees, claim and settlement costs.

(5) Includes recruitment-related advertising costs.

Repairs and maintenance expense

Funding is received for repairs and maintenance works associated with agency assets as part of output appropriation. Costs associated with repairs and maintenance works on agency assets are expensed as incurred.

Interest expense

Interest expenses include interest and finance lease charges. Interest expenses are expensed in the period in which they are incurred.

7. Write-offs, postponements, waivers, gifts and ex gratia payments

	Agency		Agency		Territory items		Territory items	
	2019	No. of Trans.	2018	No. of Trans.	2019	No. of Trans.	2018	No. of Trans.
	\$000		\$000		\$000		\$000	
Write-offs, postponements and waivers under the <i>Financial Management Act 1995</i>								
Represented by:								
<i>Amounts written off, postponed and waived by Delegates</i>								
Irrecoverable amounts payable to the Territory or an agency written off	1	2	6	6			3	2
Losses or deficiencies of money written off ¹	0	3	0	1				
Public property written off	31	17	0	22				
Waiver or postponement of right to receive or recover money or property								
Total written off, postponed and waived by delegates	32	22	6	29			3	2
<i>Amounts written off, postponed and waived by the Treasurer</i>								
Irrecoverable amounts payable to the Territory or an agency written off	0	0					12	1
Losses or deficiencies of money written off								
Public property written off								
Waiver or postponement of right to receive or recover money or property								
Total written off, postponed and waived by the Treasurer	0	0	0	0			12	1
Write-offs, postponements and waivers authorised under other legislation	0	0	0	0			0	0
Gifts under the <i>Financial Management Act 1995</i>²	33	91	0	3			0	0
Gifts authorised under other legislation								
Ex gratia payments under the <i>Financial Management Act 1995</i>								

1 During the year, the Agency wrote off three items that were less than \$100 and/or which had NIL value.

2 Gifts under the Financial Management Act include the gift of uniforms and various fire-fighting equipment to the Timor Leste Bombeiros

	2019	2018
	\$000	\$000
8. Cash and deposits		
Cash on hand	33	35
Cash at bank	3838	3922
	3871	3957

For the purposes of the Balance Sheet and the Cash Flow Statement, cash includes cash on hand, cash at bank and cash equivalents. Cash equivalents are highly liquid short-term investments that are readily convertible to cash. Cash at bank includes monies held in the Accountable Officer's Trust Account (AOTA) that are ultimately payable to the beneficial owner – refer also to Note 24.

9. Cash flow reconciliation

a) Reconciliation of cash

The total of agency 'Cash and deposits' of \$3.871M recorded in the balance sheet is consistent with that recorded as 'Cash' in the cash flow statement.

Reconciliation of net surplus/deficit to net cash from operating activities

Net surplus/deficit	-3953	-53 504
<i>Non-cash items:</i>		
Depreciation and amortisation	23 261	22 694
Asset write-offs/write-downs	31	0
Asset donations/gifts	33	0
Gain/loss on disposal of assets	-1078	-918
<i>Repairs and Maintenance – Minor New Works Non Cash</i>	286	108
<i>Changes in assets and liabilities:</i>		
Decrease/increase in receivables	-123	1087
Decrease/increase in inventories	-1264	-310
Decrease/increase in prepayments	237	-233
Decrease/increase in other assets	0	0
Decrease/increase in payables	-112	1116
Decrease/increase in provision for employee benefits	874	1871
Decrease/increase in other provisions	194	421
Decrease/increase in other liabilities	0	0
Net cash from operating activities	18 387	-27 668

9. Cash flow reconciliation (cont'd)

b) Reconciliation of liabilities arising from financing activities

	Cash Flows				Cash Flows			
	1 July	Deposits Rec'd	Approp	Equity inj withdraw	Finance lease	Total cash flows	Other Total other	30 June
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
2018-19								
Deposits held	4507	454				454		4961
Finance Lease	4438				-62	-62		4376
Equity inj & Withdrw	512 217		14 591	-20 000		-5409	35 117	541 924
Total	521 162	454	14 591	-20 000	-62	-5017	35 117	551 261
2017-18								
Deposits held	4033	474				474		4507
Finance Lease	4498				-60	-60		4438
Equity inj & Withdrw	464 582		12 515	29 000		41 515	6120	512 217
Total	473 113	474	12 515	29 000	-60	41 929	6120	521 162

	2019	2018
	\$000	\$000
10. Receivables		
Current		
Accounts receivable	641	253
Less: Loss allowance	(0)	(0)
	641	253
GST receivables	866	1118
Other receivables	31	44
	897	1162
Total receivables	1538	1416

Receivables include accounts and other receivables and are recognised at fair value less any loss allowance.

Accounts receivable are generally settled within 30 days and other receivables within 30 days.

The loss allowance reflects lifetime expected credit losses and represents the amount of receivables the agency estimates are likely to be uncollectible and are considered doubtful.

Credit risk exposure of receivables

Receivables are monitored on an ongoing basis to ensure that exposure to bad debts is not significant. The entity applies the AASB 9 simplified approach to measuring expected credit losses. This approach recognises a loss allowance based on lifetime expected credit losses for all accounts receivables. To measure expected credit losses, receivables have been grouped based on shared risk characteristics and days past due.

The expected loss rates are based on historical observed loss rates, adjusted to reflect current and forward-looking information. The majority of NTPFES receivables relate to recovery of employee payments for salary and entitlements not due from existing and past employees. NTPFES establishes repayment plans with most employees, and the level / volume of write-offs is historically extremely low.

In accordance with the provisions of the FMA, receivables are written-off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery includes a failure to make contractual payments for a period greater than 60 days past due.

Credit risk for the comparative year is assessed under AASB 139 and is based on objective evidence of impairment.

Prepayments

Prepayments represent payments in advance of receipt of goods and services or that part of expenditure made in one accounting period covering a term extending beyond that period.

	2019	2018
	\$000	\$000
11. Inventories		
Inventories held for distribution		
At cost	3790	2526
At current replacement cost	0	0
	3790	2526
Total inventories	3790	2526

Inventories include assets held either for sale (general inventories) or for distribution at no or nominal consideration in the ordinary course of business operations.

General inventories are valued at the lower of cost and net realisable value, while those held for distribution are carried at the lower of cost and current replacement cost. Cost of inventories includes all costs associated with bringing the inventories to their present location and condition. When inventories are acquired at no or nominal consideration, the cost will be the current replacement cost at date of acquisition.

The cost of inventories are assigned using a mixture of first in, first out or weighted average cost formula or using specific identification of their individual costs.

Inventory held for distribution is regularly assessed for obsolescence and loss.

	2019	2018
	\$000	\$000
12. Property, plant and equipment		
Land		
At fair value	32 105	32 105
Buildings		
At fair value	535 959	501 123
Less: accumulated depreciation	(220 634)	(208 939)
	315 326	292 183
Infrastructure		
At fair value	252	252
Less: accumulated depreciation	(32)	(21)
	221	232
Construction (work in progress)		
At capitalised cost	200	54
	200	54
Plant and equipment		
At fair value	136 173	144 320
Less: accumulated depreciation	(70 966)	(82 011)
	65 207	62 310
Leased property, plant and equipment		
At capitalised cost	4905	4905
Less: accumulated depreciation	(777)	(652)
	4128	4253
Total Property, Plant and Equipment	417 186	391 137

12. Property, plant and equipment (continued)

2019 Property, plant and equipment reconciliations

A reconciliation of the carrying amount of property, plant and equipment at the beginning and end of 2018–19 is set out below:

	Land	Buildings	Infra-structure	Construction (work in progress)	Plant and equipment	Leased property, plant and equipment	Total
	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Carrying amount as at 1 July 2018	32 105	292 183	232	54	62 310	4253	391 137
Additions				146	19 303		19 449
Disposals					-5115		-5115
Depreciation		-11 399	-11		-11 726	-126	-23 261
Additions/disposals from asset transfers		34 541			424		34 966
Revaluation increments/ decrements					10		10
Carrying amount as at 30 June 2019	32 105	315 326	221	200	65 207	4128	417 186

12. Property, plant and equipment (continued)

2018 Property, plant and equipment reconciliations

A reconciliation of the carrying amount of property, plant and equipment at the beginning and end of 2017–18 is set out below:

	Land	Buildings	Infra-structure	Construction (work in progress)	Plant and equipment	Leased property, plant and equipment	Total
	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Carrying amount as at 1 July 2017	29 558	305 083	214	54	58 538	4379	397 826
Additions					15 673		15 673
Disposals					-3061		-3061
Depreciation		-10 674	-9		-11 885	-126	-22 694
Additions/disposals from asset transfers	2534	5504	112		1004		9156
Revaluation increments/ decrements	13	-7730	-85				-7802
Carrying amount as at 30 June 2018	32 105	292 183	232	54	62 310	4253	391 137

Acquisitions

All items of property, plant and equipment with a cost, or other value, equal to or greater than \$10 000 are recognised in the year of acquisition and depreciated as outlined below. Items of property, plant and equipment below the \$10 000 threshold are expensed in the year of acquisition.

The construction cost of property, plant and equipment includes the cost of materials and direct labour, and an appropriate proportion of fixed and variable overheads.

Complex assets

Major items of plant and equipment comprising a number of components that have different useful lives, are accounted for as separate assets. The components may be replaced during the useful life of the complex asset.

Subsequent additional costs

Costs incurred on property, plant and equipment subsequent to initial acquisition are capitalised when it is probable that future economic benefits in excess of the originally assessed performance of the asset will flow to the agency in future years. Where these costs represent separate components of a complex asset, they are accounted for as separate assets and are separately depreciated over their expected useful lives.

Construction (work in progress)

As part of the financial management framework, the Department of Infrastructure, Planning and Logistics is responsible for managing general government capital works projects on a whole of government basis. Therefore appropriation for NTPFES capital works is provided directly to the Department of Infrastructure, Planning and Logistics and the cost of construction work in progress is recognised as an asset of that department. Once completed, capital works assets are transferred to the agency.

Revaluations and impairment

Revaluation of assets

Subsequent to initial recognition, assets belonging to the following classes of non-current assets are revalued with sufficient regularity to ensure that the carrying amount of these assets does not differ materially from their fair value at reporting date:

- land
- buildings

Plant and equipment are stated at historical cost less depreciation, which is deemed to equate to fair value.

The latest revaluations as at 30 June 2018 of land and buildings were independently conducted by Colliers International. Refer to Note 19: Fair Value Measurement for additional disclosures.

Impairment of assets

An asset is said to be impaired when the asset's carrying amount exceeds its recoverable amount.

Non-current physical and intangible agency assets are assessed for indicators of impairment on an annual basis or whenever there is indication of impairment. If an indicator of impairment exists, the agency determines the asset's recoverable amount. The asset's recoverable amount is determined as the higher of the asset's current replacement cost and fair value less costs to sell. Any amount by which the asset's carrying amount exceeds the recoverable amount is recorded as an impairment loss.

Impairment losses are recognised in the comprehensive operating statement. They are disclosed as an expense unless the asset is carried at a revalued amount. Where the asset is measured at a revalued amount, the impairment loss is offset against the asset revaluation surplus for that class of asset to the extent that an available balance exists in the asset revaluation surplus.

In certain situations, an impairment loss may subsequently be reversed. Where an impairment loss is subsequently reversed, the carrying amount of the asset is increased to the revised estimate of its recoverable amount. A reversal of an impairment loss is recognised in the comprehensive operating statement as income, unless the asset is carried at a revalued amount, in which case the impairment reversal results in an increase in the asset revaluation surplus. Note 18 provides additional information in relation to the asset revaluation surplus.

Agency property, plant and equipment assets were assessed for impairment as at 30 June 2019. As a result of this review \$14 000 of impairment losses were recognised against plant and equipment and \$17 000 against transport equipment (2018: NIL impairment loss). Impairment losses were charged to expenses.

Depreciation and amortisation expense

Items of property, plant and equipment, including buildings but excluding land, have limited useful lives and are depreciated or amortised using the straight-line method over their estimated useful lives.

Amortisation applies in relation to intangible non-current assets with limited useful lives and is calculated and accounted for in a similar manner to depreciation.

The estimated useful lives for each class of asset are in accordance with the Treasurer's Directions and are determined as follows:

	2019	2018
Buildings	20-50 years	20-50 years
Infrastructure assets	10-15 years	10-15 years
Plant and equipment	1-10 years	1-10 years

Assets are depreciated or amortised from the date of acquisition or from the time an asset is completed and held ready for use.

Assets held for sale

Assets and disposal groups are classified as held for sale if their carrying amount will be recovered through a sale transaction or a grant agreement rather than continuing use. Assets held for sale consist of those assets that management has determined are available for immediate sale or granting in their present condition and their sale is highly probable within one year from the date of classification.

These assets are measured at the lower of the asset's carrying amount and fair value less costs to sell. These assets are not depreciated. Non-current assets held for sale have been recognised on the face of the financial statements as current assets.

Leased assets

Leases under which the agency assumes substantially all the risks and rewards of ownership of an asset, are classified as finance leases. Other leases are classified as operating leases.

Finance leases

Finance leases are capitalised. A lease asset and lease liability equal to the lower of the fair value of the leased property and present value of the minimum lease payments, each determined at the inception of the lease, are recognised.

Lease payments are allocated between the principal component of the lease liability and the interest expense.

Operating leases

Operating lease payments made at regular intervals throughout the term are expensed when the payments are due, except where an alternative basis is more representative of the pattern of benefits to be derived from the leased property. Lease incentives under an operating lease of a building or office space is recognised as an integral part of the consideration for the use of the leased asset. Lease incentives should be recognised as a deduction of the lease expenses over the term of the lease.

	2019	2018
	\$000	\$000
13. Payables		
Accounts payable	1546	1876
Accrued expenses	3664	3446
Total payables	5210	5322

Liabilities for accounts payable and other amounts payable are carried at cost, which is the fair value of the consideration to be paid in the future for goods and services received, whether or not billed to the agency. Accounts payable are normally settled within 30 days.

14. Borrowings and advances

Current

Finance lease liabilities	42	42
	42	42

Non-current

Finance lease liabilities	4334	4396
	4334	4396
Total borrowings and advances	4376	4438

	2019	2018
	\$000	\$000
15. Provisions		
Current		
<i>Employee benefits</i>		
Recreation leave	40 765	39 758
Leave loading	718	806
Other employee benefits - Rec Leave Fares	281	327
<i>Other current provisions</i>		
Other provisions FBT / Payroll Tax / Superannuation	5726	5532
Total provisions	47 489	46 422

The Agency employed 2 136.66 employees as at 30 June 2019 (2 195.70 employees as at 30 June 2018).

Employee benefits

Provision is made for employee benefits accumulated as a result of employees rendering services up to the reporting date. These benefits include wages and salaries and recreation leave. Liabilities arising in respect of wages and salaries, recreation leave and other employee benefit liabilities that fall due within twelve months of reporting date are classified as current liabilities and are measured at amounts expected to be paid. Non-current employee benefit liabilities that fall due after twelve months of the reporting date are measured at present value, calculated using the government long-term bond rate.

No provision is made for sick leave, which is non-vesting, as the anticipated pattern of future sick leave to be taken is less than the entitlement accruing in each reporting period.

Employee benefit expenses are recognised on a net basis in respect of the following categories:

- wages and salaries, non-monetary benefits, recreation leave and other leave entitlements and
- other types of employee benefits.

As part of the financial management framework, the Central Holding Authority assumes the long service leave liabilities of government agencies, including the NTPFES, and as such no long service leave liability is recognised in agency financial statements.

	2019	2018
	\$000	\$000
16. Other liabilities		
Current		
Accountable Officer's Trust Account	4799	4507
Clearing Account	162	0
Total other liabilities	4961	4507

Superannuation

Employees' superannuation entitlements are provided through the:

- Northern Territory Government and Public Authorities Superannuation Scheme (NTGPASS);
- Commonwealth Superannuation Scheme (CSS); or
- non-government employee nominated schemes for those employees commencing on or after 10 August 1999.

The agency makes superannuation contributions on behalf of its employees to the Central Holding Authority or non-government employee-nominated schemes. Superannuation liabilities related to government superannuation schemes are held by the Central Holding Authority and as such are not recognised in agency financial statements.

17. Commitments

Disclosures in relation to capital and other commitments, including lease commitments. Commitments are those contracted as at 30 June where the amount of the future commitment can be reliably measured.

	2019		2018	
	Internal	External	Internal	External
	\$000	\$000	\$000	\$000
(i) Capital expenditure commitments				
Capital expenditure commitments primarily related to the construction of buildings and the purchase of equipment. Capital expenditure commitments contracted for at balance date but not recognised as liabilities are payable as follows:				
Within one year				
Purchase Order		2024		9234
Wadeye multipurpose facility		0		1903
Ngukurr Police complex		11 500		5924
Maningrida Police complex		16 000		6059
Upgrade police facilities at Alyangula and Angurugu (Groote Eyelandt)		0		5079
Police overnight facilities – Robinson River		0		130
Later than one year and not later than five years				
Later than five years				
		29 524		28 329

17. Commitments (continued)

	2019		2018	
	Internal	External	Internal	External
	\$000	\$000	\$000	\$000
(ii) Operating lease commitments				
The agency leases property under non-cancellable operating leases expiring from one to five years. Leases generally provide the agency with a right of renewal at which time all lease terms are renegotiated. The agency also leases items of plant and equipment under non-cancellable operating leases. Future operating lease commitments not recognised as liabilities are payable as follows:				
Within one year				
Housing		8217		9147
Later than one year and not later than five years				
Housing		2046		2519
Later than five years				
		10 263		11 666
(iii) Other expenditure commitments				
Other non-cancellable expenditure commitments not recognised as liabilities are payable as follows:				
Within one year				
Repairs and Maintenance	1619	0	897	0
Carry overs	0	8342	1505	5540
Later than one year and not later than five years				
Later than five years				
	1619	8342	2402	5540

18. Reserves

Asset revaluation surplus

(i) Nature and purpose of the asset revaluation surplus

The asset revaluation surplus includes the net revaluation increments and decrements arising from the revaluation of non-current assets. Impairment adjustments may also be recognised in the asset revaluation surplus.

	Land		Buildings		Infrastructure		Total	
	2019	2018	2019	2018	2019	2018	2019	2018
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
(ii) Movements in the asset revaluation surplus								
Balance as at 1 July	14 460	11 883	109 710	117,525	(108)	(108)	124 062	129 300
Increment/decrement		2577		(7815)				-5238
Impairment (losses)/ reversals			10				10	
Balance as at 30 June	14 460	14 460	109 719	109 710	(108)	(108)	124 072	124 062

19. Fair value measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

Fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use. The highest and best use takes into account the use of the asset that is physically possible, legally permissible and financially feasible.

When measuring fair value, the valuation techniques used maximise the use of relevant observable inputs and minimise the use of unobservable inputs. Unobservable inputs are used to the extent that sufficient relevant and reliable observable inputs are not available for similar assets/liabilities.

Observable inputs are publicly available data that are relevant to the characteristics of the assets/liabilities being valued. Observable inputs used by the agency include, but are not limited to, published sales data for land and general office buildings.

Unobservable inputs are data, assumptions and judgments that are not available publicly, but are relevant to the characteristics of the assets/liabilities being valued. Such inputs include internal agency adjustments to observable data to take account of particular and potentially unique characteristics/functionality of assets/liabilities and assessments of physical condition and remaining useful life.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the following fair value hierarchy based on the inputs used:

Level 1 – inputs are quoted prices in active markets for identical assets or liabilities;

Level 2 – inputs are inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly; and

Level 3 – inputs are unobservable.

The fair value of financial instruments is determined on the following basis:

- the fair value of cash, deposits, advances, receivables and payables approximates their carrying amount, which is also their amortised cost
- the fair value of derivative financial instruments are derived using current market yields and exchange rates appropriate to the instrument and
- the fair value of other monetary financial assets and liabilities is based on discounting to present value the expected future cash flows by applying current market interest rates for assets and liabilities with similar risk profiles.

a) Fair value hierarchy

The agency does not recognise any financial assets or liabilities at fair value as these are recognised at amortised cost. The carrying amounts of these financial assets and liabilities approximates their fair value.

The table below presents non-financial assets recognised at fair value in the balance sheet categorised by levels of inputs used to compute fair value.

	Level 1		Level 2		Level 3		Total fair value	
	2018-19	2017-18	2018-19	2017-18	2018-19	2017-18	2018-19	2017-18
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Assets								
Land (Note 12)					32 105	32 105	32 105	32 105
Buildings (Note 12)					315 326	292 183	315 326	292 183
Infrastructure (Note 12)					221	232	221	232
Construction (Work in Progress (Note 12)					200	54	200	54
Plant and Equipment (Note 12)					65 206	62 310	65 206	62 310
Leased PPE (Note 12)					4128	4253	4128	4253
Total assets					417 186 391 137			

There were no transfers between Level 1 and Levels 2 or 3 during 2018-19.

b) Valuation techniques and inputs

Valuation techniques used to measure fair value in 2018–19 are:

	Level 2 techniques	Level 3 techniques
Asset classes		
Land		Cost approach
Buildings		Cost approach
Infrastructure		Cost approach
Construction (Work in Progress)		Cost approach
Plant and Equipment		Cost approach
Leased PPE		Cost approach

There were no changes in valuation techniques from 2017–18 to 2018–19.

No valuations were conducted in 2018–19.

Level 3 Fair Values of specialised buildings and infrastructure were determined by computing their depreciated replacement costs because an active market does not exist for such facilities. The depreciated replacement cost was based on a combination of internal records of the historical cost of the facilities, adjusted for contemporary technology and construction approaches. Significant judgement was also used in assessing the remaining service potential of the facilities, given local environmental conditions, projected usage and records of the current condition of the facilities.

c) Additional information for level 3 fair value measurements

(i) Reconciliation of recurring level 3 fair value measurements of non-financial assets

	Land	Buildings	Infra-structure	Plant & Equipment	Construction WIP
	\$000	\$000	\$000	\$000	\$000
2018-19					
Fair value as at 1 July 2018	32 105	292 183	232	62 310	54
Additions				19 303	146
Disposals				-5050	
Depreciation		-11 399	-11	-11 726	
Additions/Disposals from Asset Transfers		34 541		424	
Gains/losses recognised in net surplus/deficit				-65	
Gains/losses recognised in other comprehensive income				10	
Fair value as at 30 June 2019	32 105	315 326	221	65 207	200
2017-18					
Fair value as at 1 July 2017	29 558	305 083	214	58 538	54
Additions				17 714	
Disposals				-3061	
Depreciation		-10 674	-9	-11 885	
Additions/Disposals from Asset Transfers	2534	5504	112	1004	
Gains/losses recognised in other comprehensive income	13	-7730	-85		
Fair value as at 30 June 2018	32 105	292 183	232	62 310	54

(ii) Sensitivity analysis

Level 3 Fair Values of specialised buildings and infrastructure were determined by computing their depreciated replacement costs because an active market does not exist for such facilities. The depreciated replacement cost was based on a combination of internal records of the historical cost of the facilities, adjusted for contemporary technology and construction approaches. Significant judgement was also used in assessing the remaining service potential of the facilities, given local environmental conditions, projected usage, and records of the current condition of the facilities.

20. Financial instruments

A financial instrument is a contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

Financial assets and liabilities are recognised on the balance sheet when the agency becomes a party to the contractual provisions of the financial instrument. The agency's financial instruments include cash and deposits; receivables; advances paid; investment in shares; payables; advances received; borrowings and derivatives.

Due to the nature of operating activities, certain financial assets and financial liabilities arise under statutory obligations rather than a contract. Such financial assets and liabilities do not meet the definition of financial instruments as per AASB 132 Financial Instruments: Presentation. These include statutory receivables arising from taxes including GST and penalties.

The NTPFES has limited exposure to financial risks. Exposure to interest rate risk, foreign exchange risk, credit risk, price risk and liquidity risk arise in the normal course of activities. The NT Government's investments, loans and placements, and borrowings are predominantly managed through the NTTC adopting strategies to minimise the risk. Derivative financial arrangements are also utilised to manage financial risks inherent in the management of these financial instruments. These arrangements include swaps, forward interest rate agreements and other hedging instruments to manage fluctuations in interest or exchange rates.

a) Categories of financial instruments

The carrying amounts of the agency's financial assets and liabilities by category are disclosed in the table below.

2018–19 Categories of financial instruments

	Fair value through profit or loss			Fair value through other comprehensive income	Total
	Mandatorily at fair value	Designated at fair value	Amortised cost		
	\$000	\$000	\$000	\$000	\$000
Cash and deposits		3871			3871
Receivables ¹			672		672
Total financial assets		3871	672		4543
Deposits held ¹			4961		4961
Payables ¹			5210		5210
Finance lease liabilities			4376		4376
Total financial liabilities			14 547		14 547

1 Total amounts disclosed here exclude statutory amounts

2017–18 Categories of financial instruments

	Fair value through profit or loss						Total
	Held for trading	Designated at fair value	Held to maturity investments	Financial assets - loans and receivables	Financial assets - available for sale	Financial liabilities - amortised cost	
	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Cash and deposits		3957					3957
Receivables ¹				297			297
Total financial assets		3957		297			4254
Deposits held ¹						4507	4507
Payables ¹						5322	5322
Finance lease liabilities						4438	4438
Total financial liabilities						14 267	14 267

1 Total amounts disclosed here exclude statutory amounts

Classification of financial instruments from 1 July 2018

From 1 July 2018, the agency classifies its financial assets in the following measurement categories:

- those to be measured subsequently at fair value (either through other comprehensive income (OCI) or through profit or loss), and
- those to be measure at amortised cost.

The classification depends on the agency's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in profit or loss or OCI. For investments in equity instruments that are not held for trading, the agency has made an irrevocable election at the time of initial recognition to account for the equity investment at fair value through other comprehensive income (FVOCI).

The agency reclassifies debt investments when and only when its business model for managing those assets changes.

At initial recognition, the agency measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss (FVTPL), transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVTPL are expensed in profit or loss.

Financial assets with embedded derivatives are considered in their entirety when determining whether their cash flows are solely payment of principal and interest.

Classification of financial instruments until 30 June 2018

The agency has elected not to restate comparative information. As a result, the comparative information provided continues to be accounted for in accordance with AASB 139.

Financial assets are classified into the following categories:

- financial assets at fair value through profit or loss
- held-to-maturity investments
- loans and receivables and
- available-for-sale financial assets.

Financial liabilities are classified into the following categories:

- financial liabilities at fair value through profit or loss (FVTPL) and
- financial liabilities at amortised cost.

Financial assets or financial liabilities at fair value through profit or loss

Financial instruments are classified as at FVTPL when the instrument is either held for trading or is designated as at FVTPL. Financial instruments classified as at FVTPL are initially and subsequently measured at fair value. Gains or losses on these assets are recognised in the net result for the year.

Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturity dates that the entity has the positive intent and ability to hold to maturity. Held-to-maturity investments are recorded at amortised cost using the effective interest method less impairment, with revenue recognised on an effective yield basis.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market other than those held for trading and available for sale. Loans and receivables exclude statutory receivables. Loans and receivables are measured initially at fair value and subsequently at amortised cost using the effective interest rate method less impairment.

Available-for-sale financial assets

Available-for-sale financial assets are those non-derivative financial assets, principally equity securities that are designated as available-for-sale or are not classified as any of the three preceding categories. Available-for-sale financial assets are initially measured at fair value plus transaction costs and subsequently at fair value. Gains or losses are recognised as a separate component of equity until the investment is derecognised or until the investment is determined to be impaired, at which time the cumulative gain or loss previously reported in equity is recognised in the comprehensive operating statement.

Financial liabilities at amortised cost

Financial liabilities at amortised cost are measured include all advances received, finance lease liabilities and borrowings. Amortised cost is calculated using the effective interest method.

Derivatives

The agency enters into a variety of derivative financial instruments to manage its exposure to interest rate risk. The agency does not speculate on trading of derivatives.

Derivatives are initially recognised at fair value on the date a derivative contract is entered in to and are subsequently remeasured at their fair value at each reporting date. The resulting gain or loss is recognised in the comprehensive operating statement immediately unless the derivative is designated and qualifies as an effective hedging instrument, in which event, the timing of the recognition in the comprehensive operating statement depends on the nature of the hedge relationship. Application of hedge accounting will only be available where specific designation and effectiveness criteria are satisfied.

Netting of swap transactions

The agency, from time to time, may facilitate certain structured finance arrangements, where a legally recognised right to set-off financial assets and liabilities exists, and the Territory intends to settle on a net basis. Where these arrangements occur, the revenues and expenses are offset and the net amount is recognised in the comprehensive operating statement.

b) Credit risk

The agency has limited credit risk exposure (risk of default). In respect of any dealings with organisations external to Government, the agency has adopted a policy of only dealing with credit worthy organisations and obtaining sufficient collateral or other security where appropriate, as a means of mitigating the risk of financial loss from defaults.

The carrying amount of financial assets recorded in the financial statements, net of any allowances for losses, represents the agency's maximum exposure to credit risk without taking account of the value of any collateral or other security obtained.

Credit risk relating to receivables is disclosed in Note 10.

c) Liquidity risk

Liquidity risk is the risk that the agency will not be able to meet its financial obligations as they fall due. The NTPFES' approach to managing liquidity is to ensure that it will always have sufficient funds to meet its liabilities when they fall due. This is achieved by ensuring that minimum levels of cash are held in the NTPFES' bank account to meet various current employee and supplier liabilities. The NTPFES' exposure to liquidity risk is minimal. Cash injections are available from the Central Holding Authority in the event that one-off extraordinary expenditure items arise that deplete cash to levels that compromise the agency's ability to meet its financial obligations.

The following tables detail the agency's remaining contractual maturity for its financial liabilities, calculated based on undiscounted cash flows at reporting date. The undiscounted cash flows in these tables differ from the amounts included in the balance sheet which are based on discounted cash flows.

2019 Maturity analysis for financial liabilities

	Carrying amount	Less than a year	1 to 5 years	More than 5 years	Total
	\$000	\$000	\$000	\$000	\$000
Liabilities					
Deposits held	4961	4961			4961
Payables	5210	5210			5210
Finance lease liabilities	4376		42	4334	4376
Total financial liabilities	14 547	10 171	42	4334	14 547

2018 Maturity analysis for financial liabilities

	Carrying amount	Less than a year	1 to 5 years	More than 5 years	Total
	\$000	\$000	\$000	\$000	\$000
Liabilities					
Deposits held	4507	4507			4507
Payables	5322	5322			5322
Finance lease liabilities	4438		42	4396	4438
Total financial liabilities	14 267	9829	42	4396	14 267

d) Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. It comprises interest rate risk, price risk and currency risk.

(i) Interest rate risk

The NTPFES is not exposed to interest rate risk as NTPFES' financial assets and financial liabilities, with the exception of finance leases, are non interest bearing. Finance lease arrangements are established on a fixed interest rate and as such do not expose the NTPFES to interest rate risk.

(ii) Price risk

The NTPFES is not exposed to price risk as the NTPFES does not hold units in unit trusts.

(iii) Currency risk

The NTPFES is not exposed to currency risk as the NTPFES does not hold borrowings denominated in foreign currencies or transactional currency exposures arising from purchases in a foreign currency.

21. Related Parties

i) Related Parties

The NTPFES is a government administrative entity and is wholly owned and controlled by the Territory Government. Related parties of the department include:

- the portfolio minister and key management personnel (KMP) because they have authority and responsibility for planning, directing and controlling the activities of the department directly; and
- close family members of the portfolio minister or KMP including spouses, children and dependants; and
- all public sector entities that are controlled and consolidated into the whole of government financial statements; and
- any entities controlled or jointly controlled by KMP's or the portfolio minister or controlled or jointly controlled by their close family members.

ii) Key management personnel (KMP)

Key management personnel of the NTPFES are those persons having authority and responsibility for planning, directing and controlling the activities of the NTPFES. These include the Minister for Police, Fire and Emergency Services, the Chief Executive Officer and the six members (2018: six members) of the executive team/the Board Directors of the NTPFES.

iii) Remuneration of key management personnel

The details below excludes the salaries and other benefits of the Minister for Police, Fire and Emergency Services as the Minister's remunerations and allowances are payable by the Department of the Legislative Assembly and consequently disclosed within the Treasurer's annual financial statements.

The aggregate compensation of key management personnel of the NTPFES is set out below:

	2018-19	2017-18
	\$000	\$000
Short-term benefits	1487	1508
Post-employment benefits	121	146
Long-term benefits	0	0
Termination benefits	0	0
Total	1608	1654

iv) Related party transactions:

Transactions with Northern Territory Government controlled entities

The department's primary ongoing source of funding is received from the Central Holding Authority in the form of output and capital appropriation and on-passed Commonwealth national partnership and specific purpose payments.

The following table provides quantitative information about related party transactions entered into during the year with all other Northern Territory Government controlled entities.

2019

Related party	Revenue from related parties	Payments to related parties	Amounts owed by related parties	Amounts owed to related parties
	\$000	\$000	\$000	\$000
All NTG Government departments	14 071	43 568	112	868
Associates				
Subsidiaries				

2018

Related party	Revenue from related parties	Payments to related parties	Amounts owed by related parties	Amounts owed to related parties
	\$000	\$000	\$000	\$000
All NTG Government departments	14 948	43 891	18	518
Associates				
Subsidiaries				

The NTPFES' transactions with other government entities are not individually significant.

Other related party transactions are as follows:

Given the breadth and depth of Territory Government activities, related parties will transact with the Territory Public sector in a manner consistent with other members of the public including paying stamp duty and other government fees and charges and therefore these transactions have not been disclosed.

The Department of Treasury and Finance have advised that there were no declarable Minister related transactions for the NTPFES for the 2018–19 financial year.

The NTPFES did not have any other significant related party transactions during the year ended 30 June 2019.

22. Contingent liabilities and contingent assets

a) Contingent liabilities

NTPFES has contingent liabilities that are not quantified. As at 30 June 2019, no claim has been made on any of these contingent liabilities.

Litigation matters are not disclosed on the basis that disclosure may adversely affect the outcome of any current or future litigation.

b) Contingent assets

NTPFES had no contingent assets as at 30 June 2019 (NIL as at 30 June 2018).

23. Events subsequent to balance date

No events have arisen between the end of the financial year and the date of this report that require adjustment to, or disclosure in these financial statements.

24. Accountable officer's trust account

In accordance with section 7 of the *Financial Management Act 1995*, an Accountable Officer's Trust Account has been established for the receipt of money to be held in trust. A summary of activity is shown below:

Nature of trust money	Opening balance 1 July 2018	Receipts	Payments	Closing balance 30 June 2019
Warrant and apprehension	-2	-6	6	-2
Drug cash seizures	-4351	-969	674	-4646
Other	-153	-74	77	-150
	-4507	-1049	757	-4799

25. Schedule of administered Territory items

The following Territory items are managed by the NTPFES on behalf of the Government and are recorded in the Central Holding Authority (refer Note 2(d)).

	2019	2018
	\$000	\$000
TERRITORY INCOME AND EXPENSES		
Income		
Grants and subsidies revenue		
Capital	0	5700
Fees from regulatory services	5261	5448
Other income	320	630
Total income	5581	11 778
Expenses		
Other administrative expenses	5581	11 778
Total expenses	5581	11 778
Territory income less expenses	0	0
TERRITORY ASSETS AND LIABILITIES		
Assets		
Other receivables	0	0
Total assets	0	0
Liabilities		
Central Holding Authority income payable	0	0
Unearned Central Holding Authority income	0	0
Total liabilities	0	0
Net assets	0	0

26. Budgetary information

Comprehensive Operating Statement	2018-19 Actual	2018-19 Original budget	Variance	Note
	\$000	\$000	\$000	
INCOME				
Grants and subsidies revenue				
Current	1371	816	555	1
Appropriation				
Output	367 326	360 767	6559	2
Commonwealth	48 777	25 269	23 508	3
Sales of goods and services	5678	5180	498	
Goods and services received free of charge	12 422	13 282	-860	4
Gain on disposal of assets	1096	100	996	5
Other income	1516	917	599	6
TOTAL INCOME	438 187	406 331	31 855	
EXPENSES				
Employee expenses	318 440	309 889	8551	7
Administrative expenses				
Purchases of goods and services	76 935	74 236	2699	8
Repairs and maintenance	10 504	9300	1204	9
Depreciation and amortisation	23 261	23 825	-564	10
Other administrative expenses	12 488	13 282	-794	11
Grants and subsidies expenses				
Current	265	215	50	
Interest expenses	246	209	37	
TOTAL EXPENSES	442 140	430 956	11 183	
NET SURPLUS/(DEFICIT)	-3953	-24 625	20 672	
OTHER COMPREHENSIVE INCOME				
Items that will not be reclassified to net surplus/deficit				
Changes in asset revaluation surplus	10	0	10	
TOTAL OTHER COMPREHENSIVE INCOME	10	0	10	
COMPREHENSIVE RESULT	-3943	-24 625	20 682	

Notes:

The following note descriptions relate to variances greater than 10 per cent (minimum threshold of \$0.5M), or where multiple significant variances have occurred.

- 1) External monies for Angurugu Police Station (\$0.75M) construction was receipted in Current Grants Income, despite initially being budgeted against Capital Grants Central Holding Authority Income.
- 2) Additional Output Appropriation provided for budget base (\$5M), repairs and maintenance stimulus, capital project variations (\$1.4M) and disaster recovery activity (\$0.8M) offset by savings measures (-\$0.6M).
- 3) Commonwealth Appropriation budget increased during the year to account for Commonwealth NT Remote Aboriginal Investment payment received in July 2018, relating to the 2017–18 financial year.
- 4) Department of Corporate and Information Services (free-of-charge ie. non-cash) expenditure less than budgeted.
- 5) Gain related to vehicles disposed at auction higher than residual value.
- 6) Miscellaneous revenue higher than budgeted and recognition of a gifted chromatography asset and for a vehicle seized by NTPFES under the *Misuse of Drugs Act 1990*.
- 7) NTPFES is subject to police employment targets offset by ongoing savings targets. At this time the latter has not been fully achieved.
- 8) Operational budgets supporting an expanded police employment base are subject to ongoing savings targets. A portion of the overspend (see note 1) relates to the return of external monies that was receipted but is no longer required.
- 9) Repairs and Maintenance (see note 2).
- 10) Depreciation expenditure less than budgeted.
- 11) Other administrative expenses (see note 4).

Balance Sheet	2018-19 Actual	2018-19 Original budget	Variance	Note
	\$000	\$000	\$000	
ASSETS				
Current assets				
Cash and deposits	3871	2378	1493	1
Receivables	1538	2504	-966	2
Inventories	3790	2216	1574	3
Prepayments	218	223	-5	
Total current assets	9418	7321	2097	
Non-current assets				
Property, plant and equipment	417 186	384 637	32 549	4
Total non-current assets	417 186	384 637	32 549	
TOTAL ASSETS	426 603	391 958	34 646	
LIABILITIES				
Current liabilities				
Deposits held	4961	4033	928	5
Payables	5210	4209	1001	6
Borrowings and advances	42	0	42	
Provisions	47 489	44 130	3359	7
Total current liabilities	57 703	52 372	5331	
Non-current liabilities				
Borrowings and advances	4334	4497	-163	
Total non-current liabilities	4334	4497	-163	
TOTAL LIABILITIES	62 037	56 869	5168	
NET ASSETS	364 567	335 089	29 478	
EQUITY				
Capital	541 924	502 648	39 276	8
Reserves	124 072	129 300	-5228	9
Accumulated funds	-301 429	-296 859	-4570	10
TOTAL EQUITY	364 567	335 089	29 478	

Notes:

The following note descriptions relate to variances greater than 10 per cent (minimum threshold of \$0.5M), or where multiple significant variances have occurred.

- 1) Cash balance reflects performance in the Comprehensive Operating Statement and Investing and Financing Activities on the Cash Flow Statement.
- 2) Improved debtor management during year.
- 3) Armoury inventory count enhanced compared to prior years.
- 4) Recognition of expanded Wadeye Police Station and other buildings and equipment assets.
- 5) Higher balance due to increased monies seized awaiting court outcomes.
- 6) Variation due to combination of business activity and accruals associated with employee costs and supplier invoices.
- 7) Variance mainly due to greater number of police employees than last financial year and timing of employee leave taken.
- 8) Capital equity increase largely relates to the expanded Wadeye Police Station and other buildings and annual appropriation for equipment assets.
- 9) Asset Revaluations in the Katherine and Barkly regions in late 2017–18.
- 10) Accumulated funds largely reflects performance in the Comprehensive Operating Statement.

Cash Flow Statement	2018-19 Actual	2018-19 Original budget	Variance	Note
	\$000	\$000	\$000	
CASH FLOWS FROM OPERATING ACTIVITIES				
Operating receipts				
Grants and subsidies received				
Current	1371	816	555	1
Appropriation				
Output	367 326	360 767	6559	2
Commonwealth	48 777	25 269	23 508	3
Receipts from sales of goods and services	14 388	6097	8291	4
Total operating receipts	431 861	392 949	38 913	
Operating payments				
Payments to employees	317 309	309 889	7420	5
Payments for goods and services	95 654	83 536	12 118	6
Grants and subsidies paid				
Current	265	215	50	
Interest paid	246	209	37	
Total operating payments	413 474	393 849	19 625	
Net cash from/(used in) operating activities	18 387	-900	19 288	
CASH FLOWS FROM INVESTING ACTIVITIES				
Investing receipts				
Proceeds from asset sales	5994	4692	1302	7
Total investing receipts	5994	4692	1302	
Investing payments				
Purchases of assets	19 450	20 104	-654	8
Total investing payments	19 450	20 104	-654	
Net cash from/(used in) investing activities	-13 456	-15 412	1956	
CASH FLOWS FROM FINANCING ACTIVITIES				
Financing receipts				
Deposits received	454	0	454	
Equity injections				
Capital appropriation	14 591	15 091	-500	9
Commonwealth appropriation				
Other equity injections				
Total financing receipts	15 045	15 091	-46	

Cash Flow Statement	2018-19 Actual	2018-19 Original budget	Variance	Note
	\$000	\$000	\$000	
Financing payments				
Finance lease payments	62	0	62	
Equity withdrawals	20 000	0	20 000	10
Total financing payments	20 062	0	20 062	
Net cash from/(used in) financing activities	-5017	15 091	-20 108	
Net increase/(decrease) in cash held	-86	-1221	1135	
Cash at beginning of financial year	3957	3599	358	
CASH AT END OF FINANCIAL YEAR	3871	2378	1493	

Notes:

The following note descriptions relate to variances greater than 10 per cent (minimum threshold of \$0.5M), or where multiple significant variances have occurred.

- 1) External monies for Angurugu Police Station (\$0.75M) construction was receipted in Current Grants Expenditure Received, despite initially being budgeted against Capital Grants Central Holding Authority Revenue.
- 2) Additional Output Appropriation provided for budget base (\$5M), repairs and maintenance stimulus, capital project variations (\$1.4M) and disaster recovery activity (\$0.8M) offset by savings measures (-\$0.6M).
- 3) Commonwealth Appropriation budget increased during the year to account for Commonwealth NT Remote Aboriginal Investment payment received in July 2018, relating to the 2017-18 financial year.
- 4) Miscellaneous revenue higher than budgeted and GST receipts (\$6.5M) that is customarily not incorporated into budget calculations.
- 5) NTPFES is subject to police employment targets offset by ongoing savings targets. At this time the latter has not been fully achieved.
- 6) Operational budgets supporting an expanded police employment base are subject to ongoing savings targets. A portion of the overspend (see note 1) relates to the return of external monies that was receipted but is no longer required. Additionally, GST payments (\$7.3M) that is customarily not incorporated into budget calculations.
- 7) Higher vehicle auction volumes than forecast.
- 8) Minor variation relating to the timing between capital equipment purchases and payments due to manufacturing and other factors in the supply chain.
- 9) Budget transfer during 2018-19 to Department of Infrastructure, Planning and Logistics for the Palmerston Police Station construction project.
- 10) Equity withdrawal in recognising item 3 above. NTG provided funding during 2017-18 due to the late Commonwealth payment.

27. Budgetary information: Administered Territory items

In addition to the specific departmental operations which are included in the financial statements, the Department administers or manages other activities and resources on behalf of the Territory such as false fire alarms in buildings and firearms controls. The Department does not gain control over assets arising from these collections, consequently no income is recognised in the Department's financial statements. The transactions relating to these activities are reported as administered items in this note.

Administered Territory Items	2018-19 Actual	2018-19 Original budget	Variance	Note
	\$000	\$000	\$000	
TERRITORY INCOME AND EXPENSES				
Income				
Grants and subsidies revenue				
Current				
Capital	0	1500	-1500	1
Fees from regulatory services	5261	5344	-83	
Other income	320	0	320	
Total income	5581	6844	-1263	
Expenses				
Other administrative expenses	5581	6844	-1263	
Total expenses	5581	6844	-1263	
Territory income less expenses	0	0	0	
TERRITORY ASSETS AND LIABILITIES				
Assets				
Other receivables	0	0	0	
Total assets	0	0	0	
Liabilities				
Central Holding Authority income payable	0	0	0	
Unearned Central Holding Authority income	0	0	0	
Total liabilities	0	0	0	
Net assets	0	0	0	

Notes:

The following note descriptions relate to variances greater than 10 per cent (minimum threshold of \$0.5M), or where multiple significant variances have occurred.

- 1) External monies budgeted for Angurugu Police Station was not required as project was completed below original construction estimate and within a separate Commonwealth funding stream.



6

Crime Statistics

Trust



Respect



Responsibility



Integrity



Courage



Communication



Accountability



In this section

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Methodology

The NTPFES person and property offence counting rules are aligned with the current Australian Bureau of Statistics (ABS) victim-based counting methodologies.

Offences against the person are counted by determining the most serious offences within each Australian and New Zealand Standard Offence Classification 2011 (ANZSOC) division (first two ANZSOC digits) per incident per victim and includes subdivision 049, which is excluded in the ABS Recorded Crime – Victims publication.

Offences against property are counted by determining the most serious offence within each ANZSOC sub-division (the first three digits of the ANZSOC) per incident.

The counting rules for the statistics in this section therefore, differ from the counting rules applied in the monthly crime statistics publicly released and some operational references throughout this document, which refer to total recorded offences. The monthly crime statistic releases count the number of unique offences recorded in an incident, regardless of the number of victims involved.

This section contains NT-level data only. Offence-based crime statistics broken down into geographical regions corresponding with the six main urban centres in the NT, using definitions in accordance with the ABS Australian Statistical Geography Standards are prepared by the Department of the Attorney-General and Justice and published on the NTPFES website on a monthly basis.

These statistics can be downloaded from <http://www.pfes.nt.gov.au/police/community-safety/nt-crime-statistics/statistical-publications>

Active policing offences are those generally detected through proactive policing activity, and largely do not have a person or property victim. These are counted by the number of unique offences per incident.

All statistics exclude any offences that occurred outside the NT.

Offences Against the Person - NT

	2017-18	2018-19	Variance (%)
Homicide and related offences	11	12	9.1%
Murder	4	6	50.0%
Attempted Murder	0	2	n/a
Manslaughter	2	1	-50.0%
Driving causing death	5	3	-40.0%
Acts intended to cause injury	8059	6778	-15.9%
Serious assault resulting in injury	1385	1147	-17.2%
Serious assault not resulting in injury	4495	3809	-15.3%
Common assault	2148	1805	-16.0%
Stalking	27	13	-51.9%
Other acts intended to cause injury, n.e.c.	4	4	0.0%
Assault, n.f.d.	0	0	n/a
Sexual assault and related offences	450	391	-13.1%
Aggravated sexual assault	263	231	-12.2%
Non-aggravated sexual assault	126	118	-6.3%
Non-assaultive sexual offences against a child	7	1	-85.7%
Child pornography offences	27	16	-40.7%
Sexual servitude offences	0	0	n/a
Non-assaultive sexual offences, n.e.c.	27	25	-7.4%
Sexual Assault, n.e.c.	0	0	n/a
Dangerous or negligent acts endangering persons	238	173	-27.3%
Neglect or ill-treatment of persons under care	0	1	n/a
Other dangerous or negligent acts endangering persons, n.e.c.	238	172	-27.7%
Abduction, harassment and other offences against the person	388	428	10.3%
Abduction and kidnapping	0	0	n/a
Deprivation of liberty/false imprisonment	32	27	-15.6%
Harassment and private nuisance	41	47	14.6%
Threatening behaviour	315	354	12.4%
Robbery	131	152	16.0%
Aggravated robbery	66	68	3.0%
Non-aggravated robbery	0	1	n/a
Blackmail and extortion	0	0	n/a
Robbery, n.e.c.	65	83	27.7%
Total	9277	7934	-14.5%

Note: This table includes all victims against the offence categories in the Northern Territory.

n.e.c. refers to offences 'not elsewhere classified'.

n.f.d. refers to offences 'not further defined'.

Data Source: The Police Realtime Online Management Information System (PROMIS), extracted on 1 August 2019.

Northern Territory Offences Against the Person Cleared Up Rate

		2017-18*	2017-18	2018-19*
Homicide and related offences	Reported	12	11	12
	Cleared	11	11	12
	Cleared up rate (%)	91.7%	100.0%	100.0%
Acts intended to cause injury	Reported	7985	8059	6778
	Cleared	6599	7110	5516
	Cleared up rate (%)	82.6%	88.2%	81.4%
Sexual assault and related offences	Reported	410	450	391
	Cleared	311	380	289
	Cleared up rate (%)	75.9%	84.4%	73.9%
Dangerous or negligent act endangering persons	Reported	228	238	173
	Cleared	182	205	145
	Cleared up rate (%)	79.8%	86.1%	83.8%
Abduction, harassment and other offences against the person	Reported	376	388	428
	Cleared	330	354	350
	Cleared up rate (%)	87.8%	91.2%	81.8%
Robbery, extortion and related offences	Reported	127	131	152
	Cleared	77	94	98
	Cleared up rate (%)	60.6%	71.8%	64.5%
Total	Reported	9138	9277	7934
	Cleared	7510	8154	6410
	Cleared up rate (%)	82.2%	87.9%	80.8%

* Some offences require considerable time to clear as such 2018-19* figures are considered preliminary and subject to upward revision next year.

2017-18* clear up rate figures should be used when comparing against 2018-19* as it is extracted within the same reporting time frame.

Data Source: 2017-18* data was extracted from PROMIS on 1 August 2018. 2017-18 and 2018-19* data was extracted from PROMIS on 1 August 2019.

Offence Against Property - NT

	2017-18	2018-19	Variance (%)
Unlawful entry with intent/burglary, break and enter- Total	4538	4920	8.4%
Attempted	499	472	-5.4%
Actual	4039	4448	10.1%
Unlawful entry with intent/burglary, break and enter- Building	2455	2464	0.4%
Attempted	258	235	-8.9%
Actual	2197	2229	1.5%
Unlawful entry with intent/burglary, break and enter- Dwelling	2083	2456	17.9%
Attempted	241	237	-1.7%
Actual	1842	2219	20.5%
Theft and related offences	7230	7090	-1.9%
Theft and related offences (n.e.c)	3882	3638	-6.3%
Illegal use of a motor vehicle	888	861	-3.0%
Theft of motor vehicle parts or contents	830	962	15.9%
Theft from a person (excluding by force)	1	0	-100.0%
Theft from retail premises	886	923	4.2%
Theft (except motor vehicles), n.e.c.	667	608	-8.8%
Receive or handle proceeds of crime	74	98	32.4%
Illegal use of property (except motor vehicles)	2	0	-100.0%
Property Damage	7243	7277	0.5%
Total	19 011	19 287	1.5%

Note: This table includes all victims against the offence categories in the Northern Territory.

n.e.c. refers to offences 'not elsewhere classified'.

Data Source: PROMIS, extracted on 1 August 2019.

Offences Against Property - Offences Finalised

		2017-18*	2017-18	2018-19*
Unlawful entry with intent/ burglary, break and enter	Reported	4520	4538	4920
	Cleared	1504	1752	1778
	Cleared up rate (%)	33.3%	38.6%	36.1%
Theft and related offences	Reported	7202	7230	7090
	Cleared	3117	3296	3166
	Cleared up rate (%)	43.3%	45.6%	44.7%
Property damage	Reported	7196	7243	7277
	Cleared	3416	3644	3696
	Cleared up rate (%)	47.5%	50.3%	50.8%
Total	Reported	18 918	19 011	19 287
	Cleared	8037	8692	8640
	Cleared up rate (%)	42.5%	45.7%	44.8%

* Some offences require considerable time to clear as such 2018-19* figures are considered preliminary and subject to upward revision next year.

2017-18* clear up rate figures should be used when comparing against 2018-19* as it is extracted within the same reporting time frame.

Data Source: 2017-18* data was extracted from PROMIS on 1 August 2018. 2017-18 and 2018-19* data was extracted from PROMIS on 1 August 2019.

Narelle Beer

Assistant Commissioner

Ms Beer comes to us from Victoria Police and has over 30 years policing experience. She brings a wealth of knowledge in leadership, ethics, integrity and standards achieved throughout her diverse career in operational, strategic and business policing roles. Those roles included Divisional Commander, Local Area Commander and Manager Professional Standards Command where she was responsible for developing, leading and promoting statewide multi-agency transformation and modernisation strategies to reduce high harm crime incidents.

Ms Beer holds a Bachelor of Arts, Bachelor of Laws, Graduate Diploma in Law, Graduate Diploma in Executive Leadership, Graduate Diploma in Public Administration and Masters in Police Leadership and Management.

Ms Beer's portfolio includes Southern Command, Northern Command and Road Policing and Regional Support.



Traffic Offences - NT

Number of apprehensions and infringements recorded	2017-18	2018-19	Variance (%)
Dangerous or negligent acts endangering persons – driving offences only	1438	1408	-2.1%
Driving under the influence of alcohol or other substance	135	140	3.7%
Dangerous or negligent operation (driving) of a vehicle	1303	1268	-2.7%
Traffic and vehicle regulatory offences	64 844	65 781	1.4%
Drive while licence disqualified or suspended	669	684	2.2%
Drive without a licence	3089	3502	13.4%
Driver licence offences, n.e.c.	1501	1603	6.8%
Registration offences	9352	9204	-1.6%
Roadworthiness offences	379	569	50.1%
Exceed the prescribed content of alcohol or other substance limit	2785	2710	-2.7%
Exceed the legal speed limit	34 720	34 126	-1.7%
Parking offences	231	228	-1.3%
Regulatory driving offences, n.e.c.	12 031	13 094	8.8%
Pedestrian offences	87	61	-29.9%
Total	66 282	67 189	1.4%

Notes: Other offences for dangerous or negligent acts endangering persons are included in Table 15.
 Parking offences shown are only those dealt with by the NT Police, not those dealt with by city councils.
 Data Source: The Integrated Justice Information System (IJIS), extracted on 3 August 2019.

Active Policing - NT

ANZSOC Description	2017-18	2018-19	Variance%
Fraud, Deception and Related Offences	367	388	5.7%
911 Obtain benefit by deception	326	355	8.9%
921 Counterfeiting of currency	2	3	50.0%
922 Forgery of documents	30	17	-43.3%
931 Fraudulent trade practices	7	10	42.9%
932 Misrepresentation of professional status	2	3	50.0%
Illicit Drug Offences	2216	2365	6.7%
1010 Import or export illicit drugs	1	3	200.0%
1011 Import illicit drugs	1	1	0.0%
1020 Deal or traffic in illicit drugs	49	57	16.3%
1021 Deal or traffic in illicit drugs - commercial quantity	359	317	-11.7%
1022 Deal or traffic in illicit drugs - non-commercial quantity	145	172	18.6%
1031 Manufacture illicit drugs	4	2	-50.0%
1032 Cultivate illicit drugs	29	10	-65.5%
1041 Possess illicit drugs	1441	1565	8.6%
1042 Use illicit drugs	42	27	-35.7%
1099 Other illicit drug offences, n.e.c.	145	211	45.5%
Prohibited and Regulated Weapons and Explosives Offences	1052	949	-9.8%
1111 Import or export prohibited weapons/explosives	0	1	n/a
1112 Sell, possess and/or use prohibited weapons/explosives	47	71	51.1%
1119 Prohibited weapons/explosives offences, n.e.c.	0	0	n/a
1121 Unlawfully obtain or possess regulated weapons/explosives	146	112	-23.3%
1122 Misuse of regulated weapons/explosives	832	739	-11.2%
1123 Deal or traffic regulated weapons/explosives offences	13	7	-46.2%
1129 Regulated weapons/explosives offences, n.e.c.	14	19	35.7%

ANZSOC Description	2017-18	2018-19	Variance%
Environmental Pollution	0	2	n/a
1229 Environmental pollution, n.e.c.	0	2	n/a
Public order offences	6376	5198	-18.5%
1311 Trespass	1722	1551	-9.9%
1312 Criminal intent	15	18	20.0%
1313 Riot and affray	483	447	-7.5%
1319 Disorderly conduct, n.e.c.	2080	1610	-22.6%
1321 Betting and gambling offences	7	6	-14.3%
1322 Liquor and tobacco offences	259	330	27.4%
1323 Censorship offences	1	0	-100.0%
1324 Prostitution offences	0	1	n/a
1325 Offences against public order sexual standards	122	84	-31.1%
1326 Consumption of legal substances in prohibited spaces	1403	931	-33.6%
1329 Regulated public order offences, n.e.c.	5	3	-40.0%
1331 Offensive language	111	51	-54.1%
1332 Offensive behaviour	145	129	-11.0%
1334 Cruelty to animals	23	37	60.9%
Offences Against Justice Procedures, Government Security and Government Operations	7548	7099	-5.9%
1500 Offences against justice procedures, government security and government operations (n.e.c)*	1	3	200.0%
1511 Escape custody offences	70	60	-14.3%
1512 Breach of home detention	1	0	-100.0%
1513 Breach of suspended sentence	347	423	21.9%
1521 Breach of community service order	0	0	n/a
1522 Breach of parole	84	86	2.4%
1523 Breach of bail	2781	2729	-1.9%
1524 Breach of bond - probation	0	0	n/a
1525 Breach of bond - other	27	31	14.8%
1529 Breach of community-based order, n.e.c.	224	135	-39.7%
1531 Breach of violence order	3062	2705	-11.7%

ANZSOC Description	2017-18	2018-19	Variance%
1532 Breach of non-violence orders	0	1	n/a
1541 Resist or hinder government official (excluding police officer, justice official or government security officer)	16	15	-6.3%
1542 Bribery involving government officials	0	0	n/a
1543 Immigration offences	0	0	n/a
1549 Offences against government operations, n.e.c.	18	18	0.0%
1559 Offences against government security, n.e.c.	1	2	100.0%
1561 Subvert the course of justice	16	26	62.5%
1562 Resist or hinder police officer or justice official	884	843	-4.6%
1563 Prison regulation offences	2	2	0.0%
1569 Offences against justice procedures, n.e.c.	14	20	42.9%
Miscellaneous Offences	227	227	0.0%
1611 Defamation and libel	0	1	n/a
1612 Offences against privacy	6	4	-33.3%
1613 Offences against privacy	0	0	n/a
1621 Sanitation offences	0	2	n/a
1623 Occupational health and safety offences	13	16	23.1%
1624 Transport regulation offences	17	33	94.1%
1625 Dangerous substances offences	18	22	22.2%
1626 Licit drug offences	20	33	65.0%
1629 Public health and safety offences, n.e.c.	26	28	7.7%
1631 Commercial/industry/financial regulation	17	14	-17.6%
1691 Environmental regulation offences	100	65	-35.0%
1694 Import/export regulations	1	0	-100.0%
1699 Other miscellaneous offences, n.e.c.	9	9	0.0%
Grand Total	17 786	16 228	-8.8%

Note: This table includes each unique offence against the offence category per incident in the Northern Territory.

n.e.c. refers to offences 'not elsewhere classified'.

n.f.d. refers to offences 'not further defined'.

Data Source: PROMIS, extracted on 1 August 2019.

Northern Territory Offender Profile: 2018–19

Age Group	Number					Proportion				
	Female	Male	Organisation	Unknown	Total	Female	Male	Organisation	Unknown	Total
10-14	237	680	0	0	917	7.1%	5.7%	0.0%	n/a	6.0%
15-17	230	1285	0	0	1515	6.9%	10.7%	0.0%	n/a	9.8%
18-19	186	777	0	0	963	5.6%	6.5%	0.0%	n/a	6.3%
20-24	480	1746	0	0	2226	14.4%	14.5%	0.0%	n/a	14.5%
25-29	535	1823	0	0	2358	16.0%	15.2%	0.0%	n/a	15.3%
30-34	535	1587	0	0	2122	16.0%	13.2%	0.0%	n/a	13.8%
35-39	403	1375	0	0	1778	12.1%	11.4%	0.0%	n/a	11.6%
40-44	315	1034	0	0	1349	9.4%	8.6%	0.0%	n/a	8.8%
45-49	218	799	0	0	1017	6.5%	6.6%	0.0%	n/a	6.6%
50-54	117	471	0	0	588	3.5%	3.9%	0.0%	n/a	3.8%
55-59	36	254	0	0	290	1.1%	2.1%	0.0%	n/a	1.9%
60-64	22	122	0	0	144	0.7%	1.0%	0.0%	n/a	0.9%
65+	20	77	0	0	97	0.6%	0.6%	0.0%	n/a	0.6%
Unknown	0	0	21	0	21	0.0%	0.0%	100.0%	n/a	0.1%
Total	3334	12 030	21	0	15 385	100.0%	100.0%	100.0%	n/a	100.0%

Note: The base count is the number of distinct apprehensions.
Data Source: IJIS, extracted on 16 August 2019.

NT People Taken into Police Protective Custody

	INDIGENOUS			NON-INDIGENOUS			UNKNOWN			TOTAL		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
2007-2008	8474	18742	27216	167	1756	1923	1	4	5	8642	20502	29144
2008-2009	10143	23124	33267	186	1939	2125	0	5	5	10329	25068	35397
2009-2010	10601	23224	33825	156	1857	2013	17	17	34	10774	25098	35872
2010-2011	5894	13281	19175	104	1061	1165	1	13	14	5999	14355	20354
2011-2012	5720	12241	17961	105	1025	1130	414	468	882	6239	13734	19973
2012-2013	3937	8379	12316	66	935	1001	279	395	674	4282	9709	13991
2013-2014	4129	7897	12026	68	663	731	190	301	491	4387	8861	13248
2014-2015	3748	6721	10469	39	434	473	190	215	405	3977	7370	11347
2015-2016	3298	5527	8825	43	282	325	167	132	299	3508	5941	9449
2016-2017	3722	5549	9271	40	237	277	187	141	328	3949	5927	9876
2017-2018	4056	6503	10559	50	251	301	211	203	414	4317	6957	11274
2018-2019	2908	4747	7655	47	225	272	145	175	320	3100	5147	8247

Data Source: IJS, extracted 1 August 2019



7

Appendices

Trust



Respect



Responsibility



Integrity



Courage



Communication



Accountability



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APPENDIX 1: Complaints Against Police and Internal Investigations

Complaints are classified by the Office of the Ombudsman in consultation with the Commander of Professional Standards Command (PSC), according to the level of response considered necessary to appropriately resolve the complaint. If a complaint is deemed by the Ombudsman to be declined under section 67 of the *Ombudsman Act 2009*, it will not progress to classification.

Complaints are classified as:

- **Category 1** – serious complaints relating to alleged serious misconduct or maladministration;
- **Category 2** – complaints relating to minor misconduct that is not suitable for conciliation or sufficiently serious to be subject to a Category 1 classification;
- **Complaints Resolution Process (CRP)** – minor indiscretions that can be dealt with through a conciliation process; and
- **Preliminary Inquiries** – preliminary inquiries are conducted to assist with the categorisation process. Inquiries include viewing of body worn and CCTV footage, rosters and PROMIS interrogation.

In addition, the PSC undertake customer service inquiries that do not meet the legislative requirements of a formal complaint under the auspices of the *Ombudsman Act 2009*. In 2018–19, there were 83 inquiries undertaken and resolved. These customer service inquiries are not recorded as reportable complaints against police.

The breakdown of matters progressed is outlined in the tables below.

Complaints against Police 2018–19

Complaint Type	No. of Complaints	No. of Members Involved**	Breakdown of Members Involved			
			Police Officer**	Police Auxiliary**	ACPO**	Unidentified*
CAP: Prelim	22	48	43	2	1	2
Cat 1	3	13	13	0	0	0
Cat 2	24	90	85	2	1	2
CRP	151	305	261	16	14	14
CAP: Decline	145	239	201	12	7	19
CAP: Info Only	55	19	19	0	0	0
Total	400	714	622	32	23	37

Source: PSC IAPro 30 June 2019

* Investigation did not identify the involved officer.

** Members involved and sub category members count not per complaint

The comparative figures for reportable complaint matters this year against the previous year indicates a 12% increase. The introduction of body worn videos used by police can be attributed, in part, to these results, providing visual evidence to negate a number of allegations.

There were 3 Category 1 complaints for 2018–19, a decrease of 5 from the previous year. There have been no Category 1 complaints received since 1 January 2019. Similarly the number of Category 2 complaints have also decreased by 44% since the last reporting period.

Formal Complaints

Complaint Type	2017–18	2018–19
Category 1	8	3
Category 2	43	23
CRP	202	151

Source: PSC IAPro 30 June 2019

There was 1 sustained Category 1 complaint finding down from 8 in 2017–18 and 13 sustained Category 2 complaint findings down from 43 the previous year. Overall, 26 complaint findings were not sustained.

Findings

Complaint Type	Sustained	Not Sustained
Category 1	1	2
Category 2	13	24

Source: PSC IAPro 30 June 2019

Note: These numbers indicate findings to individual allegations, and there can be multiple allegations made against a member within a case.

Outcomes – Category 1 and 2 Complaints

S14C PAA - Managerial guidance	0
Part IV PAA – Period of good behaviour	3
Pt IV PAA: Counsel and caution	1
Part IV PAA – Formal caution in writing	0
Pt IV PAA: Reduction in salary band	2
Pt IV PAA: Reduction in rank	0
Pt IV PAA: Transfer member from locality	0
Pt IV PAA: Transfer member from position	0
No Action Required	35
Remedial advice (administrative)	13
Remedial advice ancillary issue (administrative)	28
Total	82

Source: PSC IAPro 30 June 2019

Action taken under the provisions of Part IV *Police Administration Act 1978* increased from nil to 6 as did the issuance of remedial advice from 28 to 41, with the majority of these being actions detected as ancillary issues to the original complaint.

Daniel (Danny) Thomas Bacon

Acting Assistant Commissioner Crime & Integrity

Mr Bacon joined the Northern Territory Police Force on 9 February 1987 as a Police Cadet. He was promoted to the Commander position in southern command in July 2015 and then moved to the Professional Standards Command in November 2017. He has relieved as the Assistant Commissioner Southern Command for a significant period and is currently relieving in the Assistant Commissioner Crime & Integrity role.

Mr Bacon is a Graduate of Charles Darwin University, Charles Sturt University and the Hong Kong University. He holds a Master's Degree in International Management, Graduate Certificate in Applied Management (Policing), Graduate Certificate in Strategic Leadership & Management and a Graduate Certificate in Corruption Studies. He was a recent graduate from the Australian Institute of Company Directors from their Company Directors Course in 2019.



Outcomes – Complaint Resolution Process

Action reasonable	8
Apology by member	2
Apology by NTPFES	6
Complainant not satisfied	17
Complainant satisfied	38
Failed (CRP)	31
No action required	86
Remedial advice (CRP)	20
Remedial advice (administrative)	18
Remedial advice ancillary issue (administrative)	7
Total	233

Source: PSC IAPro 30 June 2019.

Note: More than one outcome may be made within a case due to multiple members involved.

Investigations into complaints often identify procedural or behavioural concerns that are ancillary to the complaint. These may result in action to improve performance or organisational practices and increase the professionalism and integrity of the agency.

In total, 73 formal compliments were received from the community by PSC, an increase of 61 from the last financial year. These compliments are passed onto the police officers through their respective managers.

The trend with complaints against police over the reporting period, compared to the last financial year reveals that the severity of the types of complaint have decreased, despite the increase in the number of complaints made. The increased use of police issued body worn video has contributed to complaints being declined by the Office of the Ombudsman and it is expected that this will further decrease sustained complaints as the use of the cameras becomes further entrenched in operational policing.

Internal Investigations

Internal disciplinary matters fall within the following classifications:

- **II: Preliminary Internal Investigation** – preliminary inquiries – status of a job whilst under investigation, prior to any action / outcome decisions being made;
- **Category 1** – serious unsatisfactory performance or misconduct
- **Category 2** – less serious unsatisfactory performance or misconduct
- **Custody - Death** - custody death investigation
- **Custody - Oversight** - relates to custody incidents where issues may exist and are being investigated
- **DC-Oversight** - relates to departmental crash investigations (where PSC maintains oversight)
- **DC-NFAR** - relates to departmental crash investigations where the matter has been investigated and there are no discipline and/or managerial guidance outcomes
- **FV: DVO** – is recorded as an outcome for the issue of domestic violence orders/ undertakings for or against police
- **FV: Report** – is recorded when a domestic violence report involving police is submitted for information with no further action required
- **Offence** – Infringement – is now recorded as an outcome due to issuance of an infringement notice being an action/outcome
- **II: NFAR Internal Investigation** – no further action required, is an investigation where no disciplinary action was taken.

Internal Investigations 2018–19

Investigation Referral Type	No. of Referrals	No. of Members Involved**	Breakdown of Members Involved			
			Police Officer**	Police Auxiliary**	ACPO**	Unidentified*
II: Prelim	44	64	52	4	5	3
Category 1	10	11	10	1	0	0
Category 2	0	0	0	0	0	0
Custody – Death	0	0	0	0	0	0
Custody – Oversight	27	107	93	10	4	0
DC – Oversight	14	24	23	0	1	0
DC – NFAR	4	13	5	7	0	1
FV: DVO	2	2	1	0	1	0
FV: Report	30	34	23	3	8	0
Offence	0	0	0	0	0	0
II: NFAR	31	87	73	10	2	2
Total	162	342	280	35	21	6

Source: PSC IAPro 30 June 2019

Note: * Investigation did not identify the involved officer

** Members involved and sub category members count not per complaint

Figures are based on Referral Incidents received in the 2018–19 financial year

Investigation Type	Sustained	Not Sustained	Investigation Suspended
Category 1	9	1	0
Category 2	3	3	0
Offence	5	3	0
II: NFAR	16	13	0
FV: DVO	2	0	0
FV: Report	17	4	0
Custody - Oversight	12	7	0
DC: NFAR	2	1	0
DC: Oversight	8	3	0
Total	74	35	0

Source: PSC IAPro 30 June 2019

Note: These numbers indicate findings to individual allegations, and there can be multiple allegations made against a member within a case. These numbers include findings for cases received before the financial year 2017–17, for which investigations were either completed or ongoing during the financial year 2018–19.

Outcomes – Category 1 and 2 Complaints

S14C (PAA): Managerial Guidance	0
Offence: Infringement	2
Outstanding: Action not yet taken: Separated	1
S16 PAA: Appointment Terminated	1
Part IV PAA: Member dismissed	1
Part IV PAA: No Further Action	3
Part IV PAA: Period of good behaviour	12
Pt IV PAA: Counsel and Caution	7
Part IV PAA: Formal caution in writing	8
Pt IV PAA: Reduction in Rank	0
Pt IV PAA: Transfer member from locality	0
Pt IV PAA: Transfer member from position	0
No Action Required	6
Remedial Advice (Administrative)	13
Remedial Advice Ancillary Issue (Administrative)	0
Total	54

Source: PSC IAPro 30 June 2019





APPENDIX 2: Information Act Requests

Information Act requests for access to information

	2015-16	2016-17	2017-18	2018-19
Applications received				
Lodged	96	79	114	152
Accepted	73	65	95	118
Transferred	1	1	0	0
Withdrawn	6	7	6	8
Not accepted	14	14	13	25
Pending acceptance	2	1	0	1
Outcome of accepted applications				
Total applications processed	107 ¹	88 ²	89 ³	132 ⁴
Applications granted in full	21	14	14	18
Applications granted in part	42	30	48	86
Applications refused in full	28	30	27	46
Transferred	1	1	0	0
Outstanding applications at end of year	9	6	25	17

Note: 1 Includes applications carried over from the 2014-15 financial year

2 Includes applications carried over from the 2015-16 financial year

3 Includes applications carried over from the 2016-17 financial year

4 Includes applications carried over from the 2017-18 financial year

One application to correct personal information under the Act was received in 2018-19, compared to two in 2017-18.

Information requests processed	2017-18	2018-19
Department of Infrastructure, Planning and Logistics	5356	0 ¹
Motor vehicle crash reports	1392	1151
Motor vehicle crash fatal files	23	26
Requests to interview a police officer	11	13
Crimes Victims Services unit	884	201
Territory Housing reports	521	588
Complete traffic history reports	753	773
General property insurance reports	442	441
Antecedents reports	390	108
Other government agency requests	71	74
Legal advocacy requests	156	163
CCTV	4	4
General requests for information	148	151
Total	10 151	3693

Note: 1 The daily provision of motor vehicle crash information to Department of Infrastructure, Planning & Logistics is now completed electronically and there is no longer a need for the Information Access



APPENDIX 3: Employment Instructions

Under the *Public Sector Employment and Management Act 1993* (the Act), Section 18 of the Act requires agencies to report on each Employment Instruction in agency annual reports. The NTPFES public sector performance against each instruction is below.

Employment Instruction and annual reporting requirements

NTPFES action in 2018–19

Number 1

Filling vacancies

A CEO must develop a procedure for the filling of vacancies.

All recruitment activity is aligned with the NT Public Sector Recruitment and Selection Policy. The NTPFES ensures all employees who participate as a member of a selection panel have undertaken training before participating in the recruitment activity.

One promotion appeal was lodged in 2018–19.

Number 2

Probation

A CEO must develop a probation procedure.

New ongoing employees are advised of the probation process as part of their induction. This process is further explained by their supervisor during their workplace induction. Reports are available online to assist managers to manage probation timeframes.

No employees were terminated during the probation period in 2018–19.

Number 3

Natural Justice

A person who may be adversely affected by an impending decision must be afforded natural justice before a final decision is made.

The principles of natural justice are applied to all dealings with employees. All relevant internal policies, instructions and procedures reflect these principles.

Employment Instruction and annual reporting requirements

NTPFES action in 2018–19

Number 4

Employee performance management and development systems.

A CEO must develop and implement an employee performance management and development procedure.

The NTPFES career and performance development framework and electronic online tool 'myCareer', aligns and integrates the agency's values and strategic direction with employee's work priorities, development needs and recorded performance conversations.

The guiding principles that underpin the framework are regular, open communications between employees and supervisors and ongoing performance assessment to ensure all employees are working towards planned goals.

During 2018–19, 39% of the agency's employees had a my career plan in place.

Number 5

Medical Examinations

A CEO may engage a health practitioner to undertake an examination of an employee.

The Human Resource Management Branch provides specialist advice and support to managers in determining whether an employee should be referred to undertake a medical examination.

No employees were referred for a medical examination 2018–19.

Number 6

Employee Performance and Inability

Sets out the rules for undertaking an employee performance and inability process in accordance with the Act.

No inability proceedings were commenced during 2018–19.

Number 7

Discipline

Any information that is relied upon by a CEO under section 49A(2) of the Act to satisfy him or herself, on reasonable grounds that an employee has committed a breach of discipline must be documented in a form that enables it to be provided to the employee for comments.

Disciplinary matters are resolved through appropriate management actions with the support of the Human Resource Management Branch and in accordance with this employment instruction.

Two notices of alleged breaches of discipline were served in 2018–19. All matters were finalised.

Employment Instruction and annual reporting requirements

NTPFES action in 2018–19

Number 8

Internal Agency Complaints and Section 59 Grievance Reviews

A CEO must develop an internal employee grievance handling policy and procedure.

The NTPFES grievance policy and procedure is available to all employees on the intranet. The Human Resource Management Branch provides advice and support to managers and employees in dealing with grievances. Five complaints were lodged pursuant to the NTPFES internal grievance policy and procedure in 2018–19.

One Section 59 Grievance Review was lodged with the Commissioner for Public Employment in 2018–19.

Number 9

Employment Records

A CEO must comply with the requirements of the *Information Act* (NT) regarding correction, collection and handling of personal information contained in an employee's employment record.

The Department of Corporate and Information Services (DCIS) stores all personnel files. The NTFERS maintains service history files for all career firefighters. The agency complies with the DCIS policy regarding access to these files. Any requests to access employee records are made through the Director of Human Resource Management Branch.

Number 10

Equality of Employment Opportunity Programs

A CEO must develop an Equality of Employment Opportunity Program consistent with the Act.

The NTPFES is committed to respect, equity and diversity and promoting a workplace culture that is positive, inclusive and supportive where employees feel respected, valued and embraced in creating a productive and collaborative agency. It is a requirement of all employees, including Fire Auxiliaries and NTPFES volunteers to complete the Respect Equity Diversity course either online or via paper based within one month of commencement, and then biennially thereafter. The NTPFES *Strategy 2023* has set initiatives to promote a positive culture through diversity and inclusion. This will be achieved and sustained through valuing diversity in recruitment and an inclusive culture.

Applying special measures in the recruitment of women and Indigenous people will assist the agency to achieve this goal.

Employment Instruction and annual reporting requirements

NTPFES action in 2018–19

Number 11

Occupational Health and Safety Standards and Programs

A CEO must ensure the application in his or her agency of appropriate occupational health and safety standards and programs.

Chief Executive Officers are required to provide information in his or her agency annual report in relation to the agency occupational health and safety programs.

The NTPFES recognises its legal, ethical and moral responsibilities towards preventing work related injuries and illnesses and is committed to maintaining a safe work environment in which the identification, elimination and reduction of hazards and risks is a shared responsibility between the agency and its workers.

Number 12

Code of Conduct

The code of conduct stipulates the basic level of conduct expected of public sector officers as defined in the Act.

New employees are made aware of the Code of Conduct and the NTPFES values during their induction.

Broadcasts are regularly released to all employees to remind them about the appropriate use of IT and other equipment, conflicts of interest, outside employment, bullying and harassment, making public comment and accepting gifts and benefits.

Number 13

Appropriate Workplace Behaviour

A CEO must develop and implement an agency policy and procedure to foster appropriate workplace behaviour and a culture of respect and to deal effectively with inappropriate workplace behaviour and bullying.

The NTPFES is committed to providing all employees with a safe and healthy workplace, free from inappropriate behaviours such as bullying, harassment and discrimination.

Employees have access to the Respect, Equity and Diversity Policy which addresses what is considered inappropriate conduct in the workplace. The policy has been developed into an eLearning package that is compulsory for all employees to undertake biennially. The NTPFES has policies, instructions and useful tools and resources to deal with inappropriate behaviour. Employees are reminded of their obligations in relation to appropriate behaviour during induction. Employees receive a reminder within 90 days of the Respect, Equity and Diversity course expiring to remind them of the need to re-complete the training.

Employment Instruction and annual reporting requirements

NTPFES action in 2018–19

Number 14 Redeployment and Redundancy Procedures

The NTPFES acts in accordance with redeployment and redundancy procedures as set out under the Enterprise Agreement and this instruction. The agency also actively manages redeployee and unattached employees to find new ongoing positions.

Seven employees were declared as potentially surplus to the agency during 2018–19. These employees accepted a voluntary redundancy.

Number 15 Special Measures

This Employment Instruction sets out the requirements and conditions for approval by the Commissioner or agency special measures programs, plans or agreements.

The NTPFES has two Special Measures Plans in place. One plan gives priority preference in selection to ATSI applicants for vacancies and the other gives priority preference in assessment and selection to female recruit firefighter applicants.

The NTPFES will continue to apply the special measures plan to vacancies to assist in achieving its ATSI employment and retention goals and gender equity in the workplace.





**The Northern Territory Police,
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