



Our Plan 2024–2027

Northern Territory Police Force



OUR MISSION

To serve and protect

“We are committed to making the Territory a safer place which will lead to a stronger economy and a better lifestyle for Territorians.”

– Commissioner Michael Murphy APM

OUR VISION

A safer Territory

OUR PRINCIPLES

Our principles set out how we behave as individuals and as an organisation.

People watch and listen to us so it is important that we model these values in all our work and interactions with others.



Ethical practice: We hold ourselves to the highest standards of professional conduct and integrity.



Impartiality: We are fair and balanced in our advice, decision-making and interactions with others.



Diversity: We embrace difference and value diversity, and we treat everyone with respect, building trust within our workplace and with the public.



Accountability: We take responsibility for our actions, behaviour, and work, and learn from our mistakes.



Respect: We place respect and dignity at the centre of our interactions with each other and the community we serve.



Collaboration: We work in partnership with colleagues, stakeholders, and the communities we serve to generate positive outcomes.

Goal 1

ENGAGEMENT AND TRUST

Engagement involves building strong relationships with the community, key partners and organisations through communication, consultation, and collaboration.

We will improve how we engage and interact with those seeking our help.

Trust means ensuring the public feels confident in and supported by law enforcement through transparency, accountability, responsiveness and developing enduring relationships with communities.

It also means, within NT Police Force, that we value and trust our people to do their jobs.

Goal 1 We will build trust and co-operation between the community and police, as well as within our workforce, to enhance public safety, ensure effective policing, and improve NT Police Force’s reputation as trusted partners and role models in communities.

Outcomes

1. 80% of all victims of crime are satisfied with the service they receive from police.
2. Staff enjoy a trusting and collaborative relationship with executive management.
3. The Joint Emergency Services Communication Centre (JESCC) meets target KPI’s, supported by upgrades in technology, procedure, and resources.
4. Visible policing is maximised across all units and locations.
5. An anti-racism and cultural reform plan is delivered.

Goal 2

PREVENTION, PROTECTION AND ENFORCEMENT

Prevention focuses on proactive policing to reduce crime and accidents to enhance public safety by addressing root causes and potential threats before they occur or escalate. It is also about applying the principles of emergency management creating resilient communities who are prepared for emergencies before they happen.

Protection means keeping Territorians and their property safe, providing security and responding to emergencies. It also involves educating and empowering the community to help protect themselves.

Enforcement refers to NT Police Force’s efforts to uphold laws, respond to crime, and ensure public order.

Goal 2 We will actively reduce crime, protect Territorians, respond to emergencies, enforce laws, maintain public order, and reduce harms relating to road policing, domestic, family and sexual violence, youth offending, property crime and anti-social behaviour.

Outcomes

1. Co-ordinated response models are in place for domestic, family and sexual violence (DFSV) crimes. All front line staff are appropriately trained on DFSV response. DFSV-related homicides reduce by 25%.
2. Lives lost and serious crashes on our roads are reduced through targeting the “fatal 5” – drinking and drug driving, speeding, seatbelts, driver distraction and fatigue.
3. The levels of; alcohol-related crime, anti-social behaviour, youth offending and property crime are reduced by 10% per year.
4. More police are available to respond to calls for help.
5. Partnerships with other organisations are maximised to enable police to focus on core police functions.

Goal 3

CAPABILITY

Capability refers to the ability of NT Police Force to effectively perform its duties through well-trained and culturally competent staff, advanced technology, strong governance, and efficient use of resources in a safe workplace. It encompasses enhancing leadership pathways that enable us to meet our commitment to progress, and continuous investment and improvement in people and culture, as well as infrastructure, workplace health and safety, learning and professional development to enhance the agency’s overall performance.

It also means protecting, promoting and supporting the physical and mental wellbeing of all NT Police Force staff and building a resilient workforce.

Goal 3 We will build a highly capable organisation through cultural reform, training, technology, efficient resource management, strong leadership, and robust infrastructure in a safe and inclusive work environment. We aim to generate high morale, effective governance, openness to change, clear communication and continuous improvement. We will invest in opportunities for professional development and personal growth. We will support Government priorities through legislative reform.

Outcomes

1. The Wellbeing Strategy and Implementation Plan is delivered.
2. A workforce plan is in place which will deliver an attrition rate below 7% and ensure recruitment meets operational demand.
3. 30% Aboriginal representation within the workforce is achieved.
4. All staff have a career plan in place by the end of 2025, which is linked to professional development and performance against strategic plan outcomes.
5. A corporate governance framework is in place by 2025, which articulates performance measurement, reporting, program monitoring and evaluation.

The outcomes in **Our Plan** will be delivered by annual **Goal Plans** at the Assistant Commissioner and Executive level which are supported by **Action Plans** at the command/division/business unit level.