



# **NORTHERN TERRITORY POLICE, FIRE & EMERGENCY SERVICES**

2015-16 Annual Report

**FOR ALL LIFE THREATENING EMERGENCIES DIAL 000**

## CONTACT DETAILS

Queries about this report, or the information contained in it, should be directed to:  
Executive Director  
Office of the Commissioner and Chief Executive Officer (CEO)

The Northern Territory (NT) Police, Fire and Emergency Services (NTPFES) can be contacted by:

Post: PO Box 39764  
Winnellie NT 0821

Telephone: General Enquiries: (08) 8999 5511 (Business Hours)  
General Enquiries: (08) 8922 1560 (After Hours)  
NT Police 24 Hour Police Assistance Line (non emergencies): 131 444  
Crime Stoppers (Toll Free): 1800 333 000

Email: [AnnualReport.NTPFES@nt.gov.au](mailto:AnnualReport.NTPFES@nt.gov.au)

Website: [www.pfes.nt.gov.au](http://www.pfes.nt.gov.au)

## PUBLICATION DETAILS

Published by the NTPFES.

Copyright  
© NT Government 2016

You may download, display, print and copy any material in this report, in unaltered form only, for your personal use or for non-commercial use within your organisation.

Except as permitted above you must not copy, adapt, publish, distribute or commercialise any material contained in this report without prior written permission from the NT Government through the NTPFES.

# CONTENTS

|                               |    |
|-------------------------------|----|
| CONTACT DETAILS               | II |
| LETTER OF TRANSMITTAL         | 2  |
| KEY LOCATIONS                 | 3  |
| COMMISSIONER AND CEO OVERVIEW | 6  |

|  |          |
|--|----------|
| <b>PART 1: ORGANISATIONAL OVERVIEW</b> | <b>8</b> |
|--|----------|

|   |           |
|---|-----------|
| <b>PART 2: ORGANISATIONAL PERFORMANCE</b> | <b>20</b> |
|---|-----------|

|   |           |
|---|-----------|
| <b>PART 3: CORPORATE AND GOVERNANCE</b> | <b>74</b> |
|---|-----------|

|                           |           |
|---------------------------|-----------|
| <b>PART 4: OUR PEOPLE</b> | <b>84</b> |
|---------------------------|-----------|

|                                     |            |
|-------------------------------------|------------|
| <b>PART 5: FINANCIAL STATEMENTS</b> | <b>108</b> |
|-------------------------------------|------------|

|                                 |            |
|---------------------------------|------------|
| <b>PART 6: CRIME STATISTICS</b> | <b>162</b> |
|---------------------------------|------------|

|                           |            |
|---------------------------|------------|
| <b>PART 7: APPENDICES</b> | <b>172</b> |
|---------------------------|------------|

Northern Territory Police,  
Fire and Emergency Services



OFFICE OF THE COMMISSIONER  
AND CHIEF EXECUTIVE OFFICER

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

Dear Minister

In accordance with the provisions of section 28 of the *Public Sector Employment and Management Act* and section 12 of the *Financial Management Act*, 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 2015 to 30 June 2016.

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*, 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*;
- 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*, the internal audit capacity available to the agency is adequate and the results of internal audits have been reported to me;
- e) The financial statements included in the 2015-16 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.

A handwritten signature in black ink, appearing to read 'Reece P Kershaw', written over a horizontal line.

Reece P Kershaw APM  
Commissioner of Police and  
CEO of Fire and Emergency Services  
31 August 2016

# KEY LOCATIONS

## NT POLICE FORCE (NTPF)



### NTPF HEADQUARTERS

NAB House  
71 Smith Street  
Darwin NT 0800

### PETER MCAULAY CENTRE

McMillans Road  
Berrimah NT 0828

### METROPOLITAN SOCIAL ORDER AND ENFORCEMENT UNIT

Phoenix Street  
Nightcliff NT 0828

### POLICE STATIONS

Adelaide River

Ali Curung

Alice Springs

Alpurrurulam

Alyangula (Groote Eylandt)

Arlparra

Avon Downs

Batchelor

Borrooloola

Bulman

Casuarina

Daly River

Darwin

Elliott

Finke (Apatula)

Galiwinku

Gapuwiyak

Gunbalanya (Oenpelli)

Haasts Bluff

Harts Range

Humpty Doo

Imanpa

Jabiru

Kalkaringi

Katherine

Kulgera

Lajamanu

Maningrida

Maranboy

Mataranka

Milikapiti

Minjilang

Minyerri

Mutitjulu

Ngukurr

Nhulunbuy

Ntaria (Hermannsburg)

Numbulwar

Nyirripi

Palmerston

Papunya

Peppimenarti

Pine Creek

Pirlangimpi

Ramingining

Santa Teresa

Tennant Creek

Ti Tree

Timber Creek

Wadeye

Warruwi

Willowra

Wurrumiyanga

Yarralin

Yuendumu

Yulara

### POLICE SHOPFRONTS

Katherine Police Beat

Palmerston Police Beat

Parap Police Beat

### POLICE POSTS

Angurugu (Groote Eylandt)

Cox Peninsula (Belyuen)

Kaltukatjara (Docker River)

Milingimbi

Titjikala

Umbakumba (Groote Eylandt)

### MULTI-JURISDICTIONAL FACILITIES

Kintore (NT)

Warakurna (WA)

## KEY LOCATIONS

### NT FIRE AND RESCUE SERVICE (NTFRS)

#### NTFRS HEADQUARTERS

Darwin Fire Station  
32 Iliffe Street  
Stuart Park NT 0820

#### COMMUNITY FIRE SAFETY

Level 4, NAB House  
71 Smith Street  
Darwin NT 0800

#### FIRE STATIONS

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

#### VOLUNTEER FIRE BRIGADES

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

#### FIRE AND EMERGENCY RESPONSE GROUPS

Adelaide River  
Batchelor  
Borrooloola  
Elliott  
Mataranka  
Pine Creek  
Timber Creek



## KEY LOCATIONS

### NT EMERGENCY SERVICE (NTES)

#### NTES HEADQUARTERS

##### Northern Region

Peter McAulay Centre  
McMillans Road  
Berrimah NT 0828

##### Katherine

Chardon Street  
Katherine NT 0850

##### Southern Region

Wilkinson Street  
Alice Springs NT 0870



#### NTES VOLUNTEER UNITS

|                       |                       |
|-----------------------|-----------------------|
| Alice Springs         | Maningrida            |
| Cox Peninsula         | Nhulunbuy             |
| Daly River            | Ntaria (Hermannsburg) |
| Darwin                | Numbulwar             |
| Galiwinku             | Palmerston            |
| Gapuwiyak             | Pirlangimpi           |
| Gunbalanya (Oenpelli) | Ramingining           |
| Harts Range           | Tennant Creek         |
| Kalkaringi            | Wadeye                |
| Katherine             | Warruwi               |
| Kintore               | Watarrka              |
| Lajamanu              | Yuendumu              |

#### EMERGENCY RESPONSE GROUPS

Ali Curung  
Avon Downs  
Bulman  
Kulgera  
Maranboy  
Milingimbi  
Ngukurr  
Papunya  
Ti Tree

## COMMISSIONER AND CEO OVERVIEW

.....

We began the 2015-16 financial year with a new strategic plan and strategic direction under Vision 2020. I am proud that we as an agency continue to be led by our values and that we continue to remain flexible and responsive to the community. Vision 2020 set the framework for achieving this change and I am pleased that we are improving service delivery, strengthening relationships and are continuing to meet and exceed community expectations.

.....



A big part of this is becoming more representative of the community that we serve. In October I announced a new 50/50 recruitment target that creates and encourages a gender balance within the agency. The most recent Police Constable Recruit Squad to commence in our College consisted of 43% women.

In April 2016, the *Diversity and Inclusion Strategy* was released which aims to improve the culture of the organisation, recognising that every employee offers a unique skill set and perspective that we as an agency can leverage as strengths that benefit the workplace and community.

On an operational and planning front, we have been very busy. The Christmas/New Year period saw the Daly River region affected by flooding which required the evacuation of the Naiyu community residents by helicopter. NTPFES members and volunteers responded immediately to assist resulting in 478 people being recorded into the emergency evacuation centre established in Darwin.

In April 2016, we held an NTPFES Open Day at the Peter McAulay Centre for the first time in nearly a decade. The response and feedback from the community was extremely positive with approximately 15 000 people attending providing the agency the opportunity to showcase our capabilities and skills. The efforts of staff across the agency were outstanding.

In 2015-16 we set ourselves as leaders in the use of technology. Highlights included:

- A trial of Facial Recognition software and continued trial of Body Worn Video Cameras;
- An upgraded Joint Emergency Services Communications Centre;
- Mobile CCTV with interactive capabilities; and
- Multilingual Police Cautions App on all iPads.

The Facial Recognition program and the Multilingual Police Cautions App have won national awards for their innovation and I look forward to the organisation continuing to develop improvements in the use of cutting edge technology across the board in the efforts to reduce criminal and anti-social behaviour in the Territory.

There have been drops in victim-based crime with property crime 1.5% lower than the previous year and offences against the person 3.2% lower than the previous year. The numbers of vehicle thefts and residential break-ins have also continued to decrease. This is a great achievement and can be contributed to the 'lock it or lose it' community message among other strategies and operations undertaken.

In June 2016, the NTPFES seconded an additional Assistant Commissioner, Acting Deputy Commissioner (District Operations) of the New Zealand Police Service, Mr Grant Nicholls, to oversee the NTPFES Capability Audit. The Audit will ensure we implement the best service delivery model to support frontline operations, taking into account resource and demand matching, infrastructure requirements and geographic location.

The reporting period also saw a number of other key structure changes with the drawdown of the Special Operations Command, and the renaming of the Deputy CEO position to Executive Director, Operational Support Directorate and the position successfully filled.

I have put a lot of emphasis on our people and supporting all NTPFES staff with the recruitment of peer support officers and a number of health and wellbeing strategies. The welfare of NTPFES staff is critical and I strive to ensure the wellbeing of all staff so that we can deliver the best service to the NT community.

## THE YEAR AHEAD

The coming year will see the continued implementation of the *Diversity and Inclusion Strategy* and a focus on the reaccreditation of the NTPFES as a White Ribbon accredited agency, recognising our strong stance against family and domestic violence.

In July 2016, the agency underwent a structure change to align core business to better enhance service delivery and response to the community. This structure change saw the NTFRS, NTES and a new Strategy, Training and Capability Branch merge under the Director, Northern Territory Fire, Rescue and Emergency Services. Focus will be put on ensuring effective outcomes for training, career development, capability and diversity whilst also maintaining a high level of quality service to the community.

This structure change also saw the appointment of a number of new senior executive positions across the NTPFES with the appointment of the Director Northern Territory Fire, Rescue and Emergency Services and three Deputy Directors, one of those being the Chief Fire Officer and one yet to be filled.

We will continue to develop the agency through our values; trust, respect, responsibility, integrity, courage, community and accountability and within the Vision 2020 framework.



Reece P Kershaw APM  
Commissioner and CEO  
19 September 2016

# PART 1: ORGANISATIONAL OVERVIEW



# CONTENTS

|   |           |
|---|-----------|
| <b>PURPOSE OF THE REPORT</b>                      | <b>10</b> |
| <b>NTPFES OVERVIEW</b>                            | <b>10</b> |
| <b>OUR STRATEGIC ISSUES FOR 2015-16</b>           | <b>11</b> |
| <b>LEGISLATION AND REPORTING</b>                  | <b>12</b> |
| NTPF  | 12        |
| NTFRS   | 12        |
| NTES  | 12        |
| Performance Reporting                             | 12        |
| Performance Measures                              | 12        |
| Outputs Framework                                 | 13        |
| <b>NTPFES ORGANISATIONAL CHART</b>                | <b>14</b> |
| <b>STRATEGIC REPORTING AND PLANNING FRAMEWORK</b> | <b>15</b> |
| Strategic Reporting Framework                     | 15        |
| Strategic Planning Framework                      | 15        |
| Mission   | 15        |
| Vision  | 15        |
| Key Committees                                    | 16        |

## PURPOSE OF THE REPORT

The 2015-16 NTPFES Annual Report describes the agency's operations for the financial year from 1 July 2015 to 30 June 2016 and is in accordance with section 28 of the *Public Sector Employment and Management Act*.

**The 2015-16 NTPFES Annual Report aims to:**

- Provide a record of achievement against the NT Government's 2015-16 Budget Paper No. 3, the *NTPFES Strategic Plan* and Vision 2020 strategic direction;
- Inform Parliament, the community and other stakeholders of significant activities during the financial year; and
- Provide information on the factors which affected the performance of the functions of the NTPFES.

## NTPFES OVERVIEW

The NTPFES was formed in 1983 and comprises the NTPF, the NTFRS and the NTES.

The Commissioner of Police, Mr Reece Kershaw, exercises CEO authority over all three entities and has primary responsibility for the day to day governance of the NTPFES. The Commissioner/CEO reports directly to the Minister for Police, Fire and Emergency Services, the Hon Michael Gunner MLA.

The NTPFES provides policing, fire, rescue and emergency services to communities in an area totalling 1 349 129 square kilometres. The NT population continues to grow with an approximate increase of 0.3% from the previous year. At the end of December 2015, there was an estimated 244 000 NT residents.

With 58 police stations (including two multi-jurisdictional facilities), six police posts, 11 fire stations, 16 volunteer fire stations and 33 emergency volunteer units, the NTPFES serves to protect the community and ensure community safety.



As at 30 June 2016, the total number of Full Time Equivalent (FTE) personnel for the NTPFES was 2103.57. Refer to pages 87-88 for a breakdown.

*Vision 2020* drove the strategic direction of the agency throughout the reporting period. Launched on 1 July 2015, the strategic framework incorporates the Vision 2020 Strategic Map, the *NTPFES Strategic Plan* and *Our Values*.

The strategic framework is the central point of reference to ensure corporate decision-making is clearly and consistently aligned to the strategic direction of the organisation, and deliver our vision of a safe and resilient NT through working in partnership with the community. As a values-led organisation, the strategic framework informs NTPFES operations and ensures the goals promote effective and efficient services to meet community and government expectations.

## OUR STRATEGIC ISSUES FOR 2015-16

The NTPFES goals for 2015-16 aligned with the strategic direction with issues as listed in the NT Government's 2015-16 Budget Paper No. 3.

### The strategic issues were:

- Keeping the community safe through:
  - delivering highly visible frontline police services;
  - implementing crime reduction initiatives;
  - preventing and reducing the level of re-offending;
  - targeting alcohol-related crime and public order issues; and
  - working with key stakeholders, including other government agencies, non-government organisations, the private sector and the community, to enhance public safety.
- Demonstrating strong integrity and accountability across the agency.
- Ensuring the effective and efficient allocation and use of resources and progressing innovative solutions to enhance frontline service delivery.
- Improving safety on Territory roads through education and enforcement.
- Providing responsive and professional customer service that enhances community safety.
- Continuing to enhance the all-hazards emergency response capability.
- Providing fire education programs to build community resilience to better cope with emergencies.
- Providing effective emergency management planning to minimise the impact of disasters on the community.



## LEGISLATION AND REPORTING

The formal legislative basis for the NTPFES are the *Police Administration Act*, *Fire and Emergency Act* and the *Emergency Management Act*. In accordance with Schedule 2 of the Administrative Arrangements Order, under section 35 of the *Interpretation Act*, the agency has administrative responsibility for the following legislation:

### NTPF

- *Alcohol Protection Orders Act*;
- *Child Protection (Offender Reporting and Registration) Act*;
- *Firearms Act*;
- *Police Administration Act* (except Part III);
- *Police (Special Investigative and Other Powers) Act*;
- *Telecommunications (Interception) NT Act*;
- *Terrorism (Emergency Powers) Act*;
- *Weapons Control Act* and;
- *Youth Justice Act (Part 3)*.

### NTRFS

- *Fire and Emergency Act*.

### NTES

- *Emergency Management Act*.

New and amended legislation introduced in 2015-16 included:

- *Terrorism (Emergency Powers) Amendment Act 2016*, commenced on 29 June 2016;
- *Firearms and Weapons Control Legislation Amendment Bill 2016*, to be commenced in 2016-17; and
- *Police Administration Amendment Bill 2016*, to be commenced in 2016-17.

### 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 the NTPFES outputs, outcomes and key performance indicators to the objectives of government, 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 NT'.

### PERFORMANCE MEASURES

The NTPFES performance is primarily measured against quantity, quality and timeliness, to ensure efficient and effective services. The output tables provided in Part 2: Organisational Performance section commencing on page 20, provide specific information relating to performance.



## OUTPUTS FRAMEWORK



# NTPFES ORGANISATIONAL CHART



# STRATEGIC REPORTING AND PLANNING FRAMEWORK

## STRATEGIC REPORTING FRAMEWORK

This section of the Annual Report provides an overview of the NTPFES corporate governance structure and performance. The NTPFES governance framework is structured to ensure transparent decision making, compliance and accountability with the aim to ensure strategic goals, objectives and performance measures are met.

Vision 2020 is the agency's strategic direction, and is based on established priorities, outcomes and targets informed by Budget Paper No. 3, strategic issues, and national matters of significance. Business plans for the service areas are updated annually to ensure timely and effective tracking of business improvement initiatives and organisational performance.

The NT Government's 2015-16 Budget Paper No. 3 incorporates detailed information about our budget, our 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 commencing from page 20. This shows actual performance against the estimates published in the NT Government's 2015-16 Budget Paper No. 3 and provides explanation of any significant variances as well as highlighting significant performance successes. Internally, performance against identified targets is monitored on a frequent basis and reported quarterly through the NTPFES Executive Board.

## STRATEGIC PLANNING FRAMEWORK

Throughout 2015-16, the agency implemented *Vision 2020*; the strategic framework and direction of the agency over a five year period. *Vision 2020* ensures there is a clear purpose across all business areas and reinforces the NTPFES as a values-led agency.

The implementation of *Vision 2020* re-aligned the strategic priorities and direction of the agency, and focused on initiatives increasing the efficiency and effectiveness of services provided by the NTPFES to meet and exceed community expectations.

*Vision 2020* also provides a stronger structure for the monitoring and reporting of key performance indicators, incorporating internal and external measures with goals and development opportunities for the agency into the future, utilising the annual business plans to ensure contemporary and detailed targets aligned to the strategic direction.

### MISSION

Working in partnership with the community to ensure a safe and resilient NT.

### VISION

Be values-led to serve and protect the people of the NT



## KEY COMMITTEES

The NTPFES Executive Board has been established to assist the Commissioner/CEO to fulfil statutory obligations by providing oversight and leadership of strategic activities and direction of the NTPFES. The purpose of the NTPFES Executive Board is to ensure agency leadership and direction is achieved through effective and timely response, performance and planning through strategic policy and business planning in line with corporate performance measures, goals and objectives. The NTPFES Executive Board meets on a monthly basis.

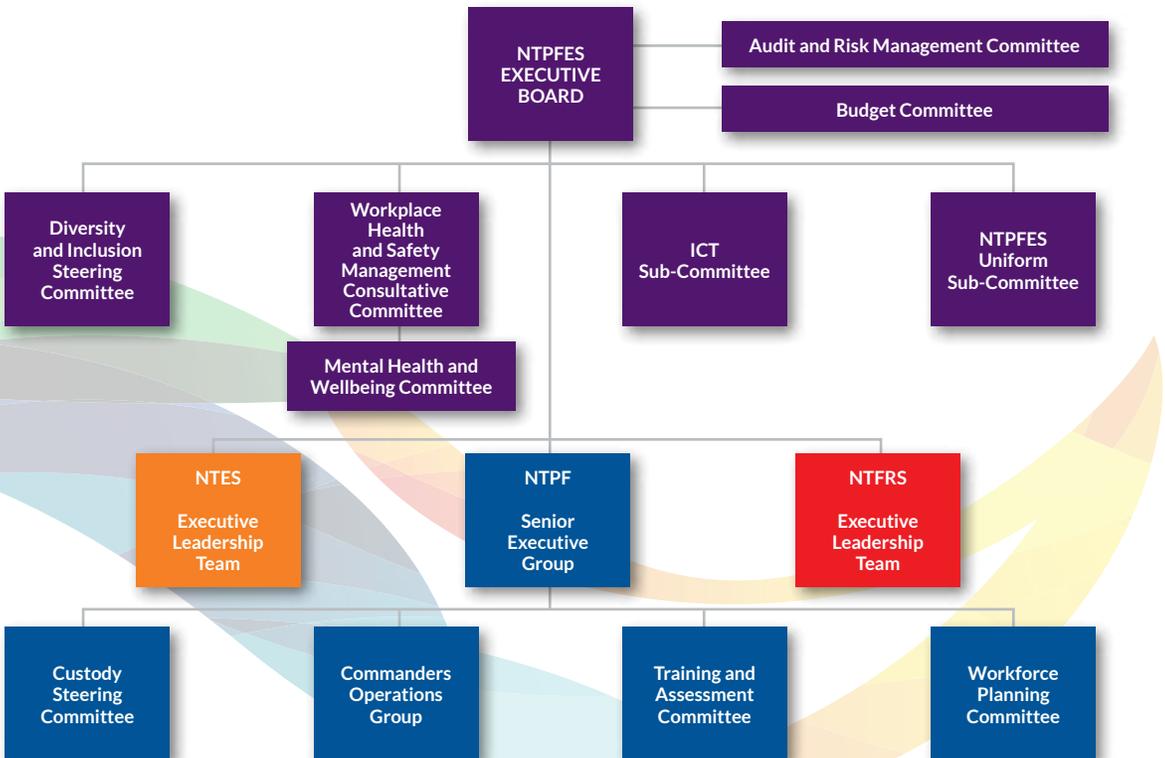
### During 2015-16, the NTPFES Executive Board comprised of the following membership:

- Commissioner of Police/CEO (Chair)
- Deputy Commissioner of Police
- Executive Director, Operational Support Directorate
- Executive Director, Office of the Commissioner and CEO
- Chief Fire Officer/Director, NTFRS
- Director, NTES

The Audit and Risk Management Committee and the Budget Committee are strategic sub-components of the NTPFES Executive Board and as such, the NTPFES Executive Board provides oversight and leadership in relation to audit, risk and financial matters on a monthly basis.

For key external forums and committees that NTPFES has representation on, refer to appendix 4.

## NTPFES Key Committee Framework



## Diversity and Inclusion Steering Committee

The Diversity and Inclusion Steering Committee forms an oversight body for the implementation of the *NTPFES Diversity and Inclusion Strategy 2016-2020: Strengthening Capability through Diversity*. The committee convenes every six weeks and is currently chaired by Assistant Commissioner Kate Vanderlaan. Membership consists of employees from all ranks and levels across the NTPFES who are also core members of smaller working groups that align to the six themes of the Strategy.

## Workplace Health and Safety Management Consultative Committee (WHSMCC)

The WHSMCC serves as a central consultative forum for considering work health and safety issues that affect all our workplaces. The WHSMCC focuses on the effective strategic management, development and promotion of health and safety across the agency. It provides advice and guidance to the NTPFES Executive Board on work health and safety, and manages any corporate initiatives. The committee meets quarterly and membership consists of:

- Chief Fire Officer/Director, NTFRS (Chair)
- Deputy Commissioner of Police
- Director, NTES
- Assistant Chief Fire Officer, Strategy and Capability, NTFRS
- Director, Human Resource Management
- Assistant Director, Safety, Illness and Injury Management
- Assistant Director, Employee Support Services (ESS)
- Representative, NT Police Association
- Representative, United Voice
- Representative, Public Sector Union
- Manager, Risk Management and Internal Audit Division

## NTPFES Information and Communication Technology (ICT) Sub-Committee

The ICT Sub-Committee ensures ICT is effectively governed across the organisation and is aligned with and supports the business strategy of the NTPFES. The sub-committee also ensures opportunities for positioning all aspects of ICT to add value in the support of frontline staff and improving the delivery of services are maximised. The committee meets quarterly or as required by the Chair and membership consists of:

- Deputy Commissioner (Chair)
- Executive Director, Operational Support Directorate
- Executive Director, Office of the Commissioner and CEO
- Chief Information Officer (advisor)



### NTPFES Uniform Sub-Committee

The Uniform Sub-Committee is charged with oversight of uniform committees from each service and ensures investment in uniforms is consistent and meets national standards and trends whilst meeting service delivery needs and procurement remains within budgetary appropriation. The committee meets on a triannual basis or more frequently as required and is chaired by the Executive Director, Operational Support Directorate. Committee membership consists of staff from each service area with additional subject matter experts or stakeholders invited to meetings as required.

### NTPF Senior Executive Group (SEG)

The SEG meets fortnightly focusing on broad strategic issues relevant to the NTPF and the delivery of efficient and effective policing. Membership consists of:

- Deputy Commissioner of Police (Chair)
- Assistant Commissioner, Crime and Specialist Services
- Assistant Commissioner, Darwin Metropolitan Service
- Assistant Commissioner, Regional Operations
- Assistant Commissioner, People and Capability
- Executive Director, Operational Support Directorate
- Executive Director, Office of the Commissioner and CEO



*PFES Executive Board meeting including observers*

### **NTFRS Executive Leadership Team (ELT)**

The NTFRS ELT meets weekly to discuss strategic matters, to monitor project progress, discuss items of current relevance and day to day transactions of business. Membership consists of:

- Chief Fire Officer/Director (Chair)
- Deputy Chief Fire Officer/Assistant Director, Territory Operations
- Assistant Chief Fire Officer/Assistant Director, Strategy and Capability

### **NTES ELT**

The NTES ELT is responsible for leading and managing the operational and strategic direction of the business area. The ELT meets bi-weekly and its core business includes the deployment of resources, acquisition of new assets, management of NTES volunteer units, reputation and brand management and matters of human and financial management. Membership consists of:

- Director, NTES (Chair)
- Deputy Director, NTES
- Regional Manager, Northern Region
- Regional Manager, Southern Region
- Senior Strategic Policy Officer
- Manager, Emergency Management Training Unit

# PART 2: ORGANISATIONAL PERFORMANCE



# CONTENTS

## NORTHERN TERRITORY POLICE FORCE

|  |    |
|--|----|
| NTPF Overview  | 22 |
| Our Police Regions   | 23 |
| NTPF Business Planning Framework   | 23 |
| NTPF Summary   | 24 |
| Output Group 1 – Community Safety and Crime Prevention                               | 25 |
| Output Group 2 – General Policing, Crime Detection,<br>Investigation and Prosecution |    |
| 2.1 – Response Services  | 36 |
| 2.2 – Investigations   | 40 |
| 2.3 – Services to the Judicial Process   | 49 |
| Output Group 3 – Road Safety Services  | 51 |
| NTPF Strategic Priorities for 2016-17  | 56 |
| NTPF Organisational Structure  | 57 |

## NORTHERN TERRITORY FIRE, RESCUE & EMERGENCY SERVICE

|  |           |
|--|-----------|
| NTFRES Summary   | 58        |
| <b>Northern Territory Fire &amp; Rescue Service</b>            | <b>59</b> |
| NTFRS Overview   | 59        |
| NTFRS Business Planning Framework                              | 60        |
| Output Group 4 – Fire Prevention and Response Management       | 61        |
| NTFRS Strategic Priorities for 2016-17                         | 63        |
| <b>Northern Territory Emergency Service</b>                    | <b>64</b> |
| NTES Overview  | 64        |
| NTES Business Planning Framework                               | 65        |
| Output Group 5 - Emergency Services                            | 66        |
| Key Achievements in 2015-16                                    | 67        |
| NTES Strategic Priorities for 2016-17                          | 71        |
| <b>Northern Territory Fire, Rescue &amp; Emergency Service</b> | <b>71</b> |
| NTFRES Organisational Structure                                | 72        |
| NTFRES Strategic Priorities for 2016-17                        | 73        |

# NORTHERN TERRITORY POLICE FORCE

## NTPF OVERVIEW

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; and
- Manage the provision of services in emergencies.

Police coverage of the NT was provided under four Assistant Commissioners in four policing streams as follows:

### Crime and Specialist Services

#### A/Assistant Commissioner Kate Vanderlaan

- Crime and Specialist Service Command
- Traffic and Operational Support Command

### Darwin Metropolitan Service

#### Assistant Commissioner Lance Godwin

- Darwin Metropolitan Command
- Special Operations Command

### Regional Operations

#### Assistant Commissioner Jeanette Kerr

- Northern Command
- Southern Command
- Remote Policing Command

### People and Capability

#### Assistant Commissioner Peter Bravos

- Human Resource Management Branch
- Professional Standards Command
- Indigenous Employment, Recruitment and Selections
- NTPFES College

These areas are supported by the Media and Corporate Communications Branch, Office of the Commissioner of Police and CEO, Operational Support Directorate and Legal Branch.

As at 30 June 2016, the total number of FTE police employees was 1412.18. Refer to page 87 for a breakdown.

There are 70 police facilities throughout the NT that include:

- Police Headquarters;
- Peter McAulay Centre;
- Metropolitan Social Order and Enforcement Unit;
- 56 police stations;
- Three police shopfronts;
- Two multi-jurisdictional facilities; and
- Six police posts.



## OUR POLICE REGIONS

The NT is divided into three operational commands responsible for delivery of policing services. The three commands are as follows:

### Darwin Metropolitan Command

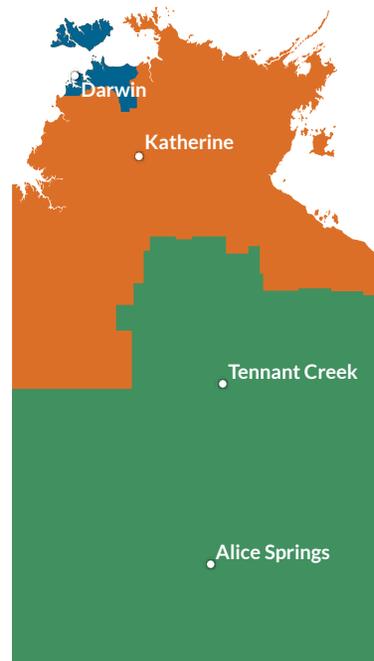
- seven police stations.

### Northern Command

- 28 police stations including federally funded remote stations.

### Southern Command

- 23 police stations including two multi-jurisdictional facilities and federally funded remote stations.



## NTPF BUSINESS PLANNING FRAMEWORK

The NTPF Business Plan established the priorities for 2015-16 and a framework for linking the priorities to the agency's strategic directions and the output groups in the NT Government's 2015-16 Budget Paper No. 3. The NTPF goals established in 2015-16 were:

- Preventing Crime;
- Our People; and
- Our Community.

The NTPF performance measures established in 2015-16 were under the following output groups:

- Output Group 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; and
- Output Group 3 Road Safety Services.

## NTPF SUMMARY



**1 220 649 cars**  
checked by speed camera



**16 441 convictions**  
(with guilty finding)



**180 330 drivers**  
breath tested



**91.51%** of prosecutions  
finalised by a guilty verdict or  
guilty plea



**1 418 881 number**  
plates checked by  
Automated Number Plate  
Recognition (ANPR)



**94.4%** of 000 calls answered  
within 10 seconds



**782 Road Safety**  
Campaigns conducted



**49 326 Computer**  
Aided Dispatches to  
Incidents



**61 810** police based  
infringements issued



**18 431** persons  
apprehended



# NTPF SUMMARY

## 1

## OUTPUT GROUP 1 - COMMUNITY SAFETY AND CRIME PREVENTION

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

- Intelligence-led policing focused on problem solving;
- Targeting repeat offenders and crime hot spots;
- Targeting the underlying causes of crime, including alcohol;
- Visible police patrols, crime prevention and education programs;
- Fostering community involvement and building community relationships; and
- Developing and testing plans to respond to threats and minimise their impact.



### OUTPUT GROUP 1 COMMUNITY SAFETY AND CRIME PREVENTION

#### Output 1 - Community Safety and Crime Prevention

| Performance   | 2012-13 | 2013-14 | 2014-15 | 2015-16             | 2015-16 | 2016-17 |
|---|---------|---------|---------|---------------------|---------|---------|
|   | Actual  | Actual  | Actual  | Budget <sup>1</sup> | Actual  | Budget  |
| Proportion of people who felt safe home alone at night <sup>2</sup>                       | 84.0%   | 85.9%   | 85.1%   | ≥ 84.0              | 84.0%   | ≥ 85%   |
| Proportion of people who were satisfied in general with police services <sup>2</sup>      | 74.0%   | 75.5%   | 72.3%   | ≥ 71%               | 75.7%   | ≥ 72%   |
| Proportion of people who agreed that police perform their job professionally <sup>2</sup> | 85.9%   | 86.3%   | 82.3%   | ≥ 82%               | 86.8%   | ≥ 82%   |

#### EXPLANATORY NOTES TO PERFORMANCE MEASURE

1 From 2015-16, budget figures have been based on the Territory's actual and targeted performance to better align the measures with government policy and improve the contemporaneity and consistency with reporting in other jurisdictions. Prior to this, budget targets for numerous measures were to improve on national figures.

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

## Performance Summary

The NTPF delivered a suite of services designed to enhance community safety and prevent crime. The NTPF continued to use intelligence-led policing focused on problem solving to inform operational decision making and the deployment of resources. Intelligence and engagement with other government and community groups were used to direct activities and implement specific strategies targeting areas of crime and hot spots.

The NTPF supports and engages the community through a number of major and seasonal events across the NT. This year saw police attend events such as Mindil Beach and Palmerston Markets, the Beer Can Regatta, Darwin Cup Carnival and associated major race meetings, Davis Cup, the Annual Garma Festival, Barunga Festival, Summer Sessions, Nightcliff Sea Breeze Festival, Freds Pass Show, Rodeo events, NRL matches and the V8 Supercars. Along with providing a police presence at these various community events, police also provided positive community and healthy lifestyle messages.

The NTPF places an emphasis on prevention, awareness and community engagement as an integral part of the law enforcement response. The NTPF continue to build on existing stakeholder relationships, coordinate regular multi-agency operations and ensure that prevention, awareness and community engagement remain a focus and priority for the foreseeable future. Continued engagement with other government and community groups has seen a number of joint approaches to community safety, protection and crime prevention. For example, the NTPF worked with Charles Darwin University to deliver public community safety advice to students of diverse and multicultural backgrounds discussing topics such as personal safety, domestic violence, police corruption and the role and equity of female police officers in Australian policing jurisdictions.



**Security and Emergency Coordination**

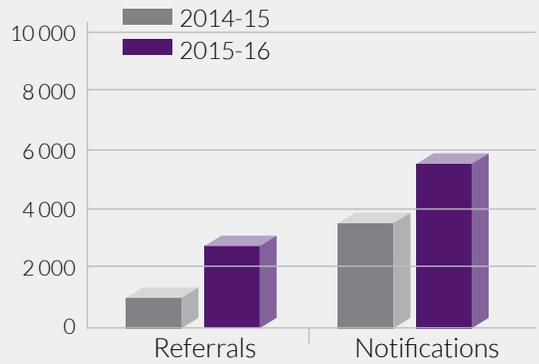
**Section (SECS)** continue to assist in the planning, preparing, and reviewing of emergency management including critical infrastructure protection, places of mass gatherings, natural or industrial disaster and criminal incidents exercises conducted in the NT. SECS held numerous presentations throughout the reporting year regarding emergency management, counter terrorism and security related matters. The Section delivered WebEOC and NT Incident Control System training to a wide ranging audience that have roles and responsibilities under the Territory Emergency Plan and facilitated a number of Negotiator practical deployment exercises in both Alice Springs and Darwin. SECS also assisted with the conduct of the national Discussion Exercise Tora in May 2016, which was aimed at command, investigation and intelligence capabilities. Further, in conjunction with the Department of the Chief Minister the SECS provided bomb threat advice for NT Government agencies centred on the types of threats directed at schools and what action plans should be adopted. This was in response to a number of bomb threats being received at schools across Australia in early 2016; and involved five schools in the NT.

The NTPF is working in conjunction with the Department of the Chief Minister to develop a Countering Violent Extremism program for the NT.

As part of enhancing community safety and crime prevention, the NTPF provides a dedicated focus on reducing anti-social behaviour, unlawful alcohol consumption and alcohol-related offending in the Territory.

SupportLink continued to provide a centralised referral management and early intervention services to the NTPFES to refer victims and offenders to social support agencies where they require support and to reduce the risk of repeat offending, such as domestic and family violence, drug and alcohol dependence, drug and alcohol diversions, homelessness and more. During the reporting period, NTPFES members made a total of 2 785 referrals and 5 419 notifications.

**SupportLink Referrals and Notifications**



\* Data above was extracted on 2 August 2016 and may differ from data extracted on a different date.

**Proportion of people who were satisfied in general with police services**



**Proportion of people who agreed that police perform their job professionally**





## Key Achievements in 2015-16

### Community Engagement and Education

#### **Aboriginal Community Police Officers**

(ACPOs) perform a range of duties including liaising with Indigenous communities in the NT. This liaison has contributed to effective Community Safety Action Plans. ACPOs also maintain social order, enforce road safety and provide prisoner management and prisoner transportation. The ACPO role remains essential to community engagement and interaction.

During the reporting period the **Aboriginal Liaison Officers** (ALO) trial was evaluated and recommended to become a formalised NTPFES Indigenous employment program. Since the trial began the ALOs have positively contributed to liaising with victims of crime, assisting with general intelligence and identifying cases of emerging disturbances or community safety issues, strengthening community engagement and providing a greater focus on engaging with school aged children to deliver safety messages among a variety of other functions.

#### **Community Engagement Police Officers**

(CEPOs) continue to work with local police in regional and remote communities to reduce domestic violence including the abuse and neglect of children, support crime prevention and community partnership policing through the active establishment and promotion of community involvement, ownership and leadership of community based activities. CEPOs successfully achieved increased cooperation, resulting in better aligned service delivery in the agency's effort to involve local people, service providers and government and non-government organisations to improve community safety and amenity. CEPOs also encourage the community youth to make the right life choices in their actions and decisions, explaining what consequences their choices can have on their own and others' lives.

**Community Safety Committees** have been established in many remote Indigenous communities throughout the NT. The committees have established Community Safety Action Plans within a number of communities and work collaboratively with the NTPF and other agencies to address local issues and identify possible solutions. The utilisation of the committee meetings has proven successful in curbing long ongoing civil unrests, solving local problems and developing relationships between police, stakeholders and members of the community. The use of Community Safety Action Plans and broader community engagement has led to significant acceptance of local crime prevention initiatives and programs.

The **Crime Prevention Section** located in Alice Springs is primarily tasked with youth engagement and community engagement activities. These members conduct crime prevention and community engagement activities within the township and continue to engage with youth through a number of school and community based activities. The engagement officers currently work alongside Alice Springs Town Council Rangers, Central Australian Aboriginal Congress and Tangentyere Council to tackle youth issues.

The **Darwin Metropolitan Service (DMS)** regularly carries out stakeholder engagement with shopkeepers, business owners and the broader Darwin Community. Along with community engagement, DMS regularly joins patrols of public housing complexes, public

transport hubs and public spaces in conjunction with the Department of Housing, Department of Transport and City of Darwin on a regular basis.

**Junior Police Rangers (JPR)** is an ongoing initiative between the NT Government and the NTPFES. Run over a three year period, commencing at year six and concluding at year nine, the program was developed as an opportunity to encourage community interest in youth. Presently there are 60 JPRs, 31 of which commenced in February 2016. The JPR training introduces the participants to activities designed to build team work and leadership skills. Regular camps occur each year, including during the school holidays.

**Neighbourhood Watch NT (NHWNT)** continues to be an effective community based crime prevention program aimed at the protection of property and personal safety. There are currently 248 NHWNT members, 364 Safety House members, 99 residential Safety Houses and 70 Safety House businesses. There is also a community group facebook page sharing information with more than 3000 followers. The NHWNT attended numerous community and cultural events throughout the Territory to provide free personal and community safety information and 'Mark Your Territory' UV marker kits

Following the success of NHWNT Mark Your Territory Day in March 2015, free UV marker kits are now available from police stations across the NT.



The **NTPFES Open Day** at the Peter McAulay Centre was held on 16 April 2016, and saw approximately 15 000 community members attend. The purpose of the open day was to demonstrate our Mission of working in partnership with the community to ensure a safe and resilient NT. The open day activities gave the community an insight into the broad range of services the NTPFES provide. The open day was interactive with various activities and demonstrations. Community access was provided to exhibits such as NTPFES vehicles and marine vessels, the NTFRS community education trailer, expo stalls, road safety activities and police car rides. NTPFES personnel also provided a variety of demonstrations such as house raids and drug detection dog searches, kitchen and bush fire simulation, a NTFRS crash simulation, Territory Response Group (TRG) police tactics and Joint Communications and Emergency Operations tours.



**Operation Bicosa I, II & III** operated during the reporting period in Palmerston and the Darwin northern suburbs. The operations were conducted by DMS and involved police and NHWNT, focusing on community engagement and promoting home security. Members also provided residents with information packs on home and vehicle security.

Discussing local issues of concern and building positive community relationships was also a focus, with police also attending the Islamic Society's open day listening to various guest speakers on matters involving, but not limited to, Muslims and the Islam faith, and myths associated with Islam and terrorism. Operation Bicosa I resulted in 324 drivers being subjected to a random breath test, eight Notices to Appear in court issued for various offences, 15 Traffic Infringement Notices issued, six vehicles defected, 27 litres alcohol destroyed, four Liquor Infringement Notices issued and nil unlawful entries for Rosebery during this seven day period. Operation Bicosa II and III also focused on youth crime and crime drivers such as alcohol and drugs.

The NTPFES maintained its **White Ribbon Workplace Accreditation** under the White Ribbon Australia national program. During the reporting period, the agency was invited to participate in the reaccreditation process, with reaccreditation expected in 2017.

Members of the NTPFES continued to show support for the White Ribbon Australia campaign with a number of senior executive members on the NT White Ribbon Committee, including the Commissioner/CEO as Chair. Members from across the agency played a big part in promoting and planning events to raise awareness for violence against women. Highlighting our involvement during the reporting period were our partnerships with the 'No More' campaign for the White Ribbon Black Tie Ball in Darwin, and with other community organisations for the White Ribbon Run and March against Violence in Alice Springs.

**Youth engagement police officers** are deployed across the NT and continue to connect with local schools and engage with youth in various environments such as sporting events, shopping centres, music concerts and community locations. Current youth programs undertaken include the JPRs, the 'Think You Know Program' promoting cyber awareness, the 'Love Bites Program' focusing on respectful relationships and midnight basketball. The midnight basketball saw 60 youths in attendance.



### Enhanced Community Safety

The NTPF continues to use a range of strategies and tools to maintain public order and reduce criminal offending. Some examples are detailed below.

The NTPF sits on the multi-agency Public Places Service Collaboration Group and meet regularly to encourage information sharing and maximise coordination efforts in responding to alcohol-related anti-social behaviour and issues occurring in public places across the Darwin municipality. Darwin, Casuarina and Palmerston liquor accord meetings are also conducted regularly to consider and action community-based initiatives aimed to reduce alcohol-related anti-social behaviour and improve the amenity of public places, shopping and entertainment precincts.

The NTPF continues to work closely with the City of Darwin, the Australian Hoteliers Association and the Liquor Stores Association of the NT to develop and implement the Inner City Packaged Liquor Accord. Police provide comment to Licensing NT on applications around new liquor licences, special events and variations. The NTPF has developed and

maintained a strong working relationship with Licensing NT, including developing a SupportLink referral pathway for members to make notifications to Licensing NT regarding potential breaches of license conditions.

**Alyangula Airport Screening** undertaken on Groote Eylandt which has been identified as primary point of entry for illicit drugs and liquor into the Alcohol Protected Area, saw 59 occasions of passenger screenings, five people arrested for drug offences, two Drug Infringement Notices issued, one person arrested for bringing liquor into the Alcohol Protected Area and six Liquor Infringement Notices issued for bringing small quantities of liquor into the Alcohol Protected Area. Passenger screening also occurs at the Darwin Airport prior to departure of scheduled flights to Groote Eylandt to help disrupt the flow and distribution of illicit drugs and liquor into Groote Eylandt.

There were a number of **Anti-Social Behaviour Special Operations** undertaken throughout the reporting period with strategies including covert and highly visible patrols with a zero tolerance approach. On 24 November 2015, an anti-social behaviour operation was undertaken that consisted of 22 members, including seven plain clothed members on public transport and using unmarked vehicles for intelligence purposes. Members also engaged with local politicians, liquor outlets, Casuarina Security, Wilson Security and transit security. On 21 January 2016, an anti-social behaviour operation targeted Nightcliff and hot spot areas, which entailed a sweep of housing areas in John Stokes Square and Litchfield Court, and undertook pro-active engagement with Territory Housing tenants, liquor outlets and businesses in the area. Other mini anti-social behaviour operations were conducted targeting:

- Casuarina Square (6 November and 4 December 2015);
- Rapid Creek Shops (16-17 October 2015); and
- Knuckey Lagoon (8 December 2015).

The **City Safe Unit** focuses on anti-social behaviour occurring in the Darwin Central Business District with the intention to reduce acts of violent crime, property crime, anti-social behaviour, liquor, drug and traffic offences in and around licensed premises. The City Safe Unit undertakes pro-active and reactive high visibility patrols utilising vehicle, foot, segway and horseback patrol methods in conjunction with drug detection dogs.

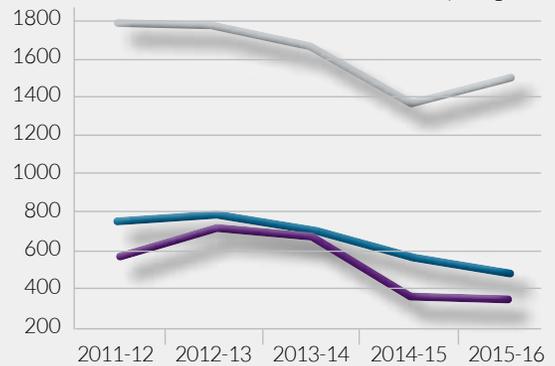
The NTPF **CCTV system** continues to be an efficient and effective detection and investigative tool to prevent, solve and reduce crime. There are 190 located in Darwin, Casuarina, Palmerston, Alice Springs, Parap and Katherine monitored by the CCTV Unit with a further eight cameras to be added to Palmerston in 2016. Three Mobile CCTV trailers are regularly deployed at hot spot locations and major events to enhance public safety, deter anti-social behaviour, identify and prosecute offenders and enable faster police response to developing incidents.

During the reporting period, the CCTV Unit has logged approximately 3 370 incidents. Of these, 1 113 events were pro-actively reported by the unit during live monitoring of the cameras. The CCTV Unit has received and processed 442 requests to exhibit footage for investigation and prosecution purposes.

The **Point of Sale Intervention (POSI)** formerly known as Temporary Beat Locations, is an effective strategy used in Alice Springs, Tennant Creek and Katherine to achieve reductions in alcohol-related crime and demand reduction for police response services where the strategy has been in operation. The POSI consists of police targeting alcohol-related anti-social behaviour and violence through a high visibility policing presence at takeaway liquor points of sale. This is to ensure people purchasing alcohol are in compliance with alcohol protection orders, bail conditions, conditions of Domestic Violence Orders (DVO) and with the *Liquor Act*; particularly in relation to the unlawful consumption of alcohol in liquor restricted areas. The various POSI operations have seen a positive result with alcohol related offences decreasing over the past few years of operation.

**Alcohol related offences**

- Tennant Creek and Barkly
- Katherine
- Alice Springs



Note: Includes alcohol related offences for the Katherine Division, Tennant Creek and Barkly Division and Alice Springs Division only.





**Operation Autour** commenced in 2016 and was undertaken by the Firearms Policy and Recording Section. Operation Autour focused on compliance by gun owners in the NT. In the three months that Operation Autour has been operating 1 786 firearms have been either registered or identified as transferred interstate. To date 135 firearms, a significant amount of ammunition and 16 imitation firearms have been seized.

**Operation Sunningdale** was undertaken in the lead up to Christmas and adopted a zero tolerance approach to identified anti-social behaviour and stealing offences. The operation consisted of a combination of foot, vehicle and motorcycle patrols around the Casuarina and Palmerston shopping precincts. The operation included POSIs and Channel 9 coverage including displaying CCTV of past crimes and unidentified offenders.

Casuarina Shopping Square management reported a reduction in complaints from store owners for approximately 90% of the duration of Operation Sunningdale.

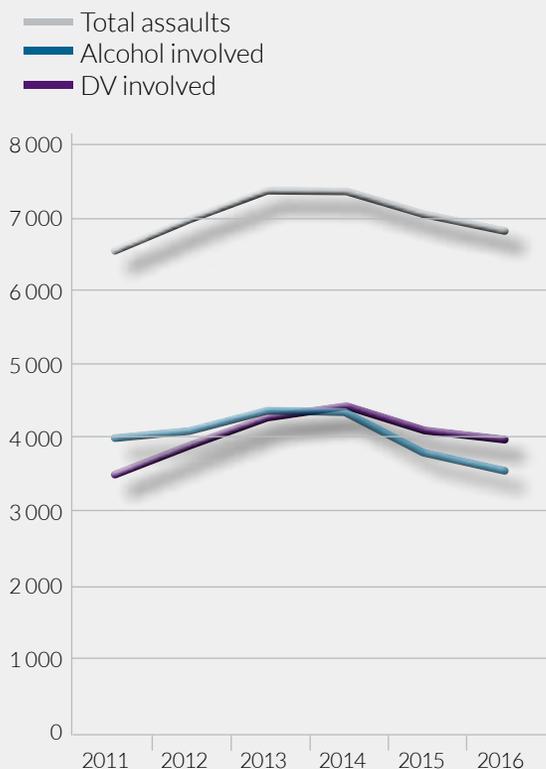
Over the 2015 Christmas/New Year period a significant increase of property offending was experienced in the community of Galiwinku. Numerous tools and other equipment were being stolen or damaged belonging to contract trade staff constructing new dwellings required following Tropical Cyclone Lam in February 2015. Extra police provided targeting of offending groups, community engagement efforts were increased with strong emphasis placed on keeping youth under control and contractors were provided advice on security of equipment. The entire operation was a good example of collaboration between police, the community, the Department of the Chief Minister and contractors which resulted in an immediate and substantial reduction of the crimes.



## Repeat Offender Management

The **Reportable Offender Management Unit (ROMU)** enforces the *Child Protection (Offender Reporting and Registration) Act* and ensures that reportable offenders are compliant with their reporting obligations. The unit conducts regular risk assessments and compliance checks. ROMU, through the Solicitor for the NT, coordinates to seek additional Prohibition Orders in relation to reportable offenders deemed to be of extreme risk. During the reporting period, the ROMU oversaw the arrest of 41 reportable offenders for 40 offences of fail to comply with reporting conditions and two failure to comply with prohibition orders, with a further 10 reportable offenders being served formal cautions for minor breaches across the NT.

### NT Assaults



The NTPF continues to focus on reducing domestic and family violence crime and property offending across the NT. Bail and DVO compliance checks continue to be delivered by NTPF as a part of the suite of measures to manage repeat offenders in order to achieve safer communities and preventing further crimes.

Domestic and family violence offenders assessed to be at high risk of causing serious harm or death to victims are identified through:

- The Family Safety Framework (FSF);
- Maintaining a High Risk Offender Register;
- Outstanding warrants for domestic and family violence offending;
- Weekly Prison Release Intelligence Product;
- Referrals from the weekly directions meeting with Solicitor for the NT;
- Referrals from NTPF officers;
- Referrals from Domestic Violence Legal Service;
- Referrals from non-government organisations; and
- Direct liaison with victims deemed at high risk.

The identified offenders are subject to regular compliance checks to pro-actively protect victims and reduce domestic and family violence recurrences.

The **FSF** is a NT-wide framework that provides an action-based, integrated service response to individuals and families experiencing domestic or family violence who are at high risk of injury or death. The FSF is a coordinated effort between key agencies and allows the sharing of information lawfully and sensitively between agencies to reduce the immediate risk of serious harm to victims of domestic and family violence. During the reporting period, in total, the FSF held 139 meetings and accepted 198 referrals.

The **Territory Domestic and Family Violence Section** meets weekly with the Solicitor for the NT to ensure DVOs are appropriately managed. This pro-active and coordinated approach ensures the protected person's safety requirements can be maintained. In addition, there is the flexibility to carefully refine existing orders to meet the complex needs of persons in a wide range of domestic relationships.



## Additional Significant Operations and Capabilities

**Operation Arbell** was undertaken from 20-22 November 2015 and was a water safety operation targeting marine safety compliance, fisheries enforcement and traffic safety. There were 63 vessels checked on water and 38 vessels checked at the ramp.

**Operation ANZAC Day** was undertaken on 25-26 April 2016 for the 101<sup>st</sup> commemorative march held in Darwin, Palmerston and Humpty Doo and included the ANZAC Dawn Service and main marches. In Darwin 2 500 patrons attended the Dawn Service and 5 000 patrons attended the march. In Palmerston approximately 2 500 patrons attended in total.

**Strike Force Agra** commenced in Tennant Creek on 1 July 2015 and continues to target victim based crime and youth offending. The aim of Strike Force Agra is to provide an enhanced focus on reducing personal and domestic violence related crime and youth crime through an intelligence driven, strategic targeting of offenders and those at risk of offending in conjunction with community and youth engagement activities.

**Katherine Flood Mitigation** actions were activated with the formation of the Katherine Flood Mitigation Advisory Committee on 20 November 2014, with an allocation by the NT Government of \$25M towards flood mitigation in the Katherine region including \$7.6M to move Katherine's St John Ambulance Centre out of the identified flood zone. As part of the Flood Mitigation Committee's recommendations, the Katherine Emergency Committee has oversight of the Flood Mitigation Work Plan, including responsibility to put in place a range of support measures to further improve Katherine's flood resilience program. This work is ongoing.

## 2.1

**OUTPUT GROUP 2.1 - GENERAL POLICING, CRIME DETECTION,  
INVESTIGATION AND PROSECUTION - RESPONSE SERVICES**

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

- Call centre operations;
- Response tasking and incident attendance; and
- Search and rescue operations.

**Performance Summary**

The NTPF continues to commit to ensuring the safety of the NT community, with a focus on improving call taking, dispatch and response times to calls for assistance. In 2015-16, the NTPF continued to exceed grades of service for all three performance indicators.

The Territory Communications Section completed the full refurbishment of the Joint Emergency Services Communications Centre in late 2015. The new centre provides seamless communications support for Police, Fire, Emergency Services, Public Housing Safety Officers, Transit Safety Officers, St John Ambulance, Night Patrol as well as expanded CCTV facilities.

## OUTPUT GROUP 2 GENERAL POLICING, CRIME DETECTION, INVESTIGATION AND PROSECUTION

### Output 2.1 Response Services

| Performance   | 2012-13<br>Actual | 2013-14<br>Actual | 2014-15<br>Actual | 2015-16<br>Budget <sup>1</sup> | 2015-16<br>Actual | 2016-17<br>Budget |
|---|-------------------|-------------------|-------------------|--------------------------------|-------------------|-------------------|
| Proportion of people who were satisfied with police in their most recent contact <sup>2</sup> | 80.3%             | 83.0%             | 83.8%             | ≥ 82%                          | 83.6%             | ≥ 83%             |
| Proportion of 000 calls answered within 10 seconds <sup>3</sup>                               | 63.5%             | 88.8%             | 94.1%             | ≥ 90%                          | 94.4%             | ≥ 90%             |
| Proportion of other general calls answered within 20 seconds <sup>3,4</sup>                   | 57.4%             | 79.5%             | 85.5%             | ≥ 80%                          | 85.1%             | ≥ 80%             |

#### EXPLANATORY NOTES TO PERFORMANCE MEASURE

<sup>1</sup> From 2015-16, budget figures have been based on the Territory's actual and targeted performance to better align the measures with government policy and improve the contemporaneity and consistency with reporting in other jurisdictions. Prior to this, budget targets for numerous measures were to improve on national figures.

<sup>2</sup> Source: National Survey of Community Satisfaction with Policing commissioned by ANZPAA.

<sup>3</sup> Source: Qmaster.

<sup>4</sup> Other general calls comprise of calls to the Police Assistance Line - 131 444.

## Key Achievements in 2015-16

### Response Services

The **Daly River Flood Response and Recovery Operations** were undertaken in late December 2015 through to early January 2016. Evacuation was undertaken via air by rotary wing aircraft from the Nauiyu community. An emergency evacuation centre was established in Darwin with 478 people recorded into the centre. The primary focus of the response operations was on the Daly River Nauiyu Community area however, other areas, namely the Peppimenarti, Pine Creek, Katherine, Victoria River/Timber Creek and Beswick districts also required rescue actions.

The ANZPAA **Disaster Victim Identification (DVI) Committee (ADVIC)** consists of Australian and New Zealand DVI Commanders. The NTPF representative is currently the chair of ADVIC. During the reporting period the NTPF representative has represented both ADVIC and the NTPF at a number of DVI forums including the Interpol Forensics Workshop for Southeast Asia and the Pacific, Interpol Steering Committee meeting held at the Singapore Interpol Global Complex for Innovation and the Interpol Working Group and Conference held in Lyon, France.

The reporting period saw DVI training opportunities provided to both NTPF members and external personnel. Twenty five NTPF members completed a DVI Practitioner training course and exercise, and two NTPF members attended an ADVIC organised DVI Coordinators workshop in Canberra.

The **Dog Operations Unit (DOU)** has significantly increased their support to frontline members and specialist units over the reporting period. During the reporting period, the DOU have deployed to Port Keats on 10 occasions and Groote Eylandt on two occasions to assist with civil unrest and drug detection. The Drug Detection Dogs have assisted teams on numerous occasions; for example, they assisted in locating 4kg of cannabis, \$130 000 cash and assisted with a Cross Border operation targeting ice into Wyndham, locating 20 grams of ice in the captain's quarters of a cargo ship.

General purpose dogs have assisted in the arrest of 197 people which includes 47 offenders directly located by the dogs and 22 high risk incidents.

#### During the reporting period the DOU:

screened approximately **9 820** people the NT

conducted **357** vehicle searches

deployed **615** times

had **220 drug seizures** which included

**71kg** cannabis,  
**215kg** kava and  
**\$359 000** cash.



The **Metropolitan Patrol Group** (MPG) maintained capability to respond to incidents at Immigration Detention Centres running one Public Order Response Team course over the reporting period, and were integral in the response and recapture of a Detention Centre escapee in May 2016. MPG provides additional immediate general duty assistance to the NTPF focusing on high visibility saturation patrols of identified hot spots tackling anti-social behaviour and alcohol fuelled violence.

The MPG provided support to Pirlangimpi and Milikapiti during September 2015 due to an influx of illegal substances and alcohol on ferries and air charters. They were also deployed to Daly River in December 2015 to assist in the evacuation of the community due to flooding. On 1 June 2016, the MPG ceased operations following the cessation of Commonwealth funding and members were transitioned into general policing roles across DMS.

The **National Missing Persons and Victim System** commenced production mode in January 2016. This system is hosted by CrimTrac and was instigated jointly by ADVIC and the National Missing Persons Group. The system allows for the exchange of information across jurisdictions for long term missing persons as well as mass fatality incidents.

The **Police Air Section** has three Pilatus aircraft based in Darwin and one based in Alice Springs. In support of regional and remote policing, these aircraft have flown a total of 2665 hours this financial year.

The **Police Mounted Unit** (PMU) provides support and assistance to frontline policing at many different types of events. During the reporting period the PMU attended various community events and schools as well as conducted patrols and assisted in maintaining public order. The PMU capabilities include high visibility patrols, public order, search and rescue and riot/protest crowd control.

The **TRG** provides a specialist response capability within the categories of general support and high risk which include civil disorder situations. In the reporting period the TRG has responded to 38 incidents from City Safe/Response Patrols. In September 2015, the TRG was deployed to assist in the operation to arrest a suspect in relation to a number of robberies involving firearms, the unlawful use of a motor vehicle driven at excessive and dangerous speeds and as a result, later assisted in attempting to save victims at a fatal car crash. The suspect was later arrested by TRG at a residence. The actions earned the TRG the Deputy Commissioner's Letter of Recognition for their dedication to duty.

In November 2015, TRG members travelled to Groote Eylandt to provide support to Alyangula Police and Serious Crime members to maintain the peace after a serious large scale community disturbance and assisted in locating and arresting outstanding suspects. TRG members also attended to an armed Australian Defence Force (ADF) member who fired shots. The ADF member was arrested without incident.



The TRG assisted in the arrest of a prolific domestic violence offender who had been actively avoiding police, arrested a high risk interstate offender for breach of parole offences and provided assistance in attempting to locate and arrest outstanding targets.

The reporting period also saw the TRG introduce the night assessment team. This provided a tactical response capability during peak periods to enhance the safety of the community and frontline officers.

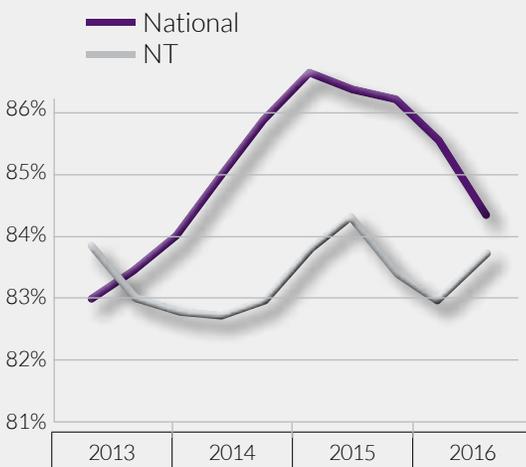
July 2015 saw a large scale vertical rescue performed for an overseas tourist at Uluru. Members from NTPF (Yulara, Mutitjulu and TRG), NTFRS (Yulara), NTES volunteers and Watarka Rangers worked together on this vertical rescue, which resulted in the successful extraction of the male who had fallen several hundred metres down the rock face. All involved received a Commissioner’s/CEO Letter of Recognition or Certificate of Appreciation for their efforts in such a challenging situation.



During the reporting period the **Water Police Section (WPS)** has actively championed the introduction of the Vessel Monitoring System which became mandatory for the commercial barramundi fishing industry in February 2016. The technology improves monitoring and compliance capability and is being considered by other commercial fishing industries. The WPS is also involved in Certificate II and III training of Indigenous sea rangers which has led to increased intelligence holdings enhancing the ability of WPS to target offenders. All members of the Lianthawirriyarra Sea Rangers in Borroloola passed Cert III Fisheries Compliance Training in May 2016. An additional three rangers have been identified for Cert II training to be held in late 2016.

This year saw the WPS undertake 71 marine search and rescue operations which included 25 marine beacon activations, 16 flare sightings and 30 overdue parties.

**Proportion of people who were satisfied with police in their most recent contact**



## 2.2

**OUTPUT GROUP 2.2 – GENERAL POLICING, CRIME DETECTION,  
INVESTIGATION AND PROSECUTION - INVESTIGATIONS**

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

- Pro-active strategies aimed at reducing opportunities and conditions for crime to occur;
- Effectively using intelligence to assist crime investigations;
- Crime scene examination; and
- Crime investigation and forensics.

**Performance Summary**

The NTPF continued to implement strategies designed to deliver effective, efficient and consistent investigation services across the NT. A continued focus to reduce property and personal crime resulted in the establishment of numerous specialised operations and strike forces.

SECS continue to actively monitor Issue Motivated Groups to assess any security risks or potential opportunities for criminal activity and provide regular demonstration notifications and threat assessments. Security Intelligence members also regularly meet with security intelligence counterparts to assess National Security Hotline reports and determine the most appropriate response.

**OUTPUT GROUP 2****GENERAL POLICING, CRIME DETECTION, INVESTIGATION AND PROSECUTION****Output 2.2 Investigations**

| Performance                               | 2012-13            | 2013-14            | 2014-15            | 2015-16             | 2015-16            | 2016-17          |
|---|--------------------|--------------------|--------------------|---------------------|--------------------|------------------|
|   | Actual             | Actual             | Actual             | Budget <sup>1</sup> | Actual             | Budget           |
| Investigations finalised within 30 days   |                    |                    |                    |                     |                    |                  |
| - property crime <sup>3,4</sup>           | 22.9% <sup>6</sup> | 29.6% <sup>6</sup> | 29.3% <sup>6</sup> | ≥ 33.0%             | 29.3% <sup>7</sup> | N/A <sup>2</sup> |
| - crime against the person <sup>3,5</sup> | 65.1% <sup>6</sup> | 64.7% <sup>6</sup> | 69.9% <sup>6</sup> | ≥ 82.0%             | 62.9% <sup>7</sup> | N/A <sup>2</sup> |

## EXPLANATORY NOTES TO PERFORMANCE MEASURE

<sup>1</sup> From 2015-16, budget figures have been based on the Territory's actual and targeted performance to better align the measures with government policy and improve the contemporaneity and consistency with reporting in other jurisdictions. Prior to this, budget targets for numerous measures were to improve on national figures.

<sup>2</sup> These measures are not continued in the 2016-17 budget paper.

<sup>3</sup> National data sourced from the Recorded Crime – Victims, Australia 2015 publication, and therefore reflects figures over a different date range to NT figures reported.

<sup>4</sup> These figures reflect the offence of Unlawful Entry with Intent only.

<sup>5</sup> The national recording rule for this outcome only includes selected offences of sexual assault, kidnapping, abduction, robbery, blackmail, extortion and homicide and related offences.

<sup>6</sup> These figures have been amended to align with national reporting counting rules.

<sup>7</sup> The budget targets were set prior to realigning with the national counting rule. As such, the 2015-16 actual is lower than the budgeted figure.

## Key Achievements in 2015-16

The **Asset Forfeiture Unit** in conjunction with the Solicitor for the NT secured \$1 428 396 in forfeited property during the reporting period, with the running total now standing at approximately \$16 600 000. **Operation Riker** targeted the unexplained wealth accumulated by two individuals running several massage parlour businesses in the Darwin Central Business District. The subsequent Supreme Court action under the *Criminal Property Forfeiture Act* resulted in a consent agreement being reached in the Supreme Court, effectively ordering the couple to pay \$670 000 to the NT. This followed the Australian Tax Office also fining the two \$540 000 in unpaid taxes due to their own investigation and the collaboration during the police investigation.

The **Body Worn Video** trail commenced in December 2014, indicating significant benefits in increasing officer safety such as reducing complaints against police, increasing the quality of evidence and supporting witnesses of domestic violence. In 2016, a contract was awarded for the provision of police body worn video cameras and an associated management system. The new cameras are expected to be rolled out across the NT during the next financial year.

The **Child Abuse Taskforce** is a joint-agency collaboration between NTPF, Department of Children and Families and the Australian Federal Police (AFP). The unit conducts multiagency investigations in relation to complex child abuse and child sexual assault. A significant focus of the unit is providing coordinated and specialist criminal investigation response which links holistically with child protection and welfare outcomes. The unit undertakes regular travel to remote communities within the NT in both a response capacity and to undertake community engagement. During the reporting period the unit undertook significant community engagement operations in Kalkaringi, Minjilang and Maningrida.



The **Cross Border Team**, based in Alice Springs, has been funded by the Commonwealth Government to focus on high risk cross border domestic violence offenders as well those trafficking illicit substances in the Cross Border region.

### For the reporting period the Cross Border Team has achieved the following:



**62** Arrests/Summons/  
Notices to Appear



**40** Infringement  
Notices issued



**32** Search warrants  
executed



**80.08kgs** of  
cannabis seized



**157.13g** of  
amphetamines seized



**9.2g** of MDMA seized



**206 litres** of alcohol  
destined for remote  
communities seized



**\$152 500** and three  
vehicles seized under  
the *Criminal Property  
Forfeiture Act*.

**Drug Detection Areas** were introduced as a result of amendments to the *Misuse of Drugs Act* on 14 December 2015. This allows drug detection areas to be declared where the NTPF formulate reasonable grounds to suspect that an area is being, or is likely to be used for the transport of dangerous drugs or precursors in contravention of the *Misuse of Drugs Act*, and provides enhanced search and seizure powers for police officers. The drug detection areas have yielded positive results with dangerous drugs seized on all 22 occasions that the declared drug area legislation was utilised by the NTPF. More than 26 kilograms of cannabis that was destined for remote communities was seized by police at these areas.

The **Drug and Organised Crime Squad** has continued to enforce drug related legislation in the NT. The main focus has been on targeting amphetamines (and the harms they cause in the community), organised crime groups (including OMCGs) trafficking illicit substances and the supply of cannabis, alcohol and kava to remote Indigenous communities.

The **Forensic Science Branch** (FSB) works with the frontline to provide scientific and technical support along with advice to the NTPF and to other government agencies. Its programs deliver strong support to agency initiatives through the provision of NT-wide forensic services across a range of disciplines and activities including crime scene, firearms examination, fingerprints, chemistry, biology, photography and exhibits liaison.

The FSB continues to provide highly effective contributions towards the reduction of property crime by recidivist offenders across the NT by delivering timely forensic evidence which permits the early arrest and later successful prosecution of offenders.

In June 2016, links made by forensic evidence taken at crime scenes following a string of unlawful entries in Alice Springs dating back to July 2015 identified a 17-year-old male to Strike Force Vega members who subsequently charged him with the theft of more than \$7 000 worth of cash and goods from 11 dwellings.

## Seizure Rates (grams)

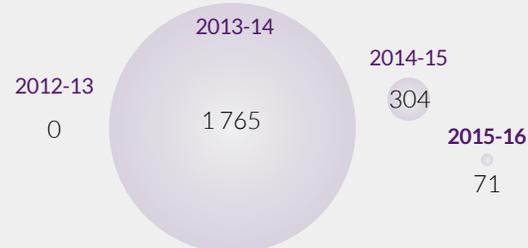
### Amphetamine type stimulants<sup>1</sup>



### Cannabis



### Cocaine



### Heroin



### Performance and Image Enhancing Drugs



Notes:

<sup>1</sup> Amphetamine type stimulants include amphetamine, methamphetamine and methylamphetamine.

<sup>2</sup> Includes joint operation with Australian Border Force, and AFP in the detection of 23 kilograms of methylamphetamine.

Figures quoted may include operations conducted by or in conjunction with Australian Border Force and/or the AFP.

Source: NTPF, PROMIS data.

The NTPF **Facial Recognition Trial** is extremely successful and has provided many benefits to the organisation as a whole, including frontline efficiency, quality of evidence and timely identification of individuals in custody. It is expected the NTPF will achieve a full facial recognition capability during the next financial year. The full system will include forensic, desktop and mobile application capabilities and will contain up to 500 000 images in its database.

The **Gangs Task Force** has had success in limiting the outlaw motorcycle gang (OMCG) footprint in the NT. This has been achieved through continued targeting of the Rebels and Hells Angels members, associates and support base. This strategy has caused significant disruption to the Rebels OMCG resulting in numerous leadership disputes with changes to the president position on four occasions and vice president on three occasions. The Bandido OMCG expansion into the NT has experienced several setbacks due to disruption tactics by the Gangs Task Force.

The **High Tech Crime Squad** is responsible for the investigation of reports of cybercrime, including online scams, received through the Australian Cybercrime Online Reporting Network (ACORN) reporting system and other reports made to police involving cybercrime. The unit has received in excess of 400 reports during the reporting period, with approximately 70 reports still under investigation.

Notable reports received and investigated included reports by a large number of individuals who had been sold non-existent iPhone 6 mobile phones on Gumtree by two local offenders residing in Daly Waters. **Operation Kenzo** was initiated, which resulted in the arrests of both offenders who were placed before the courts. Another notable investigation during the reporting year was the Alice Springs money mule scam which was later referred to the AFP for further investigations. A national scam affecting numerous NT residents resulting in a large number of ACORN reports was the Australian Taxation Office scam, whereby unwitting victims were deprived of funds on the threat of prosecution for unpaid taxes.

The **Online Child Exploitation Investigation Unit** conduct investigations in relation to online child sex offences including possession and distribution of child abuse material or attempting to procure children online. The unit also has national exposure through a joint agency response agreement with the AFP under the Joint Anti-Child Exploitation Teams framework. During the reporting period, members from the unit travelled to Queensland to undertake specialist training in online investigation methodologies. This enhances the capability of the NT to ensure a safe online environment for children within the Territory and elsewhere.



**Operation Azzaro** was undertaken by the Major Crime Squad and investigated the shooting murder of a man in Darwin. Since its inception in June 2015 considerable resources have been utilised. The operation led to a guilty verdict for murder in 2016.

**Operation Samburu** has been an ongoing murder investigation undertaken by the Major Crime Squad into the disappearance of Carlie Sinclair in June 2013. The operation led to a guilty verdict for murder in 2016.

**Operation Storm** is the overarching OMCG operation and has had continued success in policing the three current OMCGs operating in the NT. Highlights for the period include 40 people being charged with a total of 157 offences. Twenty-six search warrants have been executed resulting in the seizure of 346 grams of methamphetamine, 90 grams of MDMA and 207ml of steroids. There has been \$98 715 in cash and other assets to the value of \$235 000 also seized.

**Operation Subutai** consists of members from the Major Fraud Squad and commenced in May 2014 and has continued over the past year. The operation is responsible for investigating the systemic fraud committed on the Pensioner Carer and Concession Scheme. This investigation is ongoing with a number of travel agent shop fronts currently still under investigation. During the reporting period five independent travel agents were placed before the courts, with one found guilty following her trial, three travel agents ultimately plead guilty and two others are currently still before the courts. The investigation involving one major travel group remains ongoing.



The reporting period also saw the **Police Caution – Aboriginal Interpreter Service App** implemented across the NTPF. The app is designed to translate the police caution into 18 Indigenous languages and improve delivery and understanding of a person's legal rights when being held and questioned in police custody. The app is readily available on each Police iPad, and includes a language map that shows where each language in the NT is spoken. This app also won the 2015 NT Human Rights Fitzgerald Justice Award.

The **Serious Crime Squad** has investigated numerous serious incidents in the past 12 months, such as:

- A crime series committed between 6-7 September 2015, which consisted of motor vehicle thefts, aggravated robberies (producing a firearm), drive-off from fuel station and dangerous driving of motor vehicle causing death. The principal offender was subsequently sentenced to 11 years imprisonment with a six year non-parole period.
- Operation Baldi consisted of a five-day manhunt for a male in relation to an alleged unlawful entry by four offenders, two armed with shotguns. All offenders were charged and are currently before the court.
- Prisoner Escapes:
  - A male prisoner absconded from Corrections low security accommodation in Darwin on 5 February 2016 and was recaptured on 24 February 2016 after a 19 day manhunt;
  - A male prisoner absconded from a work release program on 29 September 2015 and was located and arrested the following day; and
  - Four males absconded from Corrections low security accommodation in Darwin on 7 May 2016. All prisoners returned to accommodation the following morning.

The **Sex Crimes Unit** provides a specialist criminal investigation response to sexual assaults including serious or complex indecent assaults. The unit investigated a number of high profile cases reported throughout the year including:

- Sexual assault of a woman walking along East Point Road in October;
- Sexual assault of a woman leaving the Palmerston Clinic in November;
- Sexual assault of a Health Worker in a remote community in December;
- Multiple indecent assaults on women in the Darwin city in November; and
- Multiple indecent assaults on women walking in the Northern Suburbs in December.

The alleged offenders in all the above cases were rapidly identified and arrested resulting in all the matters proceeding to the courts.

**Strike Force Trident** continues to focus on the reduction of property related crime through intelligence-led policing identifying, targeting, prosecuting and managing all recidivist property offenders. During the reporting period 916 apprehensions were made comprising of 5 232 charges being laid. Some recent examples include the:

- execution of a search warrant in Karama which resulted in the recovery of more than \$180 000 in stolen property;
- arrest of three males for a crime spree resulting in a combined \$20 000 worth of damages to 58 vehicles; and
- arrest of six offenders for damage to 54 vehicles and 11 unlawful entries.

## Strike Force Vega



**319 arrests**



**134 summons**



**1 845 charges**  
laid



**661 prosecution** files  
submitted



**22 search warrants** executed



**86 outstanding warrants** cleared  
up by arrest

**Strike Force Vega** aims to enhance community confidence by reducing the incidence of property and drug related crime in Alice Springs. Some recent activities include:

- one adult was arrested for robbery, a further six unlawful entries and other property related offences in September 2015;
- three adults were arrested and brought before the court for 16 unlawful entries and other property related offences in March 2016;
- In April 2016, a police operation targeting unlawful entries at the Alice Springs RSL resulted in two offenders being caught on site; and
- In June 2016, one adult was arrested for 14 unlawful entries and other property offences.

Joint Organised Crime **Task Force Nemesis** has achieved significant results in its first year. This multi-agency task force, comprising of investigators and intelligence analysts from the NTPF, AFP, Australian Crime Commission and Australian Border Force seized in excess of 24.5 kilograms of methamphetamine, 1.2kg of MDMA and \$55 575 cash.





## Other Significant Operations

**Operation Aether** was established by the NT arm of Joint Organised Crime Task Force Nemesis in October 2015 to investigate significant methamphetamine supply in the NT by a Filipino crime group. Intelligence holdings had identified key crime group offenders, and established that the group had likely been offending in excess of 10 years. Over the course of the investigation, various techniques were used including drug detection dogs, physical surveillance, human source intelligence and telecommunications analysis and intercepts. The investigation led to the arrest of two females resulting in 60 packets of methamphetamine weighing a total of 492 grams individually concealed within Ferrero Rocher chocolate wrappers, a further 165 grams of methamphetamine and an excess of \$50 000 was also located after a search warrant was executed on a residence.

After the arrest and subsequent first time fingerprinting of one of the females, she has been linked to two other previous methamphetamine seizures in Western Australia and New South Wales. The matter remains before the courts. Intelligence gained from this operation has potentially identified further avenues of enquiry in relation to the importation of methamphetamine into Australia. This intelligence has been passed to partner Federal agencies.

**Operation Acozy** commenced in June 2015 targeting a syndicate sourcing amphetamines from southern states for distribution in the NT. A total of eight people were arrested as a part of this syndicate and 390 grams of methamphetamine was seized.

**Operation Algi** targeted the supply of methamphetamine to an OMCG. The Operation led to the arrest of an OMCG associate and the seizure of 70 grams of methamphetamine, 67 grams (approximately 300 pills) of MDMA, \$77 650 cash, three loaded sawn off 12 gauge shot guns and 300 12 gauge shotgun shells. Tainted property was also seized including two vehicles and six motorcycles. The offender was convicted and sentenced to eight years imprisonment with a non-parole period of four years. The value of all the property seized by the NTPF was approximately \$253 650 which was all forfeited to the Crown.

**Operation Animal** commenced in November 2015. A Drug Detection Dog reacted to freight on a bus in Alice Springs which was travelling from Adelaide to Darwin. A search resulted in the seizure of cannabis weighing a total of 18 kilograms. A subsequent search at the residence of another offender revealed a further 958 grams of cannabis, 350 grams of cannabis butter, three unsecured firearms, a quantity of ammunition and \$94 520 in cash. The offenders were arrested and charged.

**Operation Aromi** targeted the trafficking of large quantities of cannabis between South Australia and the NT. In February 2016, a vehicle travelling from South Australia to Darwin was apprehended. A search was conducted which produced 23.6 kilograms of cannabis. Both the driver and the passenger were charged.

**Operation Benta** was conducted in November 2015 on Groote Eylandt in response to the deaths of two men during a spear fight at Angurugu Community. As a result of the operation 18 men were arrested for their involvement in the riot, with one man charged with murder. Extensive community engagement activity was undertaken by police with numerous external stakeholders attending workshops during March 2016. Numerous issues and service gaps were identified, with all stakeholders committing to ongoing efforts for resolution. The NTPF successfully secured funding and land to construct a new police station in Angurugu which will also be accompanied by significant upgrades to the nearby police station at Alyangula. Construction of the proposed new facility at Angurugu is scheduled to commence in 2016-17.

**Operation Oscar Riverbed** consisted of NTPF members assisting Queensland Police during a joint-police Cross Border operation aimed at intercepting drug offenders traveling to regional and remote communities as well as major transport corridors. Operation Oscar Riverbed which ran from 3 - 5 of June, utilised police officers from Avon Downs and Alpururulam who were assisted by Darwin Traffic Operations.

**Operation Talisman Sabre** was undertaken between July and August 2015 and was a joint operation between the NTPF and ADF. The operation consisted of planning and conducting mid-intensity high end warfighting. Exercises incorporated land-based, air and maritime activities conducted at various locations and involved up to 30 000 Australian and United States participants.

The **Territory Intelligence and Specialist Services Division** coordinates the NT Joint Analyst Group who have successfully investigated a number of interstate entities making repeated ID changes in the NT since late 2014. These individuals had each made between one and four name change applications in the NT between 2007 and 2014. Further enquiries resulted in the identification of 40 people travelling to the NT for this purpose since 2007. It appears that the persons involved, who are predominantly known to each other, carried out this course of action to facilitate their ongoing involvement in various criminal enterprises. The majority of criminal activity was conducted in other jurisdictions, with the NT used primarily to facilitate the change of identity. This identity change meant they could then apply for a passport and other forms of identification. The criminality involved ranged from theft and assault matters, firearms offences and a significant proportion of deception-related offending. During the reporting period three males were arrested and placed before the court.

Relevant interstate agencies were informed after preliminary analysis was conducted, and the practice appears to have significantly dropped following a number of discussions with NT Births, Deaths and Marriages staff which resulted in the standards for name change applications being tightened and approaching parity with existing guidelines in other states and territories.

## 2.3

## OUTPUT GROUP 2.3 – GENERAL POLICING, CRIME DETECTION, INVESTIGATION AND PROSECUTION – SERVICES TO THE JUDICIAL PROCESS

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

- Providing prosecution services;
- Court case and evidence presentation;
- Bail processing and reporting;
- Support to the Coroner;
- Custody and transport of persons;
- Care and protection of victims and witnesses; and
- Diversion of juveniles from the criminal justice system.

### Performance Summary

The Judicial Operation Section is responsible for providing judicial support to the greater Darwin region including the processing of files and laying of formal charges. They are the liaison between frontline police and civilian prosecutors, and are also responsible for the Youth Diversion Unit whose aim is to divert as many suitable youths from the criminal justice system through a variety of programs.

Outside of the Darwin region police prosecutors are still utilised to conduct bail and arrest matters, and liaison with civilian prosecutors who are responsible for conducting hearing matters.

## OUTPUT GROUP 2 GENERAL POLICING, CRIME DETECTION, INVESTIGATION AND PROSECUTION

### Output 2.3 Services to the Judicial Process

| Performance  | 2012-13<br>Actual | 2013-14<br>Actual | 2014-15<br>Actual  | 2015-16<br>Budget | 2015-16<br>Actual | 2016-17<br>Budget |
|--|-------------------|-------------------|--------------------|-------------------|-------------------|-------------------|
| Prosecutions that are finalised by a guilty verdict or guilty plea | 93.0%             | 92.2%             | 92.2%              | ≥ 85.0%           | 91.5%             | N/A <sup>1</sup>  |
| Youth diversions as a proportion of youth offenders                | 28.0%             | 39.0%             | 33.0% <sup>3</sup> | ≥ 20%             | 36.0%             | ≥ 20%             |
| Rate of re-offending after youth justice conferences <sup>2</sup>  | 9.7%              | 18.0%             | 15.0% <sup>3</sup> | ≤ 20%             | 15.0%             | ≤ 20%             |

#### EXPLANATORY NOTES TO PERFORMANCE MEASURE

<sup>1</sup> This measure is not continued in the 2016-17 budget paper.

<sup>2</sup> Excludes verbal and written warnings.

<sup>3</sup> These figures have changed from those previously reported in the 2014-15 Annual Report, due to updates to information between data extraction dates.

## Key Achievements in 2015-16

The **Mataranka Local Court** commenced sittings on 30 March 2016 after six months of negotiations between the Department of Justice, the Department of Corrections and the NTPF, with Mataranka identified as a suitable location for court provision for residents of Mataranka, Jilkminggan and Hodgson Downs (Minyerri). Previously these community residents were required to travel to either Katherine or Ngukurr to attend court.

The **Youth Diversion Unit** officers based in Darwin, Katherine, Tennant Creek and Alice Springs continue to work NT-wide with victims, offenders, the broader community and other key stakeholders to ensure effective youth diversion outcomes.

Youth diversion is designed to encourage offenders to accept responsibility for their behaviour through participation in a Youth Justice Conference. This enables the offender to understand the impact of their offending, agree to repair the harm and where possible deal with the underlying issues that contributed to the offending. Formal youth diversion outcomes include up to three months case management and program attendance. Programs include those that deal with anger management, low self-esteem, alcohol or drug issues and the impact of family violence.

Youth diversion ensures close collaboration between police and victims, and the non-government sector that provide case management services for youth diversion clients. These services are funded through a partnership arrangement with the NT Department of Correctional Services Youth Diversion Grants Program.

## Diversion Re-Offending (Youth Justice Conferences)

In 2015-16 there were a total of 2082 youth apprehensions. Of these there were 729\* individual youth diversions (youth justice conferences, verbal and written warnings and drug diversions). Of the 287 youth justice conferences that were convened, the following occurred:



(\* Includes 198 youth who have commenced but not yet completed diversion)

Re-offending following a Youth Justice Conference remains relatively low and as outlined above, data indicates that diversion is significantly more effective where a Youth Justice Conference is conducted with family and/or victims. These low rates of re-offending when compared with court re-offending rates are consistent with national and international experience and demonstrate the effectiveness of early intervention with youths.

## 3

## OUTPUT GROUP 3 – 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;
- Responding to motor vehicle accidents; and
- Undertaking adequate investigation and reporting to the Coroner and other relevant stakeholders.

### OUTPUT GROUP 3 ROAD SAFETY SERVICES

#### Output 3 - Road Safety Services

| Performance  | 2012-13<br>Actual | 2013-14<br>Actual | 2014-15<br>Actual    | 2015-16<br>Budget <sup>1</sup> | 2015-16<br>Actual | 2016-17<br>Budget |
|--|-------------------|-------------------|----------------------|--------------------------------|-------------------|-------------------|
| Mobile camera checks of vehicles   | 1 258 258         | 1 146 802         | 1 272 417            | ≥ 1 050 000                    | 1 220 649         | N/A <sup>2</sup>  |
| Drivers breath tested  | 164 702           | 164 059           | 176 462 <sup>5</sup> | ≥ 156 000                      | 180 330           | ≥ 159 000         |
| Proportion of people who had driven in the previous six months without wearing a seatbelt <sup>3,4</sup>             | 9.4%              | 8.1%              | 7.9%                 | ≤ 8.0%                         | 10.0%             | N/A <sup>2</sup>  |
| Proportion of people who had driven in the previous six months when possibly over the alcohol limit <sup>3,4</sup>   | 11.9%             | 10.5%             | 11.3%                | ≤ 12.0%                        | 12.2%             | ≤ 12%             |
| Proportion of people who had driven in the previous six months more than 10km/h above the speed limit <sup>3,4</sup> | 61.6%             | 62.1%             | 63.8%                | ≤ 64.0%                        | 66.6%             | ≤ 64%             |

#### EXPLANATORY NOTES TO PERFORMANCE MEASURE

<sup>1</sup> From 2015-16, budget figures have been based on the Territory's actual and targeted performance to better align the measures with government policy and improve the contemporaneity and consistency with reporting in other jurisdictions. Prior to this, budget targets for numerous measures were to improve on national figures.

<sup>2</sup> These measures are not continued in the 2016-17 budget paper.

<sup>3</sup> Source: National Survey of Community Satisfaction with Policing commissioned by ANZPAA.

<sup>4</sup> These figures have been revised from the 2015-16 budget due to a miscalculation, with amended figures reflected in both the 2014-15 Annual Report and 2016-17 budget.

<sup>5</sup> This figure has changed from the previously 2014-15 reported figure, due to updates to information between data extraction dates.

## Performance Summary

Throughout 2015-16, the NTPF continued to conduct and implement numerous operational and corporate initiatives with encouraging results. For example, the NT-wide random breath testing target for 2015-16 was 156 000. During the reporting period this was achieved with a total of 180 330 drivers breath tested. The NT-wide mobile speed camera check target for 2015-16 was 1 050 000 which was also achieved during the reporting period with 1 220 649 mobile camera checks of vehicles conducted.

The NT Traffic Operations Division is responsible for providing NT-wide road policing operations. Throughout the reporting period, operations and campaigns have been conducted in partnership with other agencies. These operations have resulted in ongoing and sustained interaction with the public by way of increased media coverage related to road safety issues.

## Key Achievements in 2015-16

**ANPR** units fitted into traffic vehicles are currently operating in Darwin, Alice Springs and Katherine. The ANPR provides police with the ability to identify unregistered and stolen vehicles as well as disqualified or suspended drivers. This initiative was expanded during the reporting period with 11 additional ANPR equipped vehicles being deployed throughout the NT. During the reporting period, mobile ANPR units have checked in excess of 1.1M registration plates resulting in more than 45 000 alerts being detected for unregistered vehicles, recidivist offenders, target vehicles and suspects for traffic and criminal offences.





In February 2016, legislation authorising random drug testing of all Territory road users was introduced. This legislation provides stronger measures to detect and deter drug drivers, and makes the current procedures for roadside drug testing more efficient for police and the driving public. Prior to this, only heavy vehicle drivers could be randomly tested. Between February and June 2016, 140 roadside tests were conducted with 13 of these returning a positive result.

The introduction of a new second stage saliva screener device is in progress to increase the efficiency of roadside testing. The FSB is currently developing increased capabilities to enable saliva analysis, thus reducing the requirement for interstate analysis.

Road Safety Programs or Campaigns

Road safety operations have included covert and overt operations that specifically target irresponsible road use behaviour. Some of these operations included urban and rural lockdowns, working with the Nemesis Task Force targeting drug supply routes, covert offence detection at licenced premises and local courts, Multi-Jurisdictional Border operations, the annual show circuit, annual rodeo circuit, Christmas and Easter campaigns, Rail Safety Week, V8 Supercars, Finke Desert

Race, Operation Baratti, Operation Lomani, Operation Austrans, Sober Bob, Barunga Festival, BASSINTHEGRASS, Fatality Free Friday, National Road Safety Week and joint operations with partner agencies.

Operation Barratti



**54 arrested** for drink driving



**94 apprehended** for speeding



**26 apprehended** for being unlicensed or disqualified



**141 infringements** issued



Additionally, traffic management, crash response, high profile random breath testing and escort duties have provided numerous opportunities to engage with road users and convey appropriate road safety education messages through both the media and through personal interaction.

Commencing early December 2015, police markings were removed from all mobile speed camera vehicles in an effort to reinforce with drivers that they should expect that mobile speed camera units can be anywhere, at any time and in any vehicle. A comparison of 'ping' to infringement issued ratios shows that there has been little discernible difference since this operational change was implemented. In the six months prior to removing markings 1.16% of all drivers whose speed was checked received an infringement notice. In the six months since the markings were removed 1.21% of all drivers whose speed was checked received an infringement notice.

**Alyangula Road Safety Program** was delivered to Alyangula school students, in response to concerns raised by the GEMCO mine, regarding the risk posed by high volumes of traffic in Alyangula during peak times. The program was supported by attendance of NTPF members at the school crossings during the mid-afternoon student exodus from school. This program is ongoing and has been well received by students.

**Operation Sepio** was conducted between October and November 2015 leading up to the Christmas and New Year holiday period and focused broadly on traffic education and enforcement centred around three aspects: avoiding the fatal five; ensure vehicles are road ready; and planning how to get home safely i.e. 'Who's your Sober Bob?' The operation commenced with community engagement through strategic distribution of road safety reference material and interaction with patrons at licensed premises.

The **Sober Streets initiative** was a road safety education initiative in Katherine with police working in partnership with the Katherine Branch of the Community (Bendigo) bank which targeted drivers who were subjected to a breath test and returned a zero reading. The period of operation was between the 24 December 2015 and the 27 January 2016. Four prizes of \$500 were donated by the bank. A total of 647 tickets were handed out to the public and the results drawn on the 29 February 2016 to the four lucky sober drivers.

**Traffic Operations Division** has commenced a project in partnership with the Department of Transport, Motor Accident Compensation Commission and the Office of Aboriginal Affairs, specifically developing cultural and linguistically appropriate campaigns to improve Indigenous road safety outcomes given the continued over-representation of Indigenous Territorians in the NT road death toll.

## Other Significant Operations

**Adelaide River Races** were held on Saturday 4 June 2016 attracting approximately 3 000 visitors. A moderate police presence was utilised to manage the festivities and concentrated on anti-social behaviour, alcohol and drug abuse as well as traffic offences. For the duration of the races the declared drug route legislation was utilised providing police with additional powers to stop and search vehicles. Small quantities of drugs and alcohol were seized and the offenders prosecuted. More than 1 000 random breath tests were conducted resulting in six positive results indicating that the general message about driving under the influence of alcohol and drugs is working. Despite the large crowds police were happy with the overall behaviour of those that attended with no major incidents being reported.

The **Major Crash Investigation Units** (MCIU) based in Darwin and Alice Springs service all areas of the NT and are responsible for the investigation of all serious fatal motor vehicle crashes and some serious injury crashes, particularly where criminal offences are involved. There were 39 road fatalities during this reporting period, one higher than the previous financial year.

The deaths of three individuals who were tragically killed in a head on collision with a bus on Tiger Brennan Drive in the early hours of 1 December 2015, was arguably the highest profile fatality in this reporting period.

**Operation Carita** undertaken by the MCIU involved the investigation of a serious hit and run collision involving a learner motor cycle rider in Alice Springs on 21 October 2015. This hit and run collision was a significant criminal investigation and the offending driver was subsequently identified, arrested and charged by police following a protracted criminal investigation. The offending driver was recently sentenced to a term of imprisonment, his wife who was complicit in the offending was also found guilty and sentenced to an 18-month suspended sentence.

Another significant investigation was into the death of a motor cycle rider, who on 30 April 2016, collided with road work barricades along Tiger Brennan Drive, Woolner. This investigation remains ongoing.

**Operation Hinode** was conducted over the 2016 Easter and Anzac Day long weekends and was a multi-agency operation involving NTPF and Territory Parks and Wildlife staff focusing on anti-social behaviour and traffic offences within Litchfield National Park and the Adelaide River Township. NTPF members from Batchelor, Adelaide River, Palmerston and Northern Traffic Operations participated. In total 4 200 drivers were tested with two drink driving offenders apprehended, 80 speeding fines issued and a number of people cautioned for traffic offences.



**Operation Lomani** was launched in early 2016, and is a 12 day NT-wide campaign of road safety initiatives aimed at reducing the number of serious vehicle crashes and fatalities. Six days of action have been completed resulting in 9 540 breath tests conducted and 49 drink drivers prosecuted.

**Timber Creek Heavy Motor Vehicle Compliance Operation** was undertaken on 27 and 28 January 2016, where Timber Creek Police in conjunction with Katherine Transport Inspectors targeted unregistered, uninsured and heavy motor vehicle compliance. Of the 181 vehicles checked by police and inspectors, a total of 17 defect notices were issued, along with 11 infringement notices for various offences including speeding, driving unregistered and driving an unsafe motor vehicle.

## NTPF STRATEGIC PRIORITIES FOR 2016-17

The NTPF strategic issues are defined in the *NTPFES Strategic Plan* and the NT Government's *2016-17 Budget Paper No. 3*. The NTPF strategic issues for 2016-17 are:

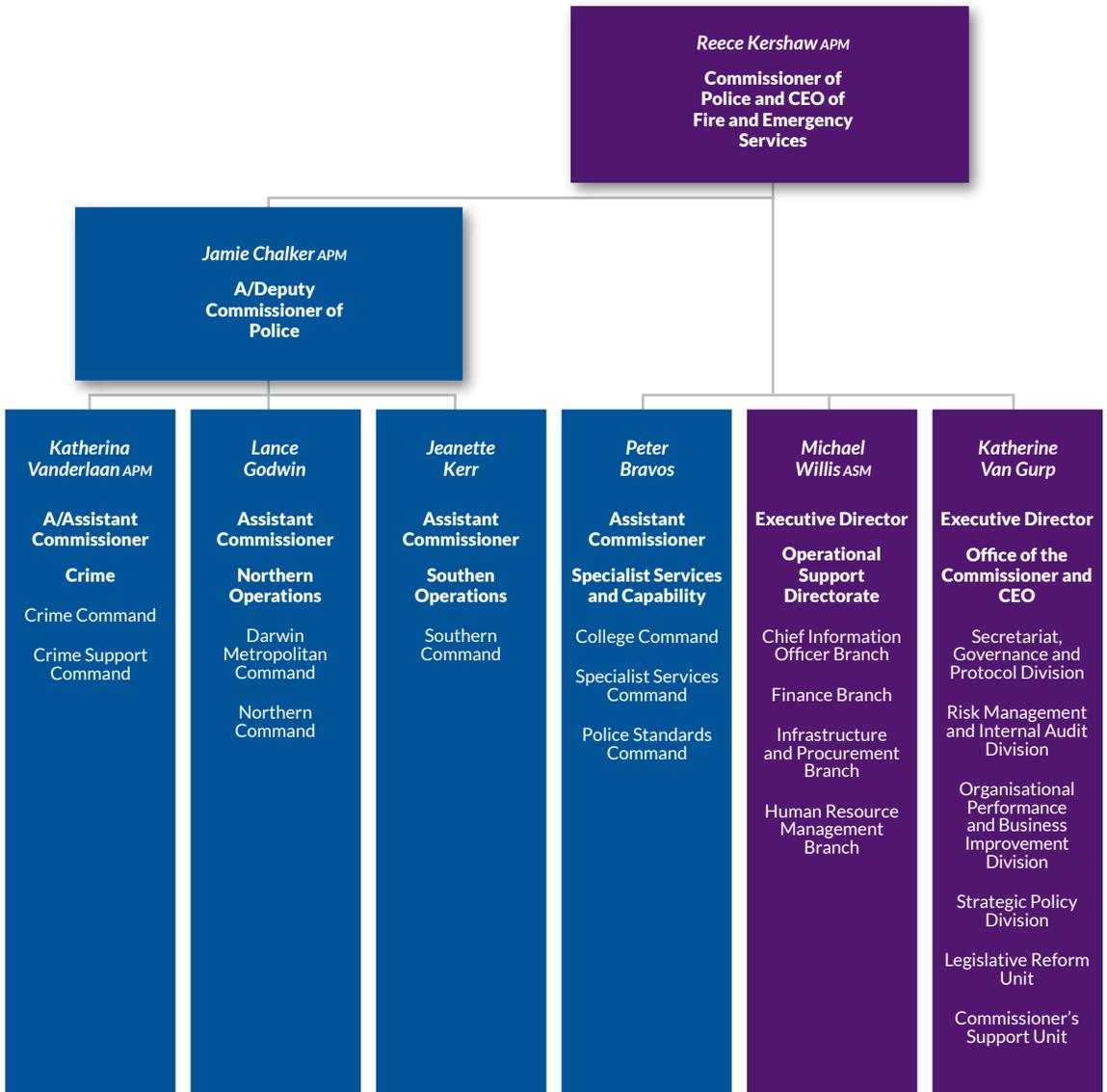
- Working in partnership with key stakeholders, including other government agencies, non-government organisations, the private sector and the community, to enhance public safety.
- Demonstrating strong integrity and accountability across the agency.
- Preventing crime through:
  - delivering highly visible and responsive frontline police services;
  - implementing pro-active crime reduction strategies;
  - preventing and reducing the level of re-offending; and
  - targeting drivers of crime, particularly alcohol and drugs.
- Ensuring the effective and efficient allocation and use of resources and progressing innovative solutions to enhance frontline service delivery.
- Improving safety on Territory roads through education and enforcement.
- Providing responsive and professional customer service that enhances community safety and confidence, and meets and exceeds community expectations.

The NTPF Business Plan 2016-17 defines the following strategic priorities:

| Goal             | Initiative  |
|------------------|---|
| Preventing Crime | <ul style="list-style-type: none"> <li>• Target drivers of crime, particularly alcohol and drugs;</li> <li>• Reduce domestic and family violence;</li> <li>• Focus on youth crime; and</li> <li>• Information-based operational planning.</li> </ul>                                |
| Our People       | <ul style="list-style-type: none"> <li>• Adaptive training aligned to future needs;</li> <li>• Highly capable and technology-enabled;</li> <li>• Common operating principles; and</li> <li>• Effective leadership and management.</li> </ul>  |
| Our Community    | <ul style="list-style-type: none"> <li>• Relationships based on communication and consultation;</li> <li>• Integrated service delivery;</li> <li>• Information is available and accessible; and</li> <li>• Responsive police services that enhance community confidence.</li> </ul> |

The NTPF has also implemented a new structure effective from July 2016.

## NTPF ORGANISATIONAL STRUCTURE



## NTFRES SUMMARY

The end of the reporting period saw the completion of the Operational Capability and Change Management Project where a number of realignment opportunities were identified between the NTFRS and NTES. The project focused on identifying and reducing the duplication of effort by the NTFRS and NTES, and to gain efficiencies in the sharing of resources, allowing for a greater provision of service to the community.



**1 567 grass/scrub fires** attended



Assistance provided for **18 flood events** throughout the NT



**564 road crash rescue** events attended throughout the NT



Assistance provided to government and non-government organisations at more than **30 incidents and events**



Medical assistance provided on **89 occasions**



Provided land, marine and air search capabilities throughout the NT on **26 occasions**



**166 structure fires** attended



Emergency Service volunteers provided **5 677 unpaid hours** in service at tasked incidents, plus participated in training, and unit meetings



**1 350** episodes of skills and drills training participated in to ensure preparedness and practiced response



Tasked to **38 incidents** related to storm damage



# NTFRES SUMMARY

# NORTHERN TERRITORY FIRE & RESCUE SERVICE

## NTFRS OVERVIEW

The *NT Fire and Emergency Act* requires the NTFRS to respond to fires and emergency incidents within defined emergency response areas and to attend transport and hazardous material incidents throughout the NT. The NTFRS has responded to 7 322 fire and emergency incidents in the reporting period.

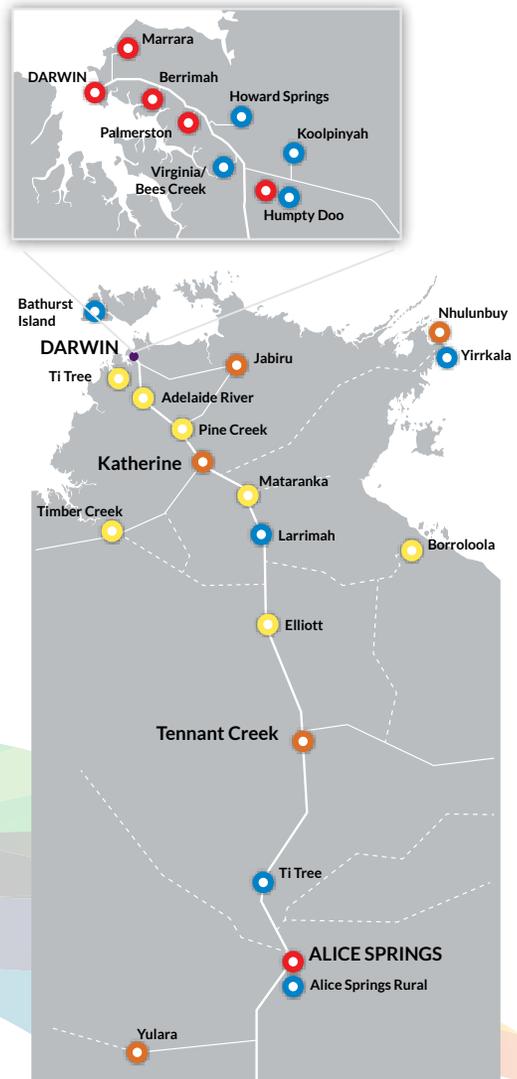
The NTFRS provides a range of fire and emergency management activities including fire prevention, preparedness, response and resilience in an effort to reduce the incidence and impact of fire and other emergencies.

This includes:

- Provision of community resilience, education and awareness programs and services;
- Planning and implementing bushfire and hazard mitigation activities;
- Developing, managing and enforcing fire safety legislation;
- Ensuring the preparedness of members through professional development of career, auxiliary, volunteer firefighters and command support staff;
- Provision of resources for Urban Search and Rescue;
- Provision of fire alarm monitoring and response through the NT Fire Alarm System Transmission; and
- Fire investigations throughout the NT.

Operating from 27 stations across the NT, the NTFRS provide a 24/7 emergency response service. The major population centres of Darwin and Alice Springs are serviced with career firefighters. The fire stations located in the regional centres of Katherine, Tennant Creek, Nhulunbuy, Jabiru and Yulara are staffed by career, auxiliary and volunteer firefighters. Fire and Emergency Response Groups and Volunteer Fire Brigades provide coverage to rural and remote locations throughout the NT.

The following map represents the location of NTFRS fire stations.





### NTFRS Performance Summary

During 2015-16, the NTFRS was able to meet and exceed the majority of the performance measures defined in the NT Government's 2015-16 Budget Paper No. 3. This included performance targets for the delivery of community resilience education and awareness programs; building fire safety reports completed in legislated timeframes; responding to incidents within internal benchmarks; structure fires contained to room or object of origin; structure fire investigations undertaken where the cause of the fire is determined; and building and fire safety inspections conducted by operational crews.

The NTFRS demonstrated its commitment to enhancing response and operations management by exceeding target measures set for the 2015-16 financial year.

A highlight of the year was the endorsement of a twinning agreement between the NT and Timor-Leste Governments, enabling the NTFRS to provide support to the Timorese Bombeiros in training, logistics and personnel development.

### NTFRS BUSINESS PLANNING FRAMEWORK

The NTFRS Business Plan established priorities for 2015-16 and a framework for linking the priorities to the agency's strategic direction and the output group in the NT Government's 2015-16 Budget Paper No. 3. The NTFRS goals established in 2015-16 were:

- Responsive Operations Management;
- Our People; and
- Our Community.

## 4

**OUTPUT GROUP 4 – FIRE PREVENTION AND RESPONSE MANAGEMENT**

This output group provides a range of fire and emergency management activities aimed at:

- Prevention and preparedness;
- Enhancing response and recovery capability and capacity; and
- Building community resilience through community participation and education.

The outcome is to ensure that the incidence and impact of fire and other emergencies is minimised.

### OUTPUT GROUP 4 FIRE PREVENTION AND RESPONSE MANAGEMENT

#### Output 4 - Fire Prevention and Response Management

| Performance   | 2012-13<br>Actual | 2013-14<br>Actual | 2014-15<br>Actual | 2015-16<br>Budget <sup>1</sup> | 2015-16<br>Actual | 2016-17<br>Budget <sup>2</sup> |
|---|-------------------|-------------------|-------------------|--------------------------------|-------------------|--------------------------------|
| Community resilience education and awareness programs delivered             | 541               | 640               | 498               | 400                            | 620               | ≥ 500                          |
| Bushfire mitigation programs and activities undertaken                      | 6 401             | 7 096             | 6 189             | 6 000                          | 5 210             | N/A <sup>1</sup>               |
| Building fire safety reports completed in legislated timeframe <sup>2</sup> | 548               | 482               | 100%              | ≥ 95%                          | 100%              | N/A <sup>1</sup>               |
| Building fire safety inspections completed                                  | 1 101             | 441               | 460               | 600                            | 450               | N/A <sup>1</sup>               |
| Incidents responded to within internal benchmarks <sup>3</sup>              | 80.8%             | 84.3%             | 79.0%             | ≤ 8 mins                       | 7.23 mins         | ≤ 8 mins                       |
| Structure fires contained to room or object of origin                       | 81.3%             | 76.8%             | 94.0%             | ≥ 80%                          | 93.7%             | ≥ 90%                          |
| Structure fire investigations undertaken where cause of fire is determined  | -                 | -                 | 78.4%             | ≥ 80%                          | 86.9%             | N/A <sup>1</sup>               |
| Building and fire safety inspections conducted by operational crews         | -                 | 33                | 365               | 750                            | 809               | ≥ 350                          |

#### EXPLANATORY NOTES TO PERFORMANCE MEASURE

<sup>1</sup> This measure is not continued in the 2016-17 budget paper.

<sup>2</sup> The legislated timeframe is 10 business days.

<sup>3</sup> Internal incident response benchmark is eight minutes.

## Key Achievements in 2015-16

### Responsive Operations Management

NTFRS operational crews continue to perform inspections of properties under the building inspection program to determine building safety compliance, and to engage with property owners regarding access to properties for fire crews. During the reporting period NTFRS operational crews carried out 809 fire safety inspections. These inspections have increased by 121.64% from the previous financial year.

The NTFRS contained structure fires to their room or area of origin at a rate of 93.7% for the reporting year. The effective response and containment of structure fires lessens community infrastructure and other built asset losses. The NTFRS determined the cause of structure fires at a rate of 86.9% during the 2015-16 reporting period.

The NTFRS have reviewed and developed new and existing response plans along with conducting reviews of specialist response plans such as the chemical, biological, radiological, nuclear and hazardous materials response plans to ensure currency.

Under the Territory Emergency Plan the NTFRS is the identified combat authority for Confined Space Rescue. Confined Space Rescue Training of approximately 50 identified personnel was completed during the financial year, with new equipment for confined space rescue purchased.

'Collector' software was purchased in the development of a rapid damage assessment capability for the NTFRS. During the Daly River floods, this software was trialed in the recovery phase of the operation. The implementation of Collector will include multiagency response capability.

Operational performance measures were met or improved in the areas of; containment of structure fires to object or room of origin, response times and the skills and drills program. Incident management training has been delivered to both career and volunteer firefighters, while the number of NTFRS volunteers has continued to increase.



## Our People

NTFRS career and volunteer staff continue to increase their preparedness through training related drills and skills. The NTFRS increased participation in operational exercises that reflect emergency response events in the Darwin region, based on local, national and international events. Single and multi-station response exercises aligned with 'know your patch' have continued this financial year with a major exercise focusing on East Arm Wharf. The NTFRS has seen an increase in career firefighter participation rates for drills and skills sessions by 42.18% compared to last financial year.

Our volunteer membership has increased from last financial year to 296 volunteers. Community engagement, education and promotion of volunteer membership by NTFRS volunteers continues throughout the communities of the NT. The work of Volunteer Community Educators promoting public safety messages has been embedded this financial year, with 21 events attended. The development of a volunteer strategy to ensure the NTFRS is in alignment with National Standards of Volunteerism continues.

## Our Community

The delivery of community resilience and education awareness programs has increased by 24.50% compared to last year. The NTPFES Facebook site and Fire Incident Mapping Tool are utilised to deliver information and safety messages related to fire and emergencies.

Many improvements related to data capture have continued throughout the financial year, with the embedding of the Station Management System to capture work programs and daily routines of NTFRS career firefighters at station level and within the community. Improvements within the NTFRS reporting systems are providing an informed picture of the NTFRS while working in partnership with the community to ensure a safe and resilient NT.

This reporting period saw the continued use of the Fire Incident Mapping Tool. Its integration into the NTPFES application increased access to real time information regarding emergency incidents across the NT for both NTFRS members and the community.

### NTFRS STRATEGIC PRIORITIES FOR 2016-17

The coming 2016-17 reporting period, will see a merge between the NTFRS and the NTES to become the NT Fire, Rescue and Emergency Service (NTFRES). The 2016-17 strategic focus for the NTFRES is outlined on page 73.



# NORTHERN TERRITORY EMERGENCY SERVICE

## NTES OVERVIEW

Under the *Emergency Management Act 2013*, the NTES carries out a number of critical and legislated roles on a daily basis. Such responsibilities include:

- Conducting rescue operations, emergency response and recovery operations; and
- Provision of advice, assistance, education and training to members of the public and organisations including government and non-government agencies and volunteer organisations in emergency management planning and operations.

These responsibilities are conducted in collaboration with the community and other NT Government agencies ensuring that continued resilience building occurs for the impact of adverse weather events and other emergencies.

During 2015-16 the number of NTES volunteers has grown to nearly 400 across the NT. The NTES volunteers are very diverse in their experience and skills and as a volunteer based organisation their commonality is the united purpose of supporting the NT communities during times of need and crisis.

Whilst the major responsibilities of the NTES are preparation and response to floods, storm emergencies and cyclones NTES also provides response to:

- Road crash rescue;
- Vertical rescue;
- Land and air search and rescue; and
- Other agency operations.

The NTES assists other emergency services in critical frontline roles as part of a coordinated and integrated response to emergencies and natural disasters within the NT.



The NTES is very active in the provision of community safety information and facilitates this through programs such as school visits with the official NTES mascot Paddy Platypus. The NTES also attends community groups and events such as the annual agricultural shows and fairs with general awareness displays and presentations to promote awareness of the hazards associated with floods, storm and cyclones and the roles and responsibilities of the NTES.

This year NTES volunteers and staff competed in two national competitions, including the Australasian Road Rescue Challenge in Alice Springs, and the National Disaster Rescue Challenge in Canberra. The skill, diversity of talent and ability of our people to problem solve was showcased during both of these competitions.

On behalf of the NT Government, NTES maintains the management of the National Partnership Agreement (NPA) on Natural Disaster Resilience. The objective of the NPA is to enhance NT community resilience to natural disasters. This is achieved through the provision of funding of projects that address emergency risk management and increases emergency capability and volunteer specific projects.

The NTES continues to represent the NT on a number of national emergency management committees and working groups including the Australasian Fire and Emergency Service Authorities Council (AFAC), Australian Council of State Emergency Services, Emergency Management Assistance Team and the National Volunteer Marine Search and Rescue Committee.

**NTES Performance Summary**

During 2015-16, the NTES exceeded two of its performance measures defined in the NT Government’s 2015-16 Budget Paper No. 3. This included exceeding the estimated number of public participating in community education, awareness and prevention programs and the number of emergency service training sessions delivered to emergency service personnel.

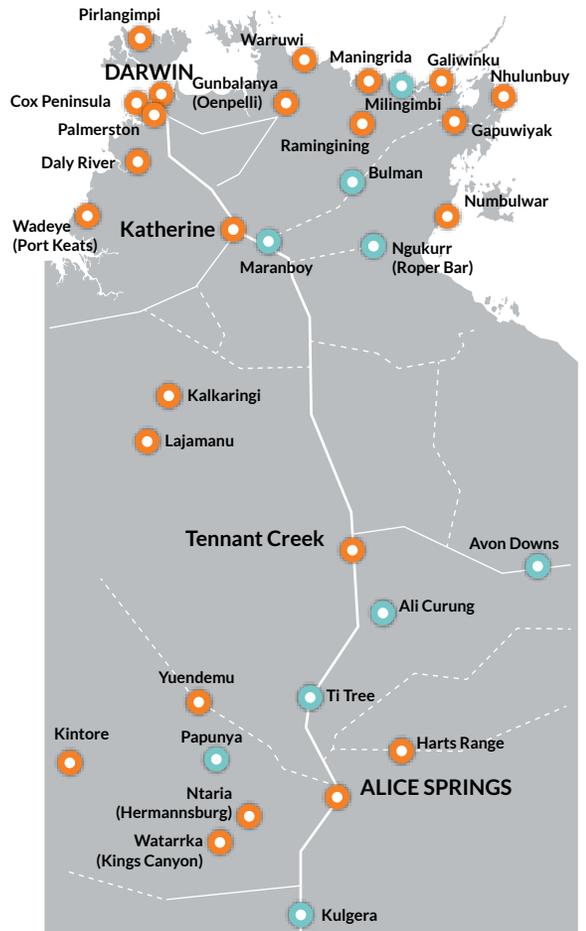
**NTES BUSINESS PLANNING FRAMEWORK**

The NTES Business Plan established the priorities for 2015-16 and a framework for linking the priorities to the agency’s strategic directions and the output group in the NT Government’s 2015-16 Budget Paper No. 3. The NTES goals established in 2015-16 were:

- Enhance Response Capability;
- Our People; and
- Our Community.

The following map represents the location of NTES Volunteer Units.

- Established Units
- Emergency Response Groups (ERG)



## 5

**OUTPUT GROUP 5 -  
EMERGENCY SERVICES**

This output group provides a range of emergency management activities aimed at prevention, preparedness and response.

The outcome is to provide effective emergency management planning and mitigating measures to minimise the impact of disasters and hazards on Territorians.

**OUTPUT GROUP 5  
EMERGENCY SERVICES****Output 5 - Emergency Services**

| Performance  | 2012-13<br>Actual | 2013-14<br>Actual | 2014-15<br>Actual | 2015-16<br>Budget | 2015-16<br>Actual | 2016-17<br>Budget |
|--|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Number of public participating in community education, awareness and prevention programs delivered | -                 | -                 | 1 964             | ≥ 1 500           | 4 050             | ≥ 2 000           |
| NTES recognised courses delivered to emergency service personnel                                   | 32                | 32                | 68                | ≥ 50              | 80                | ≥ 50              |
| Proportion of incidents where emergency service units are dispatched within 30 minutes             | 100.0%            | 75.0%             | 72.0%             | ≥ 75.0%           | 67.0%             | N/A               |
| Regional and local emergency plans, which have undergone an annual review                          | -                 | -                 | 100.0%            | 100%              | 93.9%             | 100%              |



## KEY ACHIEVEMENTS IN 2015-16

### Enhance Response Capability

During the reporting period NTES staff and volunteers undertook a number of operational activities and responded to a range of emergency incidents which included:

- responding to a number of road crash and vertical rescues across the NT;
- providing support to the NTPF in land, air and evidence searches in some areas of the NT;
- storm damage responses, particularly to the Darwin and Katherine townships. Activities included clearing fallen trees and making temporary repair of damaged roofs;
- the Daly River Flood incident in December 2015 and January 2016. The NTES volunteers provided a significant level of support in the Territory Emergency Operation Centre, the Foskey Pavilion Evacuation Centre and flood operations within the affected community;
- the Alice Springs hail storm on 17 June 2016, which resulted in significant infrastructure damage to public buildings and private residences throughout the townships of Alice Springs. The NTES alongside other emergency services responded to more than 90 calls for assistance from the public during this event; and
- responding to a number of grass, vehicle and built environment fires in the communities of Galiwinku, Maningrida, Pirlangimpi, Wadeye and Yuendumu.

During the reporting period the NTES Darwin Volunteer Unit conducted an earthquake simulation exercise, where search and rescue was required at the site of a collapsed building. The exercise required members to perform search and rescue techniques such as line and hail, casualty handling, lashing a stretcher for carrying over rough ground, First Aid, communication, leadership and team work. Twenty-four volunteer members participated in the exercise.

The reporting year saw the NTES invest in operational equipment, new purpose built flood boats, road crash rescue equipment and trailers which were distributed around the NT. The further enhancement to the flood rescue boat capability included the building and commissioning of four new vessels. These vessels were deployed to NTES Volunteer Units in Darwin, Palmerston, Alice Springs and Katherine. Some of these vessels played a critical role in the Daly River Flood incident.

A NTES Footprint Analysis also commenced at the end of 2015 that will allow the NTES to understand the current level of NTES capability and future strategies including the sustainable enhancement of response capability.

During the 2015-16 period, NTES re-established a volunteer unit at Numbulwar and extensive planning for the establishment of additional units in 2016-17 was undertaken.

The **Emergency Management Training Unit** was established to enhance the whole of government emergency response management capability through coordinated and contemporary emergency management training to NT Government and non-government agencies. During the reporting period the team delivered 10 courses to 136 participants across NT Government and non-government agencies.

## Our People

During 2015-16 the NTES has focused on the development and delivery of competency-based training and has delivered 80 skill training courses to 544 participants. Training course subjects include induction, first aid, road crash rescue, vertical rescue, wildfire, land search, storm damage, chain saw, small craft handling and flood boat courses. The NTES also supports the provision of authorised NTPFES training courses to participants in the JPR and NTPFES Cadet program.

During the year, NTES members took part in a range of professional development opportunities including joining NTFRS for the Think One Team leadership workshop.

**NTES volunteers** responded to a total of 149 tasks which totalled approximately 5 677 recorded volunteer hours. Non-operational activities by NTES volunteers such as administration, training and equipment maintenance totalled over 6 300 hours.





## Our Community

The NTES was actively engaged in the provision of emergency management and community safety advice during the 2015-16 reporting period. The NTES conducted cyclone season awareness briefings to NT Government and non-government agencies, and ADF personnel. The NTES also provided information to the public through general awareness displays and presentations at schools, community events and the Territory show circuit sites to promote awareness of the hazards associated with floods, storms and cyclones, and promoting the roles and responsibilities the NTES.

Staff and volunteers also participated in other NT community events by providing first aid, marshalling, displays and transport in flood rescue boats for the public to the sand bar cricket match. Over 11,500 members of the public participated in these community education, awareness or prevention programs.

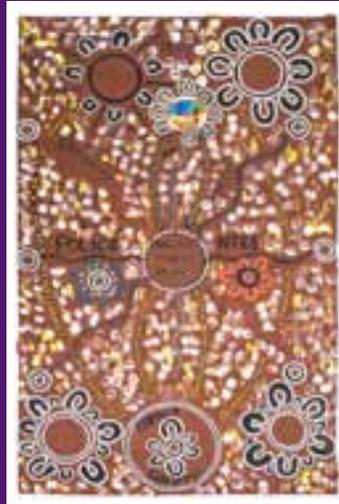
This reporting period saw the introduction of the **NTES Australian Sign Language Community Message** videos aimed at the deaf and hearing impaired community of the NT. The messages were undertaken in partnership with Deaf NT and ensure these community members are included in the critical activity of preparing against the impact of natural disasters or severe weather events such as cyclones, floods and storms. This allows for disaster preparedness information to be available to a broader spectrum of community members.

Through the NT Natural Disaster Resilience Program Funding, NTES has commenced a project that will facilitate the delivery of community safety information to communities across the NT. This will be facilitated by volunteer community educators who will contextualise public safety and emergency management preparedness information appropriate to the community.

This year also saw the success of two NTES initiatives funded under the NT Natural Disaster Resilience Program. The NTES

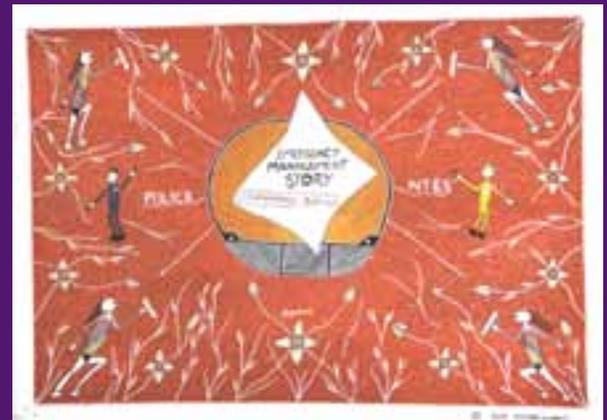
Mascot Paddy Platypus was launched in order to better connect with children aged 5-12, and better deliver emergency preparedness messaging and education. This initiative resulted in a ten-fold increase in the number of Territorians directly reached by public safety education. Paddy Platypus will continue to build his public profile in the year ahead.

The NTES reviewed all 46 Local Emergency Plans across the NT in preparation for the 2015-16 cyclone season and will continue to work collaboratively with stakeholders and community groups on methods of engagement and warning messaging to their communities. The three Regional Emergency Plans are currently under review.



Central Australian artist: Sonya Braybon

Top End artist: Andrew Lunguy



The NTES oversaw the Top End (Warruwi) and Central Australian (Hermannsburg) Emergency Management Stories, which are paintings designed to demonstrate to Indigenous people how Emergency Management works in their community.



## NTES STRATEGIC PRIORITIES FOR 2016-17

In 2016-17 the NTES as part of NTFRES will continue to meet key performance indicators and will continue to build on its achievements of 2015-16.

In line with the greater provision of service to the community, NTES will continue to build on the NTES Footprint Analysis work to identify any gaps in resource capability that could be addressed through the strategic establishment of new NTES Units.

## NORTHERN TERRITORY FIRE, RESCUE & EMERGENCY SERVICE

### NTFRES

Following the completion and recommendations from the Operational Capability and Change Management Project, a number of NTFRES and NTES realignment opportunities were identified. These changes relate to individual capability and strategic

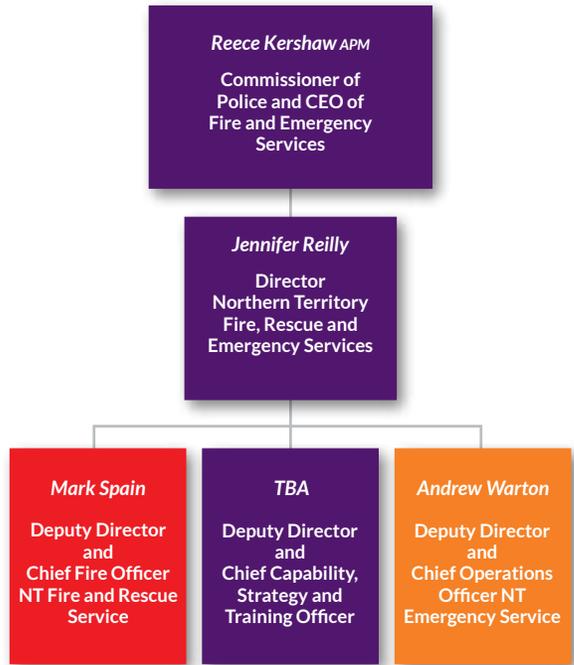
portfolios within the NTFRES and NTES. In line with the NTFRES strategic priorities and ongoing commitment to being accountable to the community of the NT, realignment of existing structures within both services has commenced. The purpose of this work is to reduce duplication of effort and to gain efficiencies in the sharing of resources. This allows for a greater provision of service to the community. Particular areas of synergies include:

- community engagement/public education;
- operational and emergency management training;
- business planning, budget management and reporting; and
- strategic planning and implementation of a shared organisational vision.

Implementation of this work has commenced with the recruitment and appointment of key executive positions within the new structure of the NTFRES.

Building on the organisation's growth in both capacity and capability over the past year, the NTPFES is confident in the ability of the NTFRES to serve Territorians in the coming financial year and into the future. The amalgamation of identified NTES and NTFRS functions under a Capability, Strategy and Training Command will mark an exciting year ahead.

## NTFRES ORGANISATIONAL STRUCTURE



## NTFRES STRATEGIC PRIORITIES FOR 2016-17

The NTFRES strategic priorities are defined in the NTPFES Strategic Plan and the NT Government's 2015-16 Budget Paper No. 3. The NTFRES strategic priorities for 2016-17 are:

- Responding rapidly and effectively with efficient operational management to incidents.
- Enhancing operational capacity and striving to be a part of the community through community safety activities and interventions and a volunteerism framework that guides decision making, support and resources.
- Providing fire and emergency education programs to enhance community resilience and capability to cope with emergencies.
- Providing effective emergency management planning to minimise the impact of disasters on the community.

The *NTFRES Business Plan 2016-17* defines the following strategic priorities:

| Goal   | Initiative  |
|--|---|
| Enhanced Response and Operations Management Capability | <ul style="list-style-type: none"> <li>• Sustain and strengthen a response capability that meets community expectations;</li> <li>• Minimise the impact of incidents and emergencies;</li> <li>• Enhance whole of government capability through providing excellence in emergency management and response training; and</li> <li>• Demonstrate innovation.</li> </ul>                     |
| Our People   | <ul style="list-style-type: none"> <li>• Drive organisational resilience through continuous improvement, maintaining a focus on workforce and community safety;</li> <li>• Recognise, develop, value and support our employees and volunteers;</li> <li>• Safety plan, train, practice and rehearse our business; and</li> <li>• Being trained, organised, equipped and ready.</li> </ul> |
| Our Community  | <ul style="list-style-type: none"> <li>• Build and enhance strong stakeholder relationships;</li> <li>• Develop, deliver and support contemporary fire, emergency and disaster resilience education;</li> <li>• Provide effective emergency management planning to minimise the impact of disasters on the community; and</li> <li>• Inform communities in a timely manner</li> </ul>     |

# PART 3: CORPORATE AND GOVERNANCE



# CONTENTS

## CORPORATE GOVERNANCE

|  |    |
|--|----|
| Corporate Governance Summary                     | 76 |
| Output Group 6 – Corporate and Governance        | 77 |
| Risk Management                                  | 77 |
| Internal Audit                                   | 78 |
| Policies and General Orders                      | 79 |
| Corporate Project Governance                     | 79 |
| Insurance Reporting                              | 79 |
| Professional Standards                           | 81 |
| Information Management                           | 81 |
| Privacy  | 82 |
| Records Management                               | 82 |
| Screening Assessment for Employment NT (SAFE NT) | 82 |

## CORPORATE GOVERNANCE SUMMARY



**97.8%** compliance rate of the internal Risk Management Awareness Training



**11** internal audits were completed



**24** General Orders and Corporate Policies were developed or updated



**14** corporate projects were approved



**340** complaints against police were received. Of those, 254 were declined by the Ombudsman, 3 were category 1 and 6 were category 2



**50** formal compliments were received from the community with a further 21 received via an online portal



**96** Information Act requests for access to information were received



**11 027** information requests were processed



**16 723** National Police Certificates were issued



**19 635** new Ochre Cards were issued

# Corporate Governance SUMMARY

## 6

## OUTPUT GROUP 6 - CORPORATE AND GOVERNANCE

This output group provides a range of corporate and governance services to support the agency's functions.

The outcome is to ensure frontline services are supported efficiently and effectively.

### OUTPUT GROUP 6 CORPORATE AND GOVERNANCE

#### Output 6 – Corporate and Governance

| Performance   | 2012-13<br>Actual | 2013-14<br>Actual | 2014-15<br>Actual | 2015-16<br>Budget     | 2015-16<br>Actual  | 2016-17<br>Budget |
|---|-------------------|-------------------|-------------------|-----------------------|--------------------|-------------------|
| Proportion of invoices processed within the Territory Government's 30 day payment policy <sup>1</sup> | 85.3%             | 84.8%             | 88.4%             | ≥ NTG average (87.5%) | 90.5%              | ≥ NTG average     |
| Scheduled audits completed  | -                 | -                 | 100.0%            | ≥ 90.0%               | 100.0%             | N/A <sup>2</sup>  |
| Rate of confirmed complaints against police per 100 sworn (operational) staff <sup>3</sup>            | 8.7               | 8.5               | 3.5               | ≤ 8.5                 | 5.3                | ≤ 6               |
| Performance Plus compliance by agency employees   | -                 | -                 | 84.5%             | ≥ 80.0%               | 69.0% <sup>4</sup> | N/A <sup>2</sup>  |
| Online risk management training completed by agency employees   | -                 | 99.4%             | 98.7%             | ≥ 80.0%               | 97.8%              | N/A <sup>2</sup>  |

#### EXPLANATORY NOTES TO PERFORMANCE MEASURE

- <sup>1</sup> Source: Department of Corporate and Information Services.
- <sup>2</sup> This measure is not continued in the 2016-17 budget paper.
- <sup>3</sup> Includes category 1, category 2 and complaints resolution process complaints and excludes preliminary inquiries.
- <sup>4</sup> A staff survey was undertaken in May 2016 which identified a lack of support for the current Performance Evaluation System. This in turn resulted in a lack of compliance by employees with the system. The system is being replaced, with the new system being released in 2016-17.

### RISK MANAGEMENT

The NTPFES Risk Management Framework aligns with International *Organisation for Standardisation 31000:2009 Risk Management – Principles and Guidelines*. The Risk Management Framework is embedded into all NTPFES

business planning, operations, procurement and project management activities. Risk plans are reviewed and updated bi-annually to identify risks associated with business objectives at both strategic and operational levels.

The agency's strategic risk management process identifies agency-wide risks that have the potential to inhibit the agency's abilities to achieve the aims of the NTPFES Strategic Direction: Vision 2020. These risks are owned, monitored and managed by the NTPFES Executive Board and are reviewed and updated on an annual basis.

During 2015-16 the NTPFES Risk Management Framework was further strengthened by:

- Bi-annual compliance reviews being completed on all 86 Operational Risk Registers;
- Implementation of a consistent approach to communicating and reporting on risks;
- Raising awareness of the importance of risk management across the organisation;
- Introduction of the Executive Risk Summary reports;
- Enhanced monitoring of significant risks and their associated mitigation strategies;
- Participation in workshops, forums and operational training days; and
- A 97.8% completion rate of the Risk Management Awareness Training by NTPFES employees and contractors.

In the coming year the Risk Management and Internal Audit Division will continue to ensure the strategic goals of the agency are supported with a robust and comprehensive risk management program.

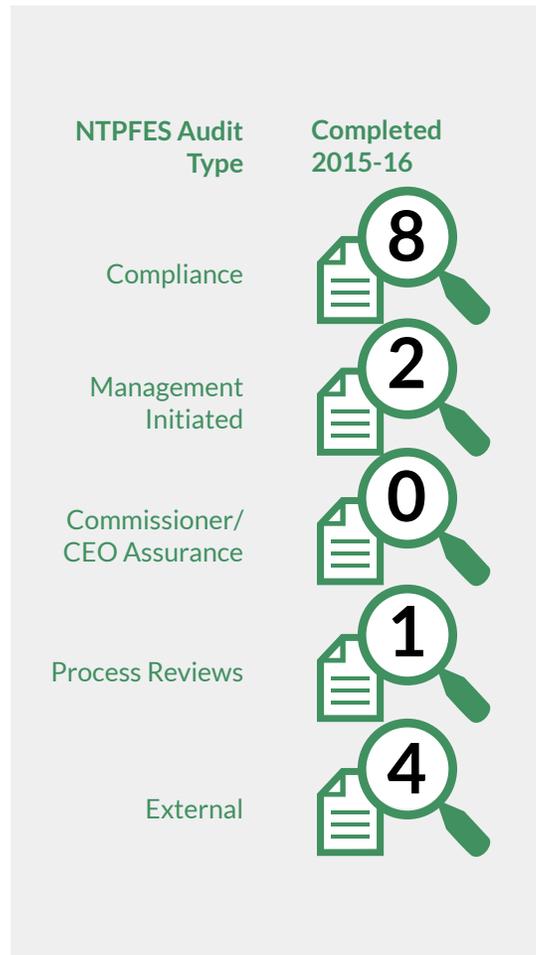
## INTERNAL AUDIT

The Risk Management and Internal Audit Division provide an independent and objective Internal Audit and advisory service to the agency. The division supports the Audit and Risk Management Committee by reviewing and monitoring financial management and reporting processes, risk management systems, operational processes, internal controls and compliance to legal requirements, and other mandatory directives.

The internal audit process assesses and makes appropriate recommendations for improving the governance process in its accomplishment of the following objectives:

- Promoting appropriate ethics and values within the agency;
- Ensuring effective organisational performance management and accountability;
- Communicating risk and control information to appropriate areas of the agency; and
- Coordinating the activities of and communicating information among the board, external and internal auditors, and senior management.

During 2015-16 the Auditor-General performed four Audits on NTPFES activities, with no material weaknesses identified.



## POLICIES AND GENERAL ORDERS

The Commissioner/CEO issues General Orders, Policies and Instruction and Procedures to ensure effective governance and efficient working practices in the NTPFES. The Office of the Commissioner of Police and CEO maintains coordination of the development, review and promulgation of all General Orders and Corporate Policy.

In line with Vision 2020, during the reporting period, a project to streamline and rationalise over 170 police General Orders and agency-wide Corporate Policies was initiated. The project seeks to increase efficiencies and capability by reducing the complexity of policy and red tape to better assist and support the frontline in delivering the best services to the NT Community.

In the reporting year, 24 General Orders and Corporate Policies were developed or updated and 19 were revoked.

## CORPORATE PROJECT GOVERNANCE

The Corporate Project Register was established during the reporting period and is responsible for the registration of all NTPFES corporate projects, as well as the coordination of project documentation between the Project Manager and approving Forums. This centralised registration and approach maintains standards for project management within the agency and aims to standardise and improve project processes, policy and governance in line with the NTPFES project management framework.

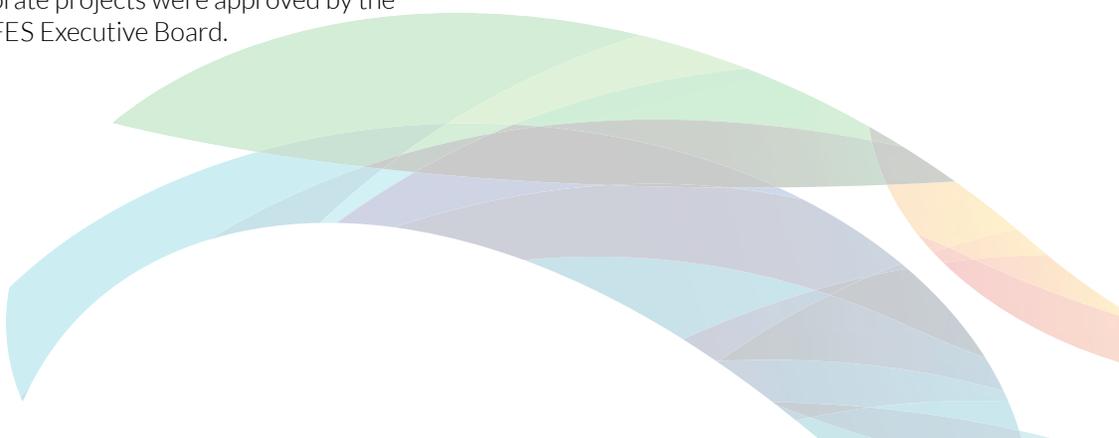
During the reporting year a total of 14 corporate projects were approved by the NTPFES Executive Board.

## INSURANCE REPORTING

Total commercial insurance premium expenditure for the current and previous financial year is listed below. The 2013-14 insurance expenditure is related to Accident/Public Liability insurance for the JPR program, while the 2014-15 and 2015-16 insurance expenditure is related to Accident/Public Liability insurance for the JPR program and general insurance for the two NT-funded aircraft.

| Financial Year | Amount          |
|----------------|-----------------|
| 2013-14        | \$4 723         |
| 2014-15        | \$30 552        |
| <b>2015-16</b> | <b>\$28 880</b> |

The general insurance on the two NT-funded aircraft was incurred for the first time in 2014-15 as a direct result of a review conducted on the operations of the Air Wing Section. It was noted that the insurance expense was coded to a different account in the 2014-15 year, and as such, the 2014-15 amount has been adjusted to reflect the correct amount paid.



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

| Risk Category                     | Financial Year | Number of Claims | Value              | Average Cost    |
|-----------------------------------|----------------|------------------|--------------------|-----------------|
| Assets and Inventories (vehicles) | 2014-15        | 146              | \$196 725          | \$1 347         |
|                                   | <b>2015-16</b> | <b>173</b>       | <b>\$261 303</b>   | <b>\$1 510</b>  |
| Workers Compensation*             | 2014-15        | 260              | \$6 178 195        | \$23 762        |
|                                   | <b>2015-16</b> | <b>280</b>       | <b>\$7 095 988</b> | <b>\$25 343</b> |
| Public Liability                  | 2014-15        | 14               | \$119 395          | \$8 528         |
|                                   | <b>2015-16</b> | <b>27</b>        | <b>\$128 319</b>   | <b>\$4 753</b>  |

\* Includes open workers compensation claims at the start of the financial year, new claims lodged, re-opened claims and ad-hoc payments made on resolved claims from previous financial years.

In accordance with the Treasurer's Directions, the NTPFES manages potential exposures through extensive mitigation practices. Where insurable risk events occur, the agency meets these costs as they fall due.



## PROFESSIONAL STANDARDS

The Professional Standards Command (PSC) is responsible for promoting, monitoring and maintaining the highest ethical standards and behaviour within the NTPF. The PSC ensures fulfilment of the Commissioner’s legislative responsibility for taking action on complaints against police and internal breaches of discipline.

In 2015, the NTPFES established the Special References Unit within the PSC Command. The Unit is an investigative division managed by a Detective Superintendent to ensure the highest level of integrity when investigating allegations of corruption, politically sensitive matters, serious conflicts of interest and other complex internal matters. This unit has successfully investigated a number of complex corruption matters since commencement and continues to investigate high level corruption referrals on behalf of the Commissioner of Police.

For details on the PSC performance reporting, refer to Appendix 1.

## INFORMATION MANAGEMENT

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

The NTPFES is committed to complying with the *Information Act* (NT), Information Privacy Principles and Records Management Standards, and is continually reviewing and improving business practices to enhance our 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 public and other government agencies.

The PSC now has three primary roles:

# 1

### Management of Complaints Against Police:

The administration, coordination, and investigation of all complaints against police pursuant to the legislative requirements of the *Ombudsman Act*;

# 2

### Internal Investigations:

The responsibility for the administration, coordination and investigation of internal disciplinary matters against members pursuant to the legislative requirements of the *Police Administration Act*; and

# 3

### Special Reference Investigations:

The responsibility of investigating allegations of corruption, politically sensitive matters, serious conflicts of interest and other complex internal matters on behalf of the Commissioner of Police.

## Information Requests

In accordance with the *Information Act* (NT), the Information Access Team coordinates the permissible release and management of information to the public, other government agencies and commercial entities.

The *Information Act* (NT) and the NTPFES information request forms are available on the NTPFES website under 'Access to Information' at [www.pfes.nt.gov.au](http://www.pfes.nt.gov.au). Refer to Appendix 2 for statistics on information requests processed in 2015-16.

## PRIVACY

Nil privacy complaints were dealt with in 2015-16.

## RECORDS MANAGEMENT

The Records Management Team has responsibility for overseeing and providing advice on record keeping practices that are consistent and compliant with the *Information Act* (NT) and NT Government Records Management Standards. For the reporting period, the Records Management Team successfully upgraded the record keeping system from HP TRIM to HP Records Manager. During the reporting period a total of 97 272 documents were captured in HP Records Manager compared to 83 988 in 2014-15.

## SCREENING ASSESSMENT FOR EMPLOYMENT NT (SAFE NT)

SAFE NT is responsible for conducting National Police Checks (previously called Criminal History Checks) for employment and licensing purposes and issuing National Police Certificates to the public.

National Police Certificates issued in 2015-16 were:

|             |        |
|-------------|--------|
| Employment: | 14 697 |
| Volunteer:  | 2 026  |

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. Forensic prints taken at SAFE NT's office for probity and employment screening in 2015-16 were:

|  |       |
|--|-------|
| Livescan electronic printing   | 1 672 |
| Wet Ink Printing for overseas and interstate transmittal                         | 193   |
| Probity checks for recruitment to the NTPFES/Department of Correctional Services | 1 280 |
| Criminal History Screening checks for Juror Selection                            | 6 448 |

SAFE NT also issues Working With Children Clearance Notices (Ochre Cards) and provides secretariat, administrative and research support to the Screening Authority. In 2015-16 there were:

|                              |     |
|------------------------------|-----|
| Screening Authority Meetings | 57  |
| Persons denied an Ochre Card | 186 |

## 2013-14 2014-15 2015-16

| New Ochre Cards Issued     |        |        |        |
|----------------------------|--------|--------|--------|
| Employment                 | 12 639 | 13 650 | 15 647 |
| Volunteer                  | 3 360  | 3 305  | 3 988  |
| Total                      | 15 999 | 16 955 | 19 635 |
| Renewed Ochre Cards Issued |        |        |        |
| Employment                 | 5 814  | 16 750 | 8 079  |
| Volunteer                  | 1 064  | 1 994  | 1 285  |
| Total                      | 6 878  | 18 744 | 9 364  |

SAFE NT endeavours to continuously improve service standards to clients. Funding was identified in 2015-16 to enable enhancements to the IT system, and further development of the online application and notification process. Planning and business development has occurred with expected implementation of improvements in 2016-17.

In acknowledgement of the heavy customer attendance at the SAFE NT Darwin office and increased need for client services, funding was set aside to enable the relocation of SAFE NT to larger premises at 37 Woods Street Darwin. The new shopfront will open to the public in the second week of July 2016.

## 2013-14 2014-15 2015-16

| Where/How National Police Check and Working With Children Check Applications Were Lodged                 |       |       |       |
|--|-------|-------|-------|
| Online application   | 28.3% | 48.0% | 50%   |
| SAFE NT Office (including lodgement in person at Darwin shopfront, email, mail/post to SAFE NT directly) | 45.7% | 36.1% | 36.8% |
| Territory Business Centres   | 12.7% | 7.9%  | 6.2%  |
| NT police stations   | 13.3% | 8.0%  | 7%    |

# PART 4: OUR PEOPLE



# CONTENTS

|   |            |
|---|------------|
| <b>OVERVIEW</b>   | <b>86</b>  |
| Significant Achievements in 2015-16                                   | 86         |
| Staffing  | 87         |
| <b>RECRUITING AND RETAINING STAFF</b>                                 | <b>89</b>  |
| Recruitment   | 89         |
| Separation  | 89         |
| Diverse Workforce   | 90         |
| <b>HUMAN RESOURCE MANAGEMENT POLICY AND GOVERNANCE</b>                | <b>93</b>  |
| <b>EMPLOYEE RELATIONS</b>   | <b>93</b>  |
| Housing and Relocations Unit  | 93         |
| HRM Advice  | 95         |
| <b>EMPLOYEE SUPPORT SERVICES</b>                                      | <b>95</b>  |
| Peer Support and Wellbeing  | 95         |
| Psychology Services   | 96         |
| Pastoral Care Service   | 96         |
| <b>WORK HEALTH AND SAFETY</b>   | <b>96</b>  |
| Work Health and Safety Induction Sessions                             | 96         |
| Accident and Injury Reports Received                                  | 96         |
| Workplace Injury Early Intervention Program                           | 97         |
| Workers Compensation  | 97         |
| <b>GRIEVANCES AND COMPLAINTS</b>                                      | <b>98</b>  |
| Discipline  | 98         |
| Inability/Invalidity Proceedings                                      | 98         |
| <b>APPEALS</b>  | <b>98</b>  |
| Police Appeal Board   | 98         |
| NT Public Sector Appeal Boards  | 98         |
| Fair Work Australia   | 98         |
| <b>TRAINING AND EDUCATION</b>   | <b>98</b>  |
| NTPF  | 98         |
| NTFRS   | 100        |
| NTES  | 101        |
| <b>AWARDS AND RECOGNITION</b>   | <b>102</b> |
| Awards Administered under the Australian System of Honours and Awards | 102        |
| Awards Administered by the NTPFES                                     | 104        |
| Other Significant Awards  | 106        |
| Recruit Awards  | 107        |

## OVERVIEW

The Human Resources Management (HRM) Branch is committed to the *NTPFES Strategic Plan*. Our role is to support effective leadership and management, maintain a focus on workforce safety, and to recognise, develop and value our employees.

To achieve our commitment we:

- continue to develop and implement strategic human resource policies and workforce planning strategies;
- continue to enhance and develop our Performance Management Framework;
- coordinate and provide Employee Support Services;
- support an organisational Peer Support Network; and
- ensure our governance framework reflects best practice which aligns with the expectations of the NT Government and the community we serve.

In accordance with section 18 of the *Public Sector Employment and Management Act* each Employment Instruction has been reported on and is attached in detail at appendix 3.

### SIGNIFICANT ACHIEVEMENTS IN 2015-16

The full roll out across the NTPFES of our Respect, Equity and Diversity Framework as a mandatory eLearning training package. This training must be undertaken on a biennial basis by all employees and volunteers. This training will support the *NTPFES Diversity and Inclusion Strategy*.

The review of our Performance Management Framework which included employee feedback. This review will continue into the 2016-17 financial year, with a new system expected to be in place by early January 2016.

The initiation of the Peer Support program which currently consists of 47 Peer Supporters from across all Services of the NTPFES. The program has been operating over six months and to date they have provided support to more than 50 employees.

The introduction of Wellbeing Officers to deliver health and mental health promotion services within the NTPFES and provide support to personnel following critical incidents.



**STAFFING**

| <b>NTPF Classification</b> | <b>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> | <b>2015-16</b> |
|----------------------------|----------------|----------------|----------------|----------------|
| Commissioner               | 1              | 1              | 1              | 1              |
| Deputy Commissioner        | 1              | 0              | 1              | 1              |
| Assistant Commissioner     | 4              | 3.48           | 4              | 4              |
| Commander                  | 8              | 9              | 10             | 8              |
| Superintendent             | 29             | 34             | 29             | 32.5           |
| Senior Sergeant            | 59.95          | 61.85          | 67             | 81.8           |
| Sergeant                   | 170.40         | 183.39         | 186            | 222.94         |
| Remote Sergeant            | 49             | 41             | 30             | 45             |
| Constable                  | 879.09         | 886.49         | 860.83         | 805.17         |
| Recruit Constable          | 40.50          | 0              | 25             | 30             |
| ACPO                       | 55.37          | 56.34          | 59.88          | 60.5           |
| Recruit ACPO               | 5              | 0              | 6              | 0              |
| Police Auxiliary           | 147.77         | 129.55         | 118.08         | 120.27         |
| Auxiliary Recruit          | 1              | 0              | 0              | 0              |
| <b>Total</b>               | <b>1451.08</b> | <b>1406.10</b> | <b>1397.79</b> | <b>1412.18</b> |

Source: BoxiHR

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

| <b>NTPFRS Classification</b> | <b>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> | <b>2015-16</b> |
|------------------------------|----------------|----------------|----------------|----------------|
| Executive Contract Officer*  | 3              | 3              | 2              | 3              |
| District Officer             | 6              | 7              | 8              | 10             |
| Firefighter                  | 60             | 66             | 65             | 67.6           |
| Recruit Firefighter          | 14             | 14             | 24             | 22             |
| Leading Firefighter          | 30.50          | 30.50          | 29.70          | 25             |
| Senior Firefighter           | 36             | 29.50          | 32.80          | 26             |
| Senior Station Officer       | 11             | 9.50           | 8.50           | 19             |
| Station Officer              | 37.50          | 42.10          | 37.50          | 36             |
| Fire Auxiliary               | 11.18          | 12.28          | 9.52           | 12.42          |
| Professional*                | 3              | 2              | 3              | 4              |
| Administrative Officer*      | 12.50          | 12             | 12.50          | 11             |
| Technical*                   | 3              | 3              | 3              | 3              |
| <b>Total</b>                 | <b>227.68</b>  | <b>230.88</b>  | <b>235.52</b>  | <b>239.02</b>  |

Source: BoxiHR

Note: The table reflects FTE paid staffing numbers including casual employees and \*NTPFRS civilians.

| NTES Classification           | 2012-13   | 2013-14      | 2014-15      | 2015-16      |
|-------------------------------|-----------|--------------|--------------|--------------|
| Administrative Officer        | 19        | 17.54        | 17.12        | 16           |
| Senior Administrative Officer | 0         | 0            | 0            | 2            |
| Executive Contract Officer    | 0         | 1            | 1            | 0.1          |
| <b>Total</b>                  | <b>19</b> | <b>18.54</b> | <b>18.12</b> | <b>18.10</b> |

Source: BoxiHR

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

| Police Civilian Employment Unit/<br>Tri Service Classification | 2012-13       | 2013-14       | 2014-15       | 2015-16       |
|--|---------------|---------------|---------------|---------------|
| Executive Contract Officer                                     | 8.5           | 7.5           | 8             | 8             |
| Senior Administrative Officer                                  | 14            | 16            | 15.50         | 20.1          |
| Administrative Officer   | 252.04        | 293.17        | 305.10        | 324.31        |
| NTPS Apprentice  | 1             | 0             | 2             | 0             |
| Senior Professional  | 3             | 5             | 6             | 7             |
| Professional   | 29.44         | 24.48         | 24.60         | 24.2          |
| Technical  | 26            | 29            | 29.94         | 29            |
| Physical   | 13.66         | 15.66         | 12.95         | 13.66         |
| Chief Pilot  | 1             | 1             | 1             | 1             |
| Senior Pilot   | 4             | 6.6           | 7             | 7             |
| District Officer   | 1             | 0             | 0             | 0             |
| <b>Total</b>   | <b>353.64</b> | <b>398.41</b> | <b>412.09</b> | <b>434.27</b> |

Source: BoxiHR

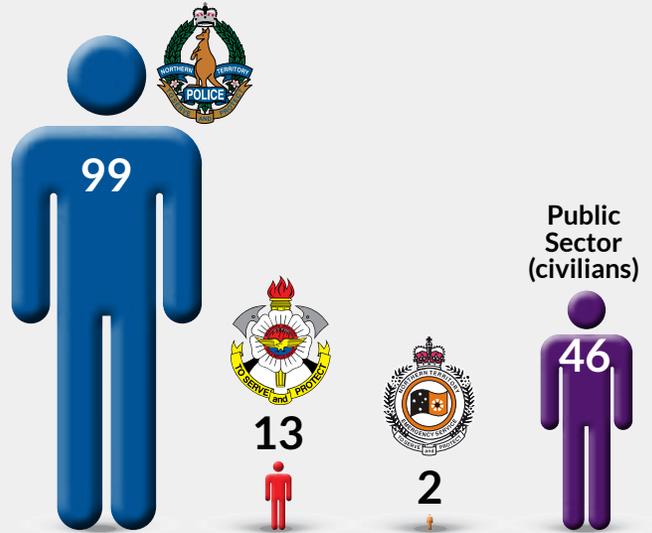
Note: The table reflects FTE paid staffing numbers including casual employees.



# RECRUITING AND RETAINING STAFF

## RECRUITMENT

During 2015-16, 160 new employees were recruited to the NTPFES. There were seven NTPF recruit squads which consisted of ACPOs, Constables, Police Auxiliaries, Communication Section call takers and experienced police officers from other jurisdictions under the Accelerated Recruitment Program (ARP). The NTFERS ran one firefighter recruit squad and public sector recruitment was undertaken as required for positions within the administrative, technical and professional streams. Not included in these figures are a further two NTPFES cadet squads totalling 30 students from a number of Darwin schools.



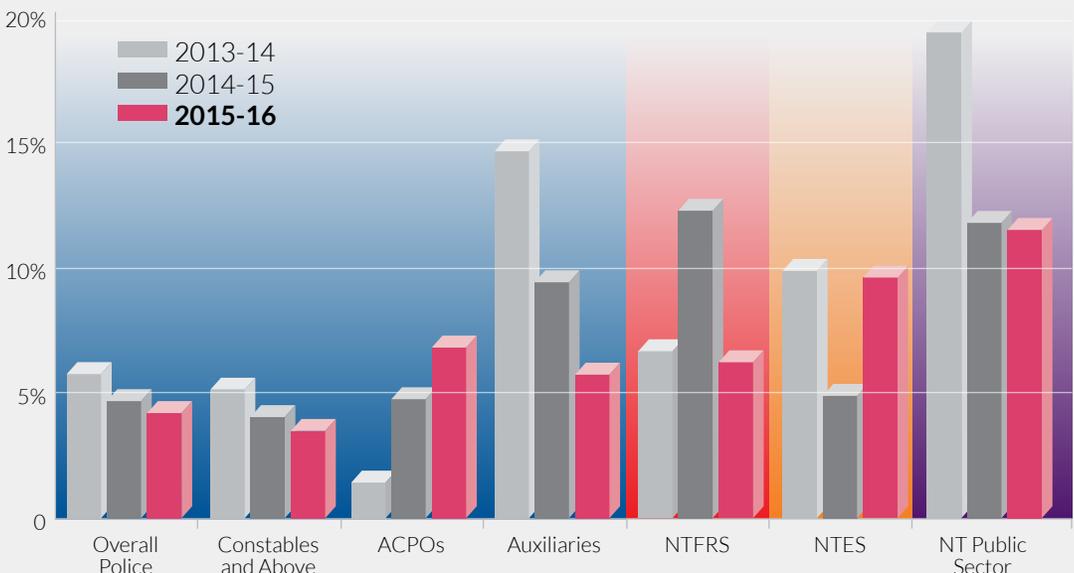
Note: Public Sector (civilians) includes permanent ongoing recruitment initiated and completed during the reporting period.

## SEPARATION

The police overall separation remained stable with a slight decrease. The separation rate for auxiliaries has reduced by 4.07% when compared to 2014-15 and 9.19% compared to 2013-14. The NTFERS separation rate also decreased by 5.95% when compared to 2014-15.

During the reporting period 45 Public Sector staff separated, excluding employees on temporary contracts.

## Separations



Note: Excludes employees who leave due to temporary contract cessations, and fire auxiliaries.

NTFERS includes administrative staff. Of the 6.43% NTFERS, 80% of separations for 2015-16 were firefighters and 20% civilian.

## DIVERSE WORKFORCE

The Commissioner/CEO released the NTPFES *Diversity and Inclusion Strategy 2016-2020: Strengthening capability through diversity.*

The aim of the strategy is for the NTPFES to be recognised as an employer of choice with a reputation for championing diversity and inclusion and supporting our people to reach their full potential; creating an environment where all employees feel respected and valued and have a sense of belonging that inspires confidence and innovation.

By actively supporting flexible work practices that allow our people to balance work and life commitments, we want our people to be representative of the NT community and encourage individuals of diverse groups to apply for available positions across the NTPFES.

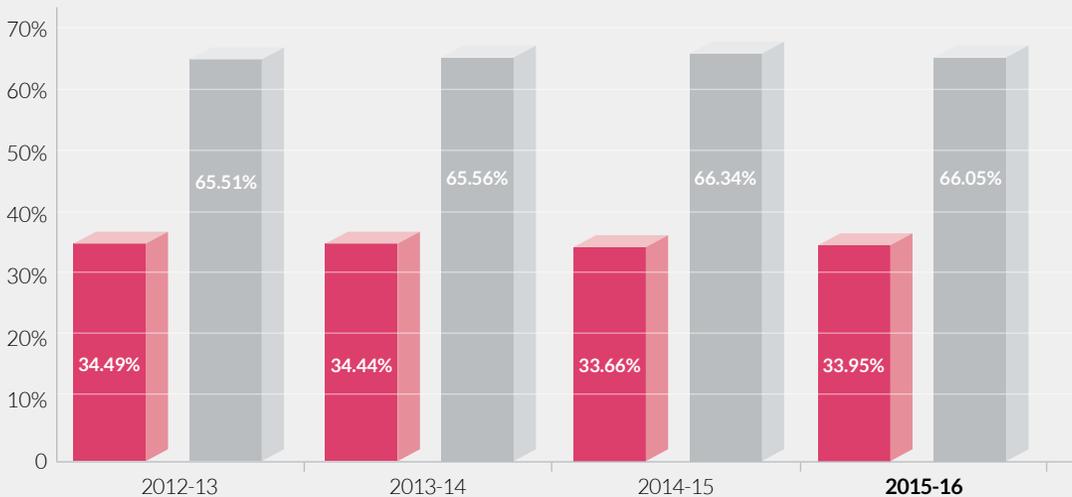
Currently 6.5% employees of the workforce identify as being Indigenous and 33.95% of the workforce is female. The implementation of special measures in the recruitment of women and Indigenous people will assist us to achieve our goals of a diverse workforce reflective of the NT community.

To support our Vision 2020 strategy, the Commissioner/CEO implemented the 50/50 recruitment strategy which aims to increase gender equality within NTPFES, particularly focusing on NTPF and NTFRS by the year 2020. The NTPFES is also committed to boosting the number of Indigenous employees to the mandated 13% target. Efforts to achieve set targets are well underway

The NTPFES Respect Equity and Diversity Framework and the *Diversity and Inclusion Strategy* provide the overarching framework to ensure our ongoing commitment to a diverse workforce.

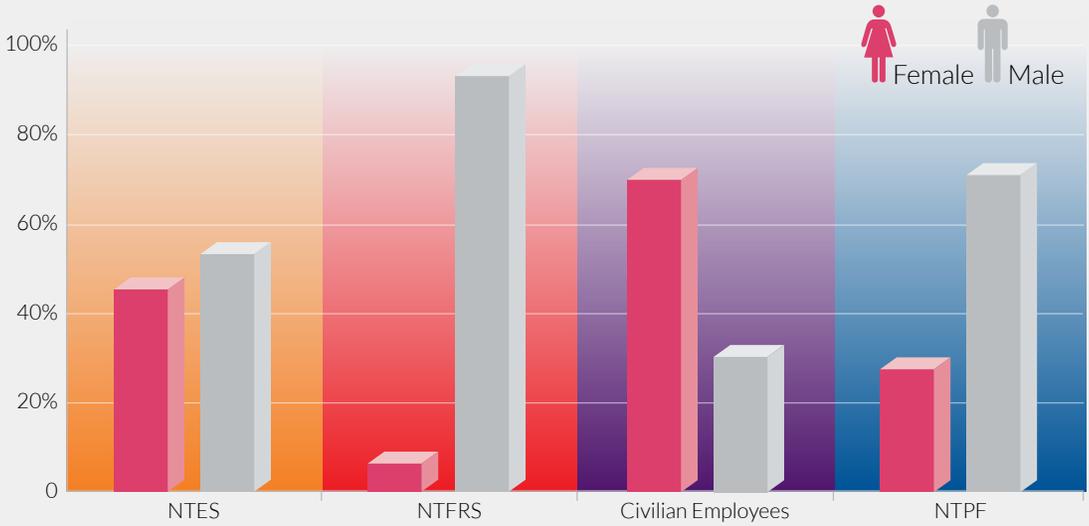
Recruit Squad 129 comprised the highest percentage of women within a squad to date with 43% women, an increase of 16% average for the previous three years, and also one of the highest percentages of Indigenous recruits (17%). Squad 129 brings an abundance of strengths, skills and knowledge, and a diversity of thought to encourage new and innovative ways of thinking to help us achieve our vision of being values led to serve and protect the people of the NT.

### NTPFES Gender Comparison



Note: Figures based on paid FTE as at 30 June each year.

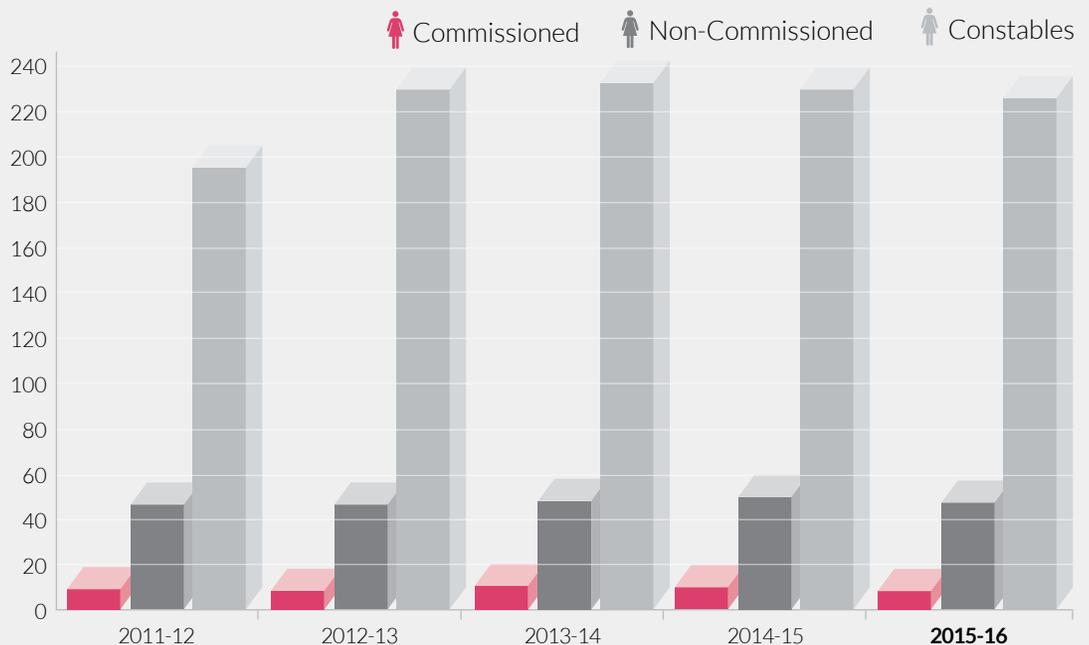
### Staff by Group and Gender



Note: Figures based on paid FTE as at Pay Period 27, 2015/16. NTFRS civilian employees are included in the NTFRS figures.

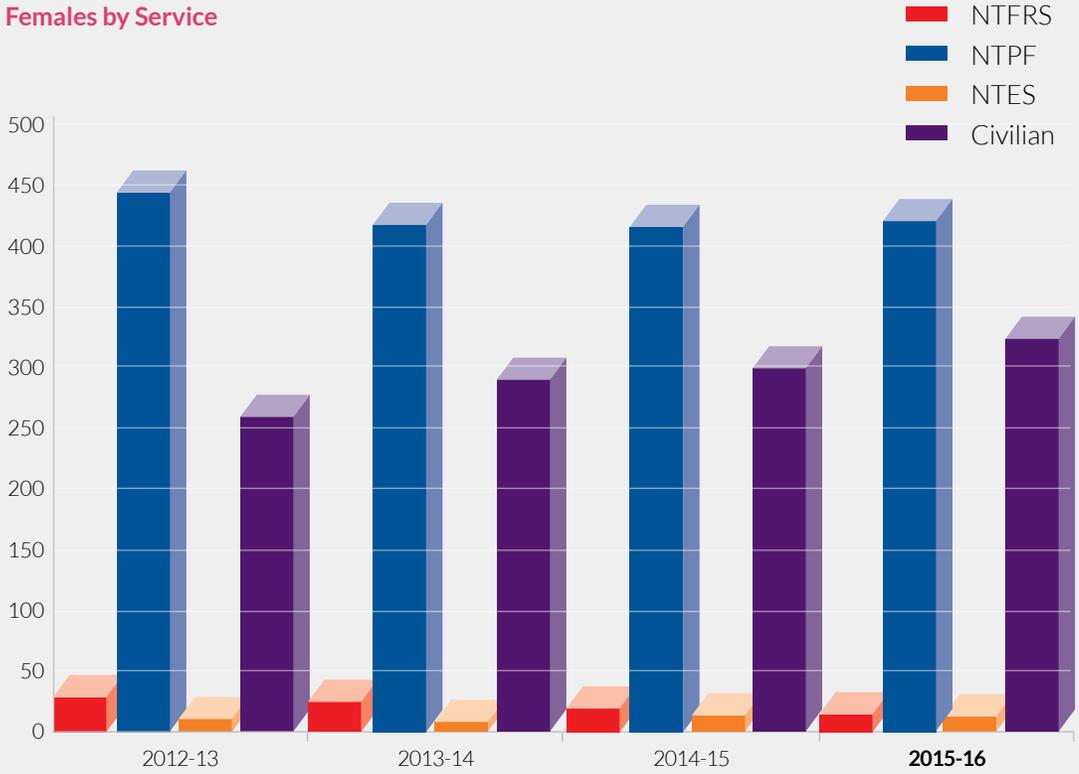


### NTPFES Females by Rank – Constable and Above



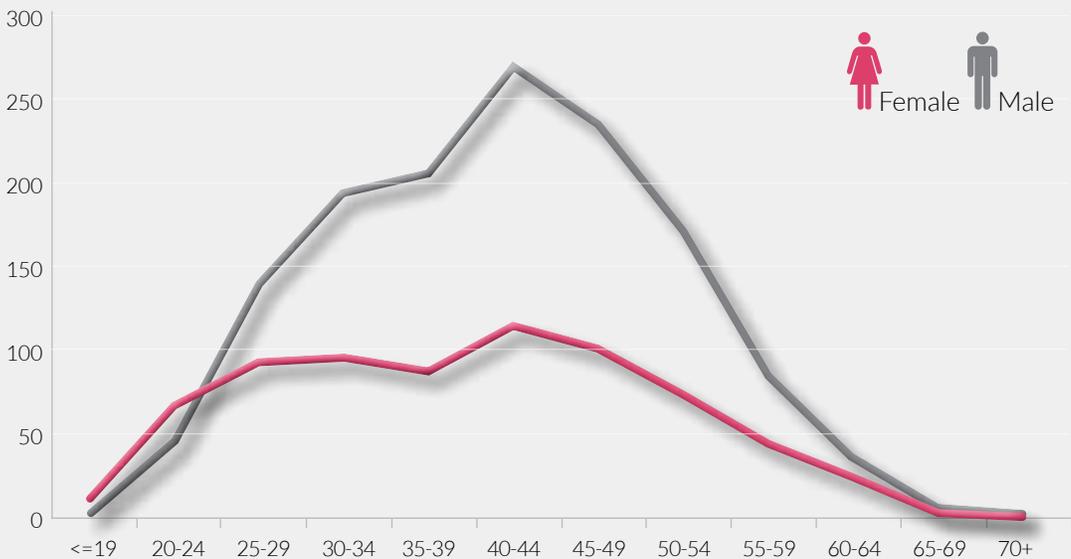
Note: Figures based on headcount as at 30 June each year.

### Females by Service



Note: Figures based on headcount as at 30 June each year. NTFRS includes civilian employees.

### NTPFES by Age and Gender



Note: Figures based on paid FTE as at 30 June 2016.

## HRM POLICY AND GOVERNANCE

The HRM Policy and Governance Section continues to review and implement strategic HRM policies and procedures as they apply to the NTPFES.

The Policy and Governance Section takes responsibility for the management of:

- Public sector grievance reviews;
- Public sector discipline matters;
- Public sector inability process;
- Public sector promotion appeals; and
- Management and investigation of NTPFES equity and diversity complaints.

Throughout the reporting period the HRM Policy and Governance Section also achieved:

- An analysis of the 2014 NT Public Sector People Matter Survey which led to the:
  - development and implementation of an eLearning Respect, Equity and Diversity training package that is compulsory for all employees to complete on a biennial basis; and
  - development of a Grievance Management Policy for Public Sector Employees.

The NT Public Sector 2016 People Matter Survey achieved a response rate of 33% from NTPFES employees. The results of the survey will inform further initiatives under the *Diversity and Inclusion Strategy* in the 2016-17 reporting period.

## EMPLOYEE RELATIONS

The Employee Relations Section provides strategic and operational advice to management and employees in relation to conditions of service and a range of industrial matters ensuring compliance with legislative, regulatory and administrative requirements.

This Section has responsibility of a number of HRM functions such as:

- Enterprise Bargaining Management;
- Negotiations and implementation including tribunal representation;
- Housing and relocations; and
- HRM advice and liaison.

No matters were brought before the Police Arbitral Tribunal during the reporting period.

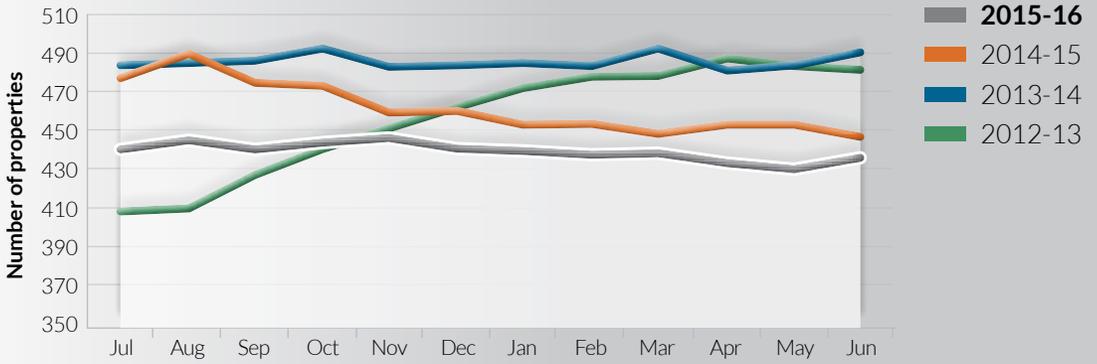
### HOUSING AND RELOCATIONS UNIT

During the reporting period the Housing and Relocations Unit:

- Facilitated a total of 243 relocations of furniture and personal effects; and
- Provided approximately 439 members with head-leased accommodation across the NT.

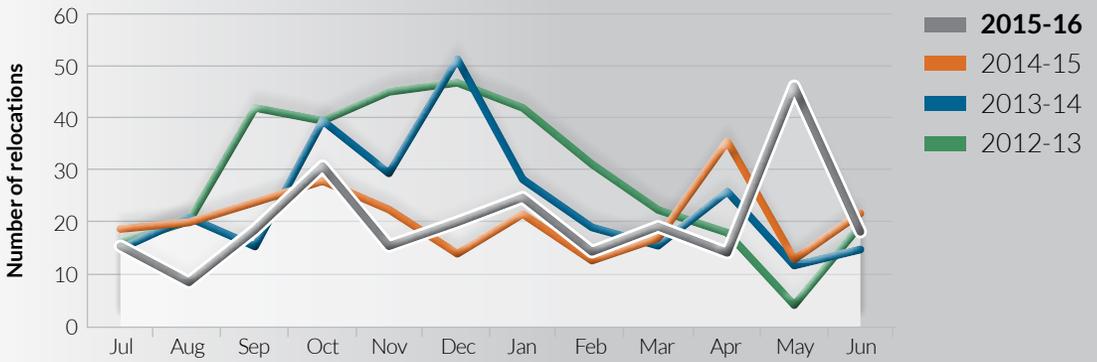
This reporting year saw removal costs increase by 10.6% with the number of relocations decreasing by 5.2%. Increase in removal costs were directly related to the increase in trainee recruits transferring out to regional centres rather than remaining in Darwin following graduation.

### Provision of Head-leased Accommodation



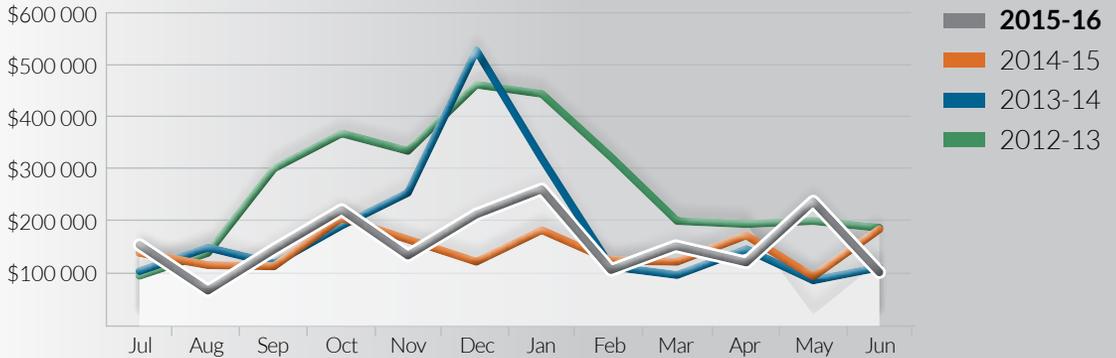
Source: NTPFES Accommodation Database.

### Number of Relocations



Source: Move Dynamics invoices for relocations undertaken across the NTPFES.

### Value of Relocations



Source: Move Dynamics invoices for relocations undertaken across the NTPFES.

## HRM ADVICE

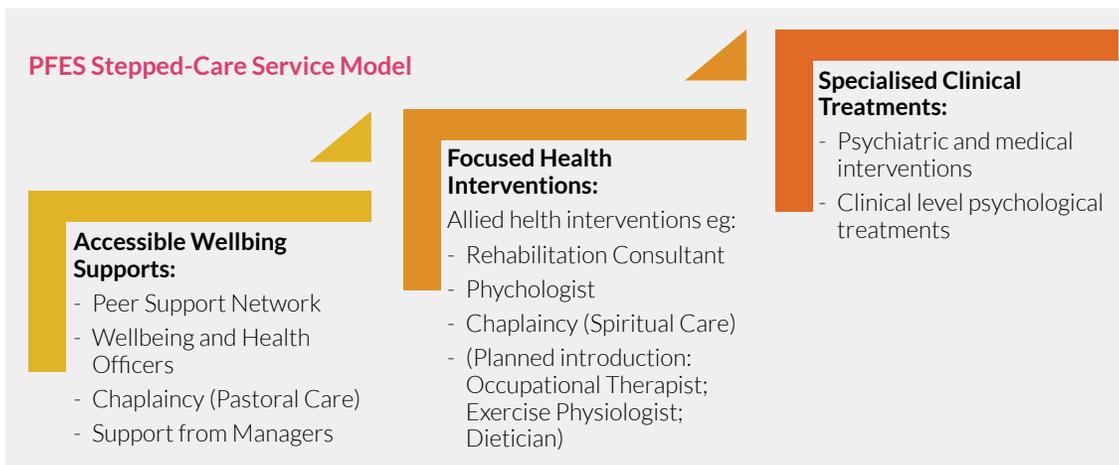
The HRM Advice Unit provides support and advice on a range of operational human resource matters such as pay and general conditions, leave entitlements, public sector recruitment and probation, and resignation and retirement to ensure compliance with legislative, regulatory and administrative requirements.

During the reporting period, the HRM Advice unit facilitated the following induction sessions:

- Five public sector induction sessions across the agency;
- One firefighter recruit induction;
- Five police recruitment induction sessions; and
- Two communication centre operator induction sessions.

## EMPLOYEE SUPPORT SERVICES

The role of the NTPFES ESS is to support the emotional, psychological and social wellbeing of all NTPFES employees and their immediate families. All ESS services are provided across the NT and are comprised of two teams that reflect a stepped care model in service provision.



## PEER SUPPORT AND WELLBEING

The Support and Wellbeing team includes the Peer Support Program and Wellbeing Officers, and takes primary carriage of internal health promotion delivery. The Peer Support Program consists of 47 active volunteer Peer Support Officers who provide social and practical support and offer assistance to employees and volunteers through life's challenges.

The Wellbeing Officers are police members trained in peer support and facilitate initiatives to promote the wellbeing and health of employees and share the function of providing

support to personnel following critical incidents along with Psychology staff.

In late 2015 the NTPFES Mental Health and Wellbeing Executive Committee was formed. The primary focus is to provide strategic level scope and leadership regarding a mental health and wellbeing strategy for the agency. Inaugural tasks have included the initial development of the NTPFES Mental Health Framework to be launched in 2016 as well as preparation for a health of services survey.

## PSYCHOLOGY SERVICES

The NTPFES Psychology staff continue to provide a range of internal clinical, organisational and operational psychology services throughout the year. This level of service is at the second and third tier of the stepped care model. The NTPFES also maintains an External Counselling Program and in 2015 this contract was reviewed to increase opportunities for personnel to engage with early intervention for psychological illness and injury. This new service pathway enables personnel to engage in a complete course of psychological treatment through the ESS framework with external health care providers.

## PASTORAL CARE SERVICE

Chaplains provide a range of pastoral and spiritual care services, which include emotional and spiritual support for personnel in times of crisis, outreach to employees through station visits and ceremonial roles at official NTPFES functions.

Two chaplains deliver pastoral care services across the NT with one located in Darwin and the other in Alice Springs.

## WORK HEALTH AND SAFETY

The NTPFES encourages a pro-active and preventative approach to Work Health and Safety management. Through consultation between management and employees, the NTPFES promotes continuous improvement in Work, Health and Safety practices in order to maintain a healthy and safe working environment.

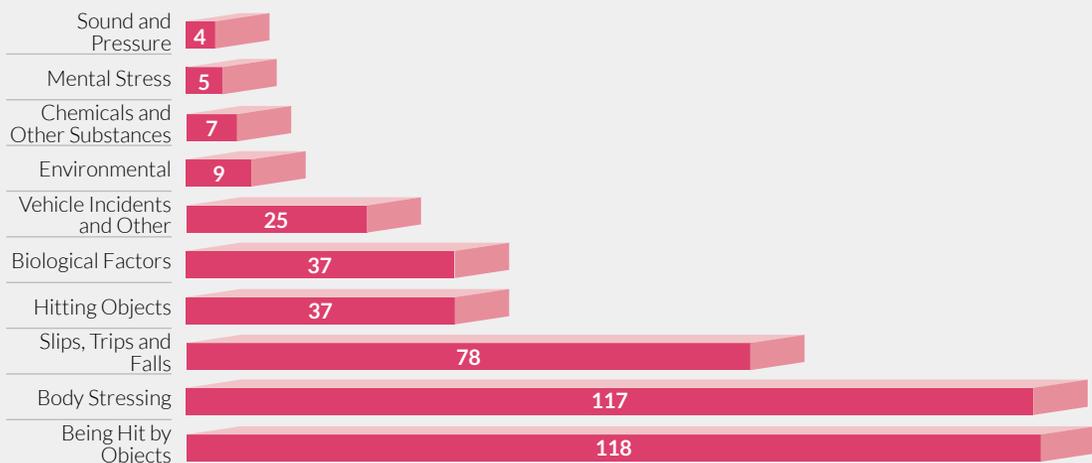
### WORK HEALTH AND SAFETY INDUCTION SESSIONS

Work health and safety training and induction sessions are delivered to all new NTPFES employees. Thirteen group inductions were undertaken during the reporting period.

### ACCIDENT AND INJURY REPORTS RECEIVED

During the reporting period, a total of 458 accidents, injuries and incidents reports were reported by employees and volunteers. Of these reports 21 were hazard only reports.

#### Mechanism of Incident – Reports Received 2015-16



Source: Accident, injury and incident data extracted from the Figtree database 4 July 2016.

Note: There were also 21 hazard only reported during the reporting period. Hazard only refers to a thing or situation capable of causing harm or damage.

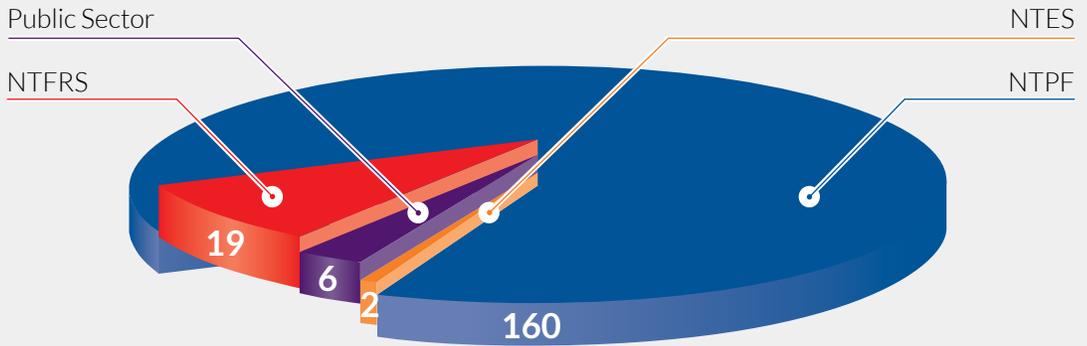
## WORKPLACE INJURY EARLY INTERVENTION PROGRAM

The Workplace Injury Early Intervention Program enables the NTPFES to elect to pay expenses incurred as a result of an employee’s work related injury where the injury/accident is considered to be minor in nature and where

there is no time lost from work other than the day of injury/accident. During the reporting period, a total of 61 individuals received treatment under the Workplace Injury Early Intervention Program.

## WORKERS COMPENSATION

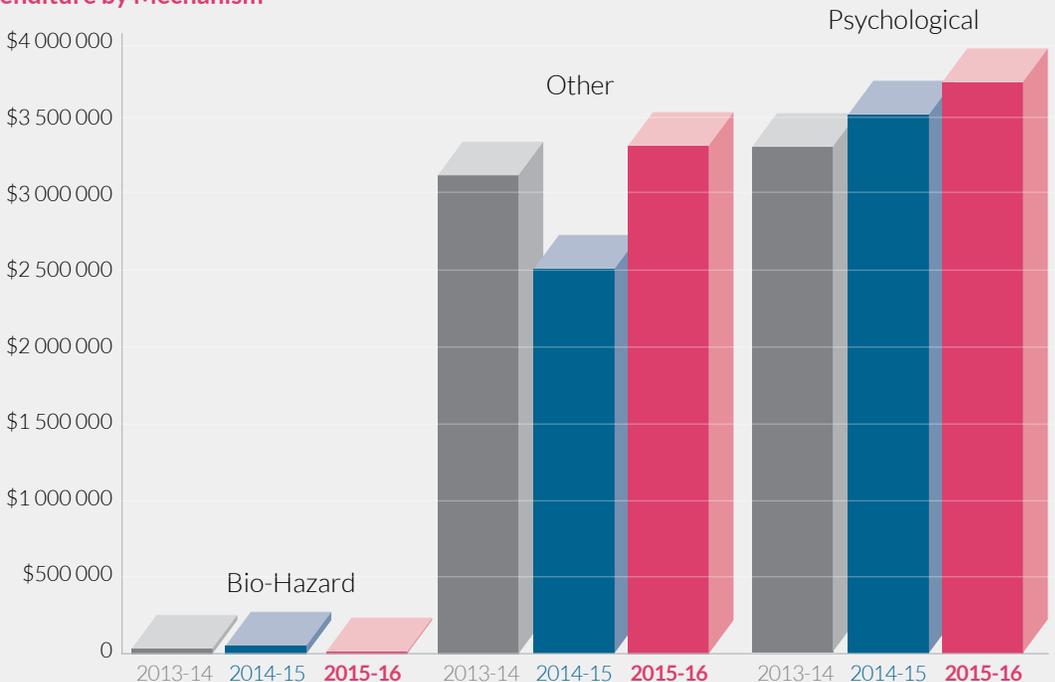
### Workers Compensation Claims Open as at 30 June 2016



Source: Claim figures and expenditure were extracted from the Figtree database.

The following reflects the total workers compensation expenditure by mechanism for each reporting period. The data is based on the mechanism at the date the injury was sustained.

### Expenditure by Mechanism



Source: Claim figures and expenditure were extracted from the Figtree database.

Note: Those claims that later developed a secondary psychological condition remain and are reported in the category applicable at the time of the injury occurring. The category ‘other’ includes incidents such as slips, trips, falls and muscular injuries etc.

## GRIEVANCES AND COMPLAINTS

Thirteen complaints relating to Respect, Equity and Diversity matters were reported during 2015-16. Ten of these matters have been resolved via formal and informal processes with three outstanding.

Four formal grievances were lodged pursuant to section 59 of the *Public Sector Employment and Management Act* with the Office of the Commissioner for Public Employment during the reporting period. Of those four, two were resolved and two are ongoing.

### DISCIPLINE

Three notices of alleged breaches of discipline were served pursuant to the *Public Sector Employment and Management Act* during the reporting period. All matters were finalised.

### INABILITY/INVALIDITY PROCEEDINGS

One invalidity matter pursuant to the *Police Administration Act* commenced during the reporting period and is ongoing.

One inability matter pursuant to the *Police Administration Act* commenced during the reporting period and is ongoing.

No inability proceedings were commenced pursuant to the *Public Sector Employment and Management Act* during the reporting period.

## APPEALS

### POLICE APPEAL BOARD

One inability appeal was lodged with the Police Appeal Board during the reporting period and is currently ongoing.

### NT PUBLIC SECTOR APPEAL BOARDS

Five provisional promotion appeals were lodged during this reporting period. One was withdrawn and four were resolved.

### FAIR WORK AUSTRALIA

Three matters were brought before the Fair Work Commission during the reporting period. One unfair dismissal, one application to deal with a dispute in accordance with a dispute settlement procedure and one application to deal with a general protections dispute not involving dismissal. All matters were resolved during the reporting period.

## TRAINING AND EDUCATION

### NTPF

The NTPFES College provides high quality education programs to maintain excellence in professional practice standards. The definitive goal of the NTPFES College is to facilitate training to underpin and develop each individual's capability to provide quality customer service with professionalism.

### NTPFES Expenditure on Formal Training Activities 2015-16

|                     |                    |
|---------------------|--------------------|
|                     | \$                 |
| College             | \$5 787 578        |
| NTFRS               | \$2 730 722        |
| NTES                | \$210 348          |
| Other various units | \$976 233          |
| <b>Total</b>        | <b>\$9 704 881</b> |

As part of the transition to the updated training package designed specifically by ANZPAA to meet the needs of the policing industry, the training and assessment practises for the Constable Recruit Program were modified to better reflect real-life policing situations and assess competence in a more holistic fashion. Only two units of competency are required for assessment during the recruit training course - those being the Driver Training and Operational Safety components. The remaining eight units of competency required for the Diploma of Policing have now been

incorporated into workbooks that have been aligned to the probationary period. Allowing members to gather authentic evidence of their competent performance in the role as a police officer and submit workplace examples towards the attainment of their qualification. This approach will enable more realistic assessment of police recruits and will allow a more practical learning style, as opposed to an academic style, to successfully achieve their qualification through demonstration of core policing skills in the workplace.

### Recruit Posting Locations

The graduated recruits were posted to various locations within the NT as follows:

|                         | Darwin | Katherine | Alice Springs | Tennant Creek | Remote        |
|-------------------------|--------|-----------|---------------|---------------|---------------|
| Constables              | 2      | 24        | 37            | 7             | 2 (Wadeye)    |
| Constable Re-appointees | 0      | 0         | 1             | 0             | 0             |
| ACPOs                   | 5      | 2         | 1             | 1             | 1 (Nhulunbuy) |
| Auxiliaries             | 14     | 2         | 2             | 0             | 0             |

The College continued to provide promotional development programs to eligible workforce members. In 2015-16, a total of 81 employees successfully completed the required professional development courses to receive their promotion. The following table details the number of participants who successfully completed development courses offered by the NTPFES College.

| Course Description   | Participants |
|--|--------------|
| Senior Constable – Operational Development                             | 55           |
| Sergeant – Supervision Development Program                             | 0            |
| Senior Sergeant – Management Development Program                       | 7            |
| Superintendent – Leadership Development Program                        | 13           |
| Strategic Incident Command   | 6            |
| Watch Commanders and Territory Duty Superintendent Development Program | 0            |

During the reporting period, the NTPFES College continued responsibility for command training, providing on the job training to frontline police officers. The NTPFES College also provides annual requalification for the mandatory annual defensive tactics, firearms training and emergency care management (first aid).

The NTPFES College offers accredited and non-accredited programs in a range of specialist areas. Over the reporting period, 217 NTPF members completed specialist training in their respective fields.

### Specialist Courses

| Course Description                        | Participants |
|---|--------------|
| Investigative Interviewing Level I        | 42           |
| Investigative Interviewing Level II       | 32           |
| Investigator                              | 39           |
| Detective Course                          | 16           |
| Crash Investigation Level 1               | 20           |
| Intelligence Practitioner Course Level 1* | 23           |
| Advanced Off-Road Motorcycle Course       | 7            |
| Advanced On-Road Motorcycle Instructor    | 5            |
| Drug Wipe Twin II Instructor              | 3            |
| Draeger Drug Test 5000 Operator           | 16           |
| Draeger Drug Test 5000 Instructor         | 2            |
| Laser Instructor                          | 7            |
| Bee III Radar Instructor                  | 5            |

\*One participant was a NTPFES civilian employee

Significant progress has been achieved on the review and redesign of the Detectives Professional Development Pathway to reflect the new advanced diploma qualification and provide a simplified pathway of progression and recognition for participants.

The design and development of the new Intelligence Practitioner Professional Development Pathway is nearing completion and will provide participants with multiple entry points to progress based on skill and experience, as well as the opportunity of recognition towards vocational and higher education qualifications.

### NTFRS

The NTFRS Training and Development Command (TDC) maintain three distinct functional units. The three functional units are comprised of:

- Career and Auxiliary Training Unit (incorporates firefighter Recruit College);
- Quality Training and Assessment Unit (includes Workforce Development Officers and ensures compliance with Australian Skills Quality Authority standards); and
- Volunteer Training Support Unit (also oversees the Volunteer Community Educator program).

The NTFRS TDC has enhanced capability during 2015-16 in the ability to deliver training via satellite instructors. In May 2016, the NTFRS received funding to upskill six additional first aid instructors and four additional driver trainers, greatly enhancing the NTFRS ability to deliver essential training to members.

The Volunteer Training Consultative Committee formed in March 2015, and is now imbedded. Feedback from this group has been instrumental in structuring future volunteer training requirements. In June 2016, the NTFRS saw the first group of eight Volunteer Brigade Training Officers complete their training course, to further enhance the capability of NTFRS volunteers.

A total of 24 new recruits graduated in the reporting period, with 23 recruits becoming operational. Of these recruits two were females.

In May 2016 a three day planning workshop was conducted to plan for a full training resource review. This review will address all NTFRS accredited training and assessment material to be conducted in line with the NTPFES Registered Training Office requirements.

In 2015-16, the NTFRS delivered 154 courses including refresher courses. The courses were delivered to the following participants:

- 220 career firefighters;
- 159 auxiliary and volunteer firefighters; and
- 31 police officers.

The above courses included 3 362 delivery hours and 1130 preparation hours.

## NTES

Throughout the reporting period, NTES coordinated 80 training courses with 544 attendees delivering courses to NTES volunteers, NTPF members, and other government and non-government agencies that have roles and responsibilities under local, regional and Territory emergency management arrangements.

The training courses under the Public Safety Training Packages delivered by NTES are essential to equip NTES staff and volunteers with contemporary knowledge and skills in emergency management, operational response and recovery. The Public Safety Training Package modules included:

- Induction
- First aid
- Road crash rescue
- Vertical rescue
- Wildfire
- Land search
- Storm-damage
- Chainsaw
- Small craft handling
- Flood boat courses

The Emergency Management Training Unit has developed a number of training modules under the Public Safety Training Package that have met the stringent requirements of the NTPFES Registered Training Organisation. These packages have been placed on scope for delivery across the emergency management sector of the NT.

As an initiative in enhanced emergency management training across NT Government agencies, the Emergency Management Training Unit facilitated the delivery of 10 Australasian Inter-agency Incident Management System courses to members of government and non-government agencies involved in the management of responses to natural disaster and emergency incidents.



## AWARDS AND RECOGNITION

While serving and protecting the NT 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 outstanding service. Inclusion criterion for the below listings is set at those who have been awarded a medal/award within the last financial year; the recipient may not have been presented their medal/award prior to 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'.*

Chalker, Jamie                      Tennaasar, Siiri-Kai  
Kershaw, Reece

#### 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'.*

Laverty, Gerald                      Lockley, Ian

#### 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'.*

Kearney, Sharon

#### Humanitarian Overseas Service Medal

*The Humanitarian Overseas Service Medal honours members of recognised Australian groups for emergency humanitarian service overseas in hazardous circumstances.*

*The below members were awarded the Humanitarian Overseas Service Medal for their significant contribution to the Christchurch Earthquake response in New Zealand in 2011.*

|                     |                  |
|---------------------|------------------|
| Brookhouse, Matthew | Lum, Phillip     |
| Clifton, Damien     | Mamo, Nathan     |
| Currie, Bradley     | Martin, Stephen  |
| Garner, Simone      | Maurice, Derek   |
| Kidney, Robin       | Mettam, Joseph   |
| Kilian, Christopher | Pyper, John      |
| Loughman, Kellie    | Secrett, Jeannie |

#### 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.*

|                  |                   |                     |                   |
|------------------|-------------------|---------------------|-------------------|
| Abbott, Trent    | Faint, Matt       | Lacey, Gareth       | Robertson, Conan  |
| Allen, Matthew   | Faustmann, Paul   | Lehmann, Suzanne    | Robson, Darren    |
| Amy, Tamara      | Fernandes, Paul   | Lew Fatt, Shawn     | Russell, Scott    |
| Anderson, Philip | Fields, Michael   | Littman, Andrew     | Ruzsicska, Amanda |
| Armitage, Robert | Foley, Joanne     | MacDonald, Rosemary | Secrett, Jeannie  |
| Astridge, Martin | Gargan, Crispin   | MacLeod, Taye       | Seears, Suzanne   |
| Bahnert, Barrie  | Garner, Donald    | MacMichael, Kate    | Setter, Pauline   |
| Barram, Andrew   | Garton, Michelle  | Malogorski, Mark    | Shean, Daniel     |
| Barton, Vanessa  | Giles, Lenora     | Marshall, Wade      | Sheppard, Brendan |
| Bauwens, Lee     | Ginnane, John     | Martin, Kerri-Ann   | Sims, Clinton     |
| Bayliss, Wayne   | Goddard, Denise   | Martin, Ross        | Simth, Robert     |
| Beer, Jonathan   | Gollop, Orlando   | Matthews, George    | Smith, Teresa     |
| Blackwell, Megan | Gordon, Katherine | McDonald, Allan     | St Clair, Donald  |
| Blake, Jason     | Grace, Michelle   | McGarvie, Renae     | Stower, Peter     |

## National Police Service Medal (NPSM) (continued)

|                          |                     |                       |                     |
|--------------------------|---------------------|-----------------------|---------------------|
| Botterell, Vicki-Lynn    | Green, Desmond      | McKellar, Christopher | Strohfeltdt, Dean   |
| Bradley, Sandi Lee       | Gregor, Gary        | McPherson, Craig      | Suradi, Emma        |
| Brook-Anderson, Philip   | Hackshaw, Brett     | Meggitt, David        | Taylor, David       |
| Brown, Alan              | Hamilton, Jennifer  | Mellon, Neil          | Tilbrook, Marcus    |
| Butcher, Carmen          | Hansen, Michael     | Meng, Geoffrey        | Tilley, Wayne       |
| Carbone, Joseph          | Hansen, Sharee      | Molloy, Brendan       | Treherne, Robert    |
| Carmondy, Paul           | Harrison, Samantha  | Moore, David          | Turner, Andrea      |
| Chambers, Kim            | Hastie, Jason       | Morgan, Lee           | Valladares, Kylie   |
| Christensen, Kim         | Heath, Andrew       | Moss, Simon           | Valladares, Michael |
| Cottier, Brett           | Heath, Katrina      | Murphy, Michael       | Van Dongen, Keith   |
| Crawley, Katherine       | Henrys, Anthony     | Neilson, Lynette      | Warden, Josephine   |
| Cummins, Isobel          | Hogan, Brendon      | Nobbs, Jody           | Warden, Shayne      |
| Curyer, Wayne            | Hoskins, Kerry      | O'Donnell, Carl       | Warton, Andrew      |
| Cuthbertson, Christopher | Howie, Richard      | O'Donnell, Christina  | Wedding, Stephen    |
| Davis, Andrea            | Humphreys, Shane    | O'Hara, Brendan       | White, Christopher  |
| Day, Carl                | James, Michael      | Payne, Stephen        | Whittington, Robert |
| Deutom, Anthony          | Jamieson, Rodolfo   | Peach, David          | Wilson, David       |
| Deutrom, Michael         | Jarvis, Gregory     | Pethick, Karen        | Wilson, Vincent     |
| Dole, Martin             | Kaowalewycz, Daniel | Pethick, Ross         | Wright, Robyn       |
| Duncan, Megan            | Kasprzak, Helen     | Philips, Leith        | Young, David        |
| Dunlop, Craig            | Kennedy, Susan      | Pieniacki, Debra      | Young, Ivana        |
| Dwyer, Justene           | Kennon, Peter       | Prowse, Brett         |                     |
| Dye, Kim                 | Kerr, William       | Ragg, Colin           |                     |
| Edgecombe, Eric          | Kubank, Roland      | Ramage, Martin        |                     |

## National Medal (NM)

*The National Medal recognises 15 years of 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.*

|                   |                          |                     |                    |
|-------------------|--------------------------|---------------------|--------------------|
| Allen, Matthew    | Cuthbertson, Christopher | Hastie, Jason       | Robertson, Conan   |
| Ayliffe, Mandy    | Davis, Andrea            | Horsington, Paul    | Scott, Justin      |
| Baldwin, Andrew   | Devine, Bernard          | James, Michael      | Seears, Suzanne    |
| Barton, Vanessa   | Dunlop, Craig            | Jarvis, Gregory     | Sgarbossa, Adrian  |
| Bauwens, Lee      | Dwyer, Justene           | Jolejole, Shane     | Slack, Craig       |
| Borton, Corey     | Dye, Kim                 | Kent, Robert        | Tipper, Matthew    |
| Bott, Steven      | Fahy, Katrina            | Lehmann, Suzanne    | Walker, Gregory    |
| Bouma, Serge      | Faint, Matt              | MacLeod, Taye       | Whittaker, Jeffrey |
| Carmondy, Paul    | Ferguson, Nathan         | Molloy, Brendan     | Wilson, Matthew    |
| Carroll, Shane    | George, Nicholas         | O'Connor, Christina |                    |
| Clancy, James     | Goddard, Denise          | Payne, Stephen      |                    |
| Clay, Ryan        | Gordon, Katherine        | Perry, Aaron        |                    |
| Craske, Daniel    | Grace, Michelle          | Pethick, Karen      |                    |
| Cucchiario, Luigi | Grungo, Daniel           | Pieniacki, Debra    |                    |

**First Clasp to the NM (25 Years of Service)**

|                         |                     |                     |
|-------------------------|---------------------|---------------------|
| Ayliffe, Mandy          | Gregory, John       | Rose, Scott         |
| Bahnert, Geoffrey       | Hatzismalis, George | Sanders, Gillian    |
| Crocker, Stephen        | Hill, Lauren        | Sanders, Marcus     |
| Donald, Heather         | Jayawardena, Sydney | Smith, Anthony      |
| Dooley-McDonnell, Paula | Malseed, Steven     | Spain, Mark         |
| Fairweather, Alexander  | Nankivell, Ian      | Valladares, Michael |
| Fischer, Chantal        | Parnell, Kiim       | Whitlock, Wayne     |
| Furniss, Shaun          | Rob, Gino           | Windebank, Craig    |

**Second Clasp to the NM (35 Years of Service)**

|                 |                   |                   |                 |
|-----------------|-------------------|-------------------|-----------------|
| Berryman, Glenn | Duffield, Phillip | Hamon, Grant      | Poore, Roderick |
| Coles, Gary     | Ettridge, Anthony | Laverty, Gerald   |                 |
| Delanie, Robert | Goodfield, Ralph  | Lew Fatt, Michael |                 |

**AWARDS ADMINISTERED BY THE NTPFES**

**NTPF**

**Commissioner and CEO’s Outstanding Leadership Medal**

*In recognition of consistent performance to a high standard during the member’s policing career and projecting an excellent example of leadership at the supervisory level.*

|               |                     |
|---------------|---------------------|
| Bacon, Daniel | Cuthbertson, Murray |
| Bell, Daniel  | Martin, Stephen     |

**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.*

Ryan, Craig

**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.*

Hoskins, Ben

**Commissioner’s Group Citation Set**

*Awarded to any group, section or unit to recognise dedication to duty in demanding circumstances, exemplary service and/or dedication to duty far exceeding that which may reasonably be expected.*

28 Commissioner’s Group Citation Sets were awarded for the dedication shown by members of the TRG tasked with the apprehension of an armed offender who was the suspect in a murder in New South Wales.

**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.*

Elsegood, Francine



## NT 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.*

|                   |                         |                     |                       |
|-------------------|-------------------------|---------------------|-----------------------|
| Allan, David      | De Vos, Robert          | Kidney, Robin       | Sanderson, Belinda    |
| Allen, Nicolas    | Dennien, Jonathon       | Kirk, Darren        | Scott, Warren         |
| Allitt, Vaughn    | Drury, Charles          | Kitchen, Joedy      | Seagrave, Stephen     |
| Andrew, Elizabeth | Dunne, Andrew           | Lawrence, Anthony   | Shama, Sachin         |
| Atkin, John       | Einam, James            | Lawrence, Danielle  | Slater, Darryl        |
| Baldwin, Andrew   | Everingham, Jason       | Liebelt, Benjamin   | Smith-Lester, Mason   |
| Bauman, Karl      | Fairgrieve, Christopher | Logan, Kellie       | Spencer, Jonathon     |
| Boja, Csaba       | Firth, Justin           | Mace, Tanya         | Summerville, Lee-Anne |
| Bott, Steven      | Frame, Lynn             | Magree, Richard     | Swift, Adam           |
| Brunton, Jeremy   | Fraser, Timothy         | McKie, Dean         | Toneguzzo, Stacey     |
| Budge, Michael    | Galea, Sharon           | McKinlay, Grayson   | Tucker, Ward          |
| Buganey, David    | Gillis, Craig           | Miller, Wayne       | Walters, Shannon      |
| Bull, Daniel      | Gordon, Andrea          | Milne, Paul         | Watkinson, Ryan       |
| Burnett, Kane     | Gray-Spence, Rebecca    | Nash, Donna         | Wethers, Timothy      |
| Carson, Patrick   | Grieve, Mark            | Nicoll, Christian   | Willmington, Paul     |
| Caruana, Andrew   | Hohn, Shawn             | O'Brien, Rebecca    | Wilton, Ian           |
| Collins, Deanna   | Holzfeind, Christian    | Parker, Robyn       | Winter, Stuart        |
| Cram, Matthew     | Hopwood, Gavin          | Pettit, Mark        |                       |
| Cutler, Anastacia | Kerr, William           | Riesenweber, Damian |                       |
| Dalgiesh, Luke    | Kidney, Adrian          | Rimmer, Sean        |                       |

## 20 Year Clasp

|                 |                      |                   |                  |
|-----------------|----------------------|-------------------|------------------|
| Abbott, Trent   | Garland, Craig       | Martin, Catherine | Sanders, Marcus  |
| Ayliffe, Mandy  | Garton, Michelle     | Martin, Kerri-Ann | Spilsbury, Ian   |
| Bayliss, Lisa   | Harris, Kerry        | Maurice, Derek    | Stringer, Angela |
| Bentley, Justin | Hart, Josef          | Newell, Derek     | Verity, Brett    |
| Best, Natalie   | Hatzismalis, Katrina | O'Brien, James A  | Wilson, Roshini  |
| Dash, Peter     | Henrys, Anthony      | O'Brien, James J  | Woodcock, Tanya  |
| De Nale, Angelo | Johnson, Fiona       | Ordelman, Michael | Worrall, John    |
| Deutrom, Antony | Lyons, Richard       | Pocock, Ellen     | Wurst, Travis    |

## 30 Year Clasp

|                    |                   |                    |                  |
|--------------------|-------------------|--------------------|------------------|
| Bell, Mark         | Goodsell, Colin   | Mattiuzzo, Daniela | Reed, Nouvelle   |
| Bennett, Catherine | Grant, Neil       | Parnell, Sean      | Roe, Jennifer    |
| Braam, Helen       | Hollamby, Matthew | Payne, Mark        | Spurling, Julie  |
| Burgoyne, Robert   | Jones, Delcene    | Pini, John         | Taylor, Alistair |
| Christopher, Mark  | Kendrick, Suzanne | Pollock, Scott     | Vicary, Pauline  |
| Cooper, Annette    | Kerr, Darrell     | Pusterla, Andrew   |                  |

## 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.*

17 Remote Service Ribbons were issued.

**NTFRS**

**NTFRS 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.*

|               |                |                   |
|---------------|----------------|-------------------|
| Clay, Ryan    | Mettam, Joseph | Welsford, Bernard |
| Green, Leslie | Stone, Patrick |                   |

**20 Year Clasp**

|                 |                 |                 |
|-----------------|-----------------|-----------------|
| Minnett, Warren | Rigas, Nikolaos | Trewin, Terence |
| O'Shea, John    | Snowden, Colin  | Wright, Peter   |
| Perry, Scott    | Spain, Mark     |                 |

**30 Year Clasp**

|              |                   |                    |
|--------------|-------------------|--------------------|
| James, Mark  | McDonald, Richard | Sandic, Nikola     |
| Kleman, John | McManus, Daniel   | Van Haaren, Martin |

**40 Year Clasp**

|                  |                    |  |
|------------------|--------------------|--|
| Morrissy, Philip | Parkinson, Anthony |  |
| Oates, Allen     | Skewes, Patrick    |  |

**NTES**

**NTES Volunteer Service Medal**

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

|                  |                 |                    |
|------------------|-----------------|--------------------|
| Brazier, Matthew | Henley, Neil    | Meschiari, Lorenzo |
| Fletcher, George | Kearney, Sharon | Miyosh, Yukihika   |
| Hawkes, David    | Leahy, Alan     | Young, David       |

Note: The reporting period saw an audit conducted on all awarded and presented medals/awards. All medals/awards presented in 2015-16 have been included.

**OTHER SIGNIFICANT AWARDS**

The NTPFES together with NEC Australia was recognised with two prestigious awards; the NT Infrastructure and Platforms Innovation of the Year iAward and the NT Public Sector and Government iAward from the Australian Information Industry Association in 2016 for its deployment of facial recognition in NT Watch Houses. The NTPF and NEC subsequently won the national iAward in the Infrastructure and Platforms Innovation of the Year category.

NT Senior Firefighter Bill Gleeson was awarded the Australian Fire and Emergency Services Knowledge Innovation award at the Australian Fire and Emergency Services/Bushfires and Natural Hazards conference in Adelaide. This award recognises the innovation and contribution of an individual in the advancement of knowledge management within their agency. Mr Gleeson received this award in recognition for developing a Station Management System for the NTFRS.



*The NTPFES Australia Day Honours recipients. Medals awarded were the APM, AFSM and ESM.*



*Francine Elsegood, winner of the Patricia Anne Brennan Award.*

During the reporting period the Commissioner of Police also recognised the exceptional support and outstanding level of professionalism demonstrated by NTPF members by awarding 17 Commissioner's certificates of appreciation and 15 letters of recognition.

Following the success of the Australian G20 events in 2014, 50 G20 citations were awarded to NTPF members by the Commissioner of Queensland Police Service to acknowledge personnel who provided direct security service during the events.

The reporting period also saw the Police Caution – Aboriginal Interpreter Service app win the 2015 NT Human Rights Fitzgerald Justice Award.

### Rotary NT Police Officer of the Year 2016

Robson, Darren

### Rotary Eric Simmons Awards 2016

Weetra, Darren (Career Firefighter)

Gould, Justin (Volunteer Firefighter)

### NT Emergency Service – Volunteer: 10 Year Certificate from the Chief Minister

Brazier, Matthew

Fishlock, Mark

Green, Ronald

Martin, Stephen

## RECRUIT AWARDS

### Accelerated Recruit Program

#### Commissioner's Trophy

Cowton, Jacinta (ARP squad 126)

Mohiyadeen, Muhamad (ARP squad 127)

#### Rod Evans Memorial Award

Gregory, Adam (ARP squad 126)

Horscroft, Matthew (ARP squad 127)

### Fire and Rescue Services Recruit Squads

#### Physical Fitness Award

Smith, Russell (squad 1/2015)

Weber, Samuel (squad 2/2015)

#### Most Dedicated Student Award

Jolly, Matthew (squad 1/2015)

Nixon, Michael (squad 1/2015)

Rook, Matthew (squad 2/2015)

#### Silver Axe Award

Van Haaren, Yva (squad 1/2015)

McHutchison, Glenn (squad 2/2015)

### Police Recruit Squad

#### Commissioner's Trophy

Henderson, Paul (squad 128)

#### Rod Evans Memorial Award

Prichard, Adrian (squad 128)

#### Physical Training Trophy

Gunn, Christopher (squad 128)

#### Glen Huitson Medal

Mitchell, Sarah (squad 128)

### Auxiliary Recruit Squad

#### Most Dedicated Trophy

Parker, Breanna (Auxiliary squad 50)

### ACPO Recruit Squads

#### Commissioner's Trophy

Guy Cardona, Nathan (ACPO squad 21)

Cooper, La'neshia (ACPO squad 22)

#### Gavin Jabaltjari Spencer Memorial Trophy

Hazel, Nathan (ACPO squad 21)

Baker, Anthony (ACPO squad 22)

#### Physical Training Trophy

Miles, David (ACPO squad 21)

Hazel, Kiah (ACPO squad 22)

#### NTPA Most Dedicated Trophy

Roe, Whitney (ACPO squad 21)

Wetherall, Kerry (ACPO squad 22)

# PART 5: FINANCIAL STATEMENTS





## FINANCIAL STATEMENT OVERVIEW FOR THE YEAR ENDED 30 JUNE 2016

This section of the report provides an analysis of the financial outcome of the NTPFES for the year ended 30 June 2016.

The agency's 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 2015-16 financial year and comparative data from 2014-15.

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

### OPERATING STATEMENT

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

NT 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 2016, NTPFES recorded a deficit of \$25M, an improvement of \$6.2M on the forecast budget deficit of \$31.2M. Both improved revenues and lower expenses contributed to the operating result.

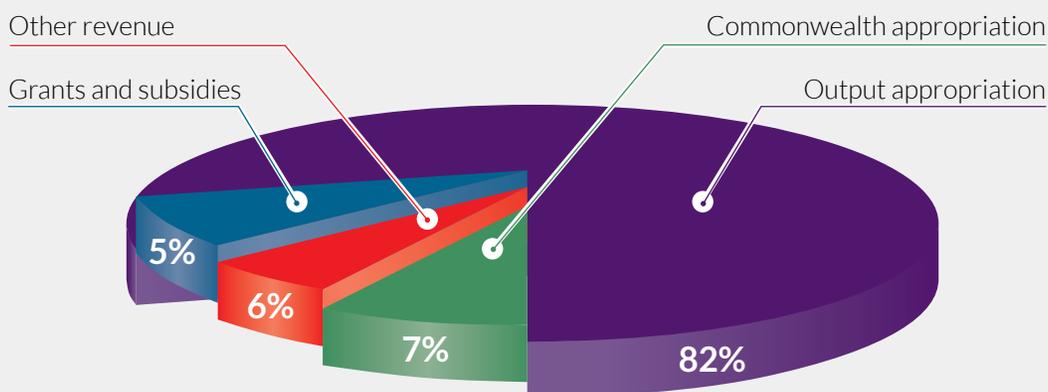
## OPERATING STATEMENT AS AT 30 JUNE 2016

|                               | Revised<br>Budget | Actual         | Variance      | Variance   |
|-------------------------------|-------------------|----------------|---------------|------------|
|                               | \$000             | \$000          | \$000         | %          |
| <b>INCOME</b>                 |                   |                |               |            |
| Grants and subsidies          | 20 289            | 20 469         | 180           | 1%         |
| Appropriation                 |                   |                | 0             |            |
| Output                        | 312 545           | 312 545        | 0             |            |
| Commonwealth                  | 25 673            | 25 673         | 0             |            |
| Other revenue                 | 19 513            | 21 865         | 2 351         | 12%        |
| <b>TOTAL INCOME</b>           | <b>378 020</b>    | <b>380 552</b> | <b>2 531</b>  | <b>1%</b>  |
| <b>EXPENSES</b>               |                   |                |               |            |
| Employee expenses             | 302 427           | 299 086        | -3 341        | -1%        |
| Administrative expenses       | 105 839           | 105 760        | - 80          |            |
| Grants and subsidies expenses | 984               | 500            | - 484         | -49%       |
| Interest expenses             | 0                 | 233            | 233           |            |
| <b>TOTAL EXPENSES</b>         | <b>409 250</b>    | <b>405 579</b> | <b>-3 672</b> | <b>-1%</b> |
| <b>NET SURPLUS/DEFICIT</b>    | <b>-31 230</b>    | <b>-25 027</b> | <b>6 203</b>  |            |

### OPERATING INCOME

Income is received from a variety of sources with the primary funding source being Parliamentary Appropriation (Output Appropriation) at 82% provided by the NT Government.

#### Composition of Operating Income 2015-16

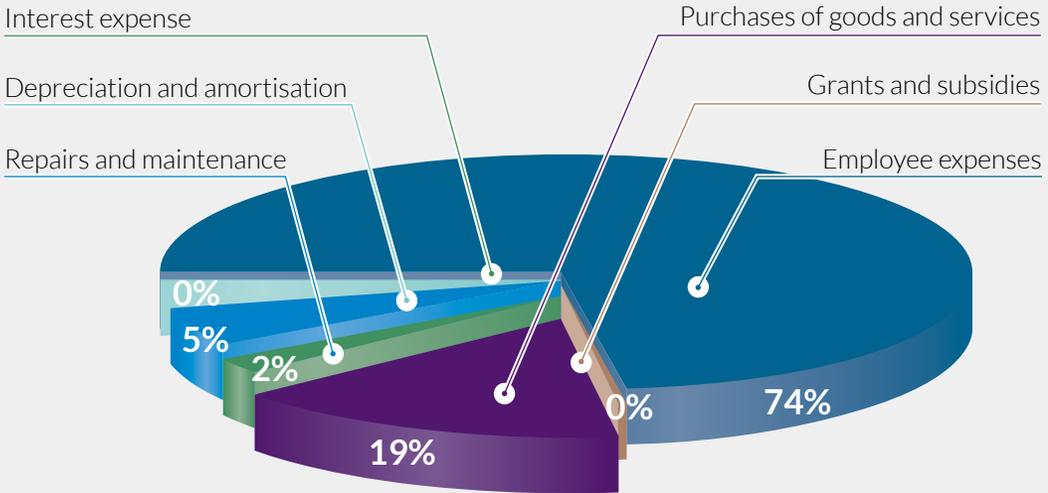


Compared to the 2015-16 revised budget, an improvement of \$2.5M or 1% was recorded primary due to:

- auctioned vehicles returning a higher amount than depreciated value totaling \$2.5M (non-cash);
- unbudgeted miscellaneous revenue of \$1.6M including \$0.8M from the Department of Health for cost recovery associated with the police investigation into the NT Pensioner and Carer Concession travel scheme; and
- offset by lower revenues compared to final budget of \$1.6M for Safe NT criminal history checks, United States Navy Boat protection and other minor items.

## OPERATING EXPENSES

### Composition of Operating Expenses for 2015-16



Compared to the 2015-16 revised budget, operating expenses underspend of \$3.7M or 1% was recorded due to:

- accrued employee expenses being lower than expected (1%) due to a reduction in the agency's annualised leave liability and timing differences in end-of-financial year accruals;
- the timing of some repairs and maintenance projects;
- lower Natural Disaster Resilience Program grant expenditure than budget;
- lower than anticipated depreciation payments; offset by
- additional goods and services administrative expenditure than budget.

## BALANCE SHEET

The Balance Sheet provides information about the Agency's equity or net worth. It is the net effect of assets minus liabilities. Equity increased by \$33.5 million to \$354.7 million in 2015-16.

Current assets decreased by \$20M reflecting changes to cash over 2015-16 based on forecast business activity as outlined in the cash flow statement and lower receivables than the same time last year due to the Immigration Policing drawdown with final invoice processed mid-year.

Non-current assets increased by \$45M due to a number of capital works projects recognised through equity transfer from the NT Government's construction authority, the Department of Infrastructure to NTPFES in 2015-16 and existing building asset revaluations.

Total liabilities for the Agency decreased by \$8M largely as a result of improved payment processing reducing payables. Liabilities are made up of:

- Deposits Held – Accountable Officer’s Trust Account, which is money held on behalf of third parties;
- Payables, which are commitments to creditors;
- Borrowings and advances – finance lease liability for government assets on indigenous land leases; 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

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 decreased by \$18.6 million reflecting changes to cash over 2015-16 based on business activity as outlined within. It is the total of all receipts plus cash held at the beginning of the year, minus all outgoings.

The Cash Flow budget forecast for remaining cash at the end of the financial year was \$17.6M, actual cash was \$5.7M lower at \$11.9M. The major drivers for this position are due to:

- as indicated earlier in the Operating Statement notes, increased receipts for auctioned vehicles returning a higher amount than depreciated value (non-cash) more than offsetting lower cash receipts compare to budget of \$1.6M for Safe NT criminal history checks, United States Navy boat protection and other minor items;
- additional employee expenses of \$1.1M as NTPFES managed the Immigration Policing drawdown; and
- contract commitments to purchase assets late in the financial year resulting in additional \$2.4M expenditure than the final budget position.

## CERTIFICATION OF THE FINANCIAL STATEMENTS

We certify that the attached financial statements for the NTPFES have been prepared from proper accounts and records in accordance with the prescribed format, the *Financial Management Act* 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 2016 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.



REECE P KERSHAW APM  
Commissioner of Police and CEO of  
Fire and Emergency Services  
31 August 2016



PAUL KELLY  
Chief Financial Officer  
NTPFES  
26 August 2016

# COMPREHENSIVE OPERATING STATEMENT FOR THE YEAR ENDED 30 JUNE 2016

|   | Note     | 2016<br>\$000  | 2015<br>\$000  |
|---|----------|----------------|----------------|
| <b>INCOME</b>   |          |                |                |
| Taxation revenue  |          |                |                |
| Grants and subsidies revenue                                      |          |                |                |
| Current   |          | 20 469         | 27 209         |
| Capital   |          | 0              | 400            |
| Appropriation   |          |                |                |
| Output  |          | 312 545        | 294 358        |
| Commonwealth  |          | 25 673         | 30 812         |
| Sales of goods and services                                       |          | 3 760          | 4 282          |
| Goods and services received free of charge                        | 4        | 13 040         | 12 689         |
| Gain on disposal of assets  | 5        | 2 582          | 979            |
| Other income  |          | 2 482          | 2 571          |
| <b>TOTAL INCOME</b>   | <b>3</b> | <b>380 552</b> | <b>373 300</b> |
| <b>EXPENSES</b>   |          |                |                |
| Employee expenses   |          | 299 086        | 283 885        |
| Administrative expenses   |          |                |                |
| Purchases of goods and services                                   | 6        | 54 217         | 50 515         |
| Repairs and maintenance   |          | 7 082          | 6 814          |
| Property management   |          | 9 928          | 9 667          |
| Depreciation and amortisation                                     | 10, 11   | 21 445         | 20 627         |
| Other administrative expenses <sup>1</sup>                        |          | 13 087         | 12 741         |
| Grants and subsidies expenses                                     |          |                |                |
| Current   |          | 500            | 1 431          |
| Interest expenses   |          | 233            | 217            |
| <b>TOTAL EXPENSES</b>   | <b>3</b> | <b>405 579</b> | <b>385 897</b> |
| <b>NET SURPLUS/(DEFICIT)</b>                                      |          | <b>-25 027</b> | <b>-12 597</b> |
| <b>OTHER COMPREHENSIVE INCOME</b>                                 |          |                |                |
| <b>Items that will not be reclassified to net surplus/deficit</b> |          |                |                |
| Asset revaluation reserve   |          | 21 459         | 7 885          |
| Transfer from reserve   |          | 0              | -5 471         |
| <b>TOTAL OTHER COMPREHENSIVE INCOME</b>                           |          | <b>21 459</b>  | <b>2 414</b>   |
| <b>COMPREHENSIVE RESULT</b>                                       |          | <b>-3 569</b>  | <b>-10 183</b> |

<sup>1</sup> Includes DCIS service charges.

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

## BALANCE SHEET AS AT 30 JUNE 2016

|                                      | Note   | 2016<br>\$000  | 2015<br>\$000  |
|--------------------------------------|--------|----------------|----------------|
| <b>ASSETS</b>                        |        |                |                |
| <b>Current Assets</b>                |        |                |                |
| Cash and deposits                    | 7      | 11 877         | 30 456         |
| Receivables                          | 8      | 1 980          | 3 456          |
| Inventories                          | 9      | 2 172          | 1 930          |
| Prepayments                          |        | 74             | 157            |
| <b>Total Current Assets</b>          |        | <b>16 103</b>  | <b>35 999</b>  |
| <b>Non-Current Assets</b>            |        |                |                |
| Property, plant and equipment        | 10, 11 | 393 094        | 348 113        |
| <b>Total Non-Current Assets</b>      |        | <b>393 094</b> | <b>348 113</b> |
| <b>TOTAL ASSETS</b>                  |        | <b>409 197</b> | <b>384 112</b> |
| <b>LIABILITIES</b>                   |        |                |                |
| <b>Current Liabilities</b>           |        |                |                |
| Deposits held                        | 21     | 3 078          | 2 788          |
| Payables                             | 12     | 4 013          | 12 781         |
| Borrowings and advances              | 13     | 17             | 17             |
| Provisions                           | 14     | 31 008         | 30 312         |
| <b>Total Current Liabilities</b>     |        | <b>38 117</b>  | <b>45 897</b>  |
| <b>Non-Current Liabilities</b>       |        |                |                |
| Borrowings and advances              | 13     | 4 290          | 4 338          |
| Provisions                           | 14     | 12 041         | 12 647         |
| <b>Total Non-Current Liabilities</b> |        | <b>16 331</b>  | <b>16 985</b>  |
| <b>TOTAL LIABILITIES</b>             |        | <b>54 448</b>  | <b>62 882</b>  |
| <b>NET ASSETS</b>                    |        | <b>354 749</b> | <b>321 230</b> |
| <b>EQUITY</b>                        |        |                |                |
| Capital                              |        | 430 242        | 393 155        |
| Asset revaluation reserve            | 15     | 128 125        | 106 666        |
| Accumulated funds                    |        | -203 618       | -178 591       |
| <b>TOTAL EQUITY</b>                  |        | <b>354 749</b> | <b>321 230</b> |

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 2016

|  | Note | Equity<br>at<br>1 July | Comprehensive<br>result | Transactions<br>with owners in<br>their capacity<br>as owners | Equity at<br>30 June |
|--|------|------------------------|-------------------------|---|----------------------|
|  |      | \$000                  | \$000                   | \$000   | \$000                |
| <b>2015-16</b>                               |      |                        |                         |   |                      |
| <b>Accumulated Funds</b>                     |      |                        |                         |   |                      |
|  |      | -172 853               | -25 027                 |   | -197 881             |
| Changes in accounting policy                 |      | -224                   | 0                       |   | -224                 |
| Transfers from reserves                      |      | -5 513                 | 0                       |   | -5 513               |
|  |      | <b>-178 591</b>        | <b>-25 027</b>          |   | <b>-203 618</b>      |
| <b>Reserves</b>                              |      |                        |                         |   |                      |
| Asset revaluation reserve                    | 15   | 106 666                | 21 459                  |   | 128 125              |
| <b>Capital – Transactions with Owners</b>    |      |                        |                         |   |                      |
| Equity injections                            |      |                        |                         |   |                      |
| Capital appropriation                        |      | 132 519                |                         | 9 212   | 141 731              |
| Equity transfers in                          |      | 240 038                |                         | 31 663  | 271 699              |
| Other equity injections                      |      | 31 927                 |                         | 0   | 31 927               |
| National partnership payments                |      | 15 249                 |                         | 0   | 15 249               |
| Equity withdrawals                           |      |                        |                         |   |                      |
| Capital withdrawal                           |      | -20 978                |                         | -3 787  | -24 765              |
| Equity transfers out                         |      | -5 600                 |                         | 0   | -5 600               |
|  |      | 393 155                |                         | 37 088  | 430 242              |
| <b>Total Equity at End of Financial Year</b> |      | <b>321 230</b>         | <b>-3 569</b>           | <b>37 088</b>   | <b>354 749</b>       |
| <b>2014-15</b>                               |      |                        |                         |   |                      |
| <b>Accumulated Funds</b>                     |      |                        |                         |   |                      |
|  |      | <b>-160 256</b>        | <b>-12 598</b>          |   | <b>-172 854</b>      |
| Changes in accounting policy                 |      | -224                   | 0                       |   | -224                 |
| Correction of prior period errors            |      | 0                      | 0                       |   | 0                    |
| Transfers from reserves                      |      | -41                    | -5 472                  |   | -5 513               |
|  |      | <b>-160 521</b>        | <b>-18 070</b>          |   | <b>-178 591</b>      |
| <b>Reserves</b>                              |      |                        |                         |   |                      |
| Asset revaluation reserve                    | 15   | 98 781                 | 7 885                   |   | 106 666              |
| <b>Capital – Transactions with Owners</b>    |      |                        |                         |   |                      |
| Equity injections                            |      |                        |                         |   |                      |
| Capital appropriation                        |      | 124 116                |                         | 8 403   | 132 519              |
| Equity transfers in                          |      | 213 224                |                         | 26 814  | 240 038              |
| Other equity injections                      |      | 31 927                 |                         | 0   | 31 927               |
| National partnership payments                |      | 13 849                 |                         | 1 400   | 15 249               |
| Equity withdrawals                           |      |                        |                         |   |                      |
| Capital withdrawal                           |      | -20 978                |                         | 0   | -20 978              |
| Equity transfers out                         |      | -4 622                 |                         | -978  | -5 600               |
|  |      | <b>357 516</b>         |                         | <b>35 639</b>   | <b>393 155</b>       |
| <b>Total Equity at End of Financial Year</b> |      | <b>295 776</b>         | <b>-10 185</b>          | <b>35 639</b>   | <b>321 230</b>       |

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 2016

|   | Note      | 2016            | 2015            |
|---|-----------|-----------------|-----------------|
|   |           | \$000           | \$000           |
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>         |           |                 |                 |
| <b>Operating Receipts</b>                           |           |                 |                 |
| Taxes received                                      |           |                 |                 |
| Grants and subsidies received                       |           |                 |                 |
| Current   |           | 20 469          | 27 209          |
| Capital   |           | 0               | 400             |
| Appropriation                                       |           |                 |                 |
| Output  |           | 312 545         | 294 358         |
| Commonwealth  |           | 25 673          | 30 812          |
| Receipts from sales of goods and services           |           | 14 588          | 11 695          |
| <b>Total Operating Receipts</b>                     |           | <b>373 275</b>  | <b>364 474</b>  |
| <b>Operating Payments</b>                           |           |                 |                 |
| Payments to employees                               |           | -303 547        | -285 334        |
| Payments for goods and services                     |           | -82 260         | -72 424         |
| Grants and subsidies paid                           |           |                 |                 |
| Current   |           | -500            | -1 431          |
| Interest paid                                       |           | -233            | -217            |
| <b>Total Operating Payments</b>                     |           | <b>-386 540</b> | <b>-359 406</b> |
| <b>Net Cash From/(Used in) Operating Activities</b> | <b>16</b> | <b>-13 265</b>  | <b>5 068</b>    |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>         |           |                 |                 |
| <b>Investing Receipts</b>                           |           |                 |                 |
| Proceeds from asset sales                           | 5         | 4 290           | 4 262           |
| <b>Total Investing Receipts</b>                     |           | <b>4 290</b>    | <b>4 262</b>    |
| <b>Investing Payments</b>                           |           |                 |                 |
| Purchases of assets                                 |           | -15 273         | -15 758         |
| <b>Total Investing Payments</b>                     |           | <b>-15 273</b>  | <b>-15 758</b>  |
| <b>Net Cash From/(Used in) Investing Activities</b> |           | <b>-10 983</b>  | <b>-11 496</b>  |
| <b>CASH FLOWS FROM FINANCING ACTIVITIES</b>         |           |                 |                 |
| <b>Financing Receipts</b>                           |           |                 |                 |
| Deposits received                                   |           | 292             | 1 032           |
| Equity injections                                   |           |                 |                 |
| Capital appropriation                               |           | 9 212           | 8 403           |
| Commonwealth appropriation                          |           | 0               | 1 400           |
| <b>Total Financing Receipts</b>                     |           | <b>9 504</b>    | <b>10 835</b>   |
| <b>Financing Payments</b>                           |           |                 |                 |
| Finance lease payments                              |           | -48             | -51             |
| Equity withdrawals                                  |           | -3 787          | 0               |
| <b>Total Financing Payments</b>                     |           | <b>-3 835</b>   | <b>-51</b>      |
| <b>Net Cash From/(Used in) Financing Activities</b> |           | <b>5 669</b>    | <b>10 784</b>   |
| Net increase/(decrease) in cash held                |           | -18 579         | 4 356           |
| Cash at beginning of financial year                 |           | 30 456          | 26 100          |
| <b>CASH AT END OF FINANCIAL YEAR</b>                | <b>7</b>  | <b>11 877</b>   | <b>30 456</b>   |

The Cash Flow Statement is to be read in conjunction with the notes to the financial statements.

# INDEX OF NOTES TO THE FINANCIAL STATEMENTS

|      |  |     |
|------|--|-----|
| Note |  |     |
| 1.   | Objectives and Funding   | 119 |
| 2.   | Statement of Significant Accounting Policies                     | 119 |
| 3.   | Comprehensive Operating Statement by Output Group                | 134 |
|      | <b>INCOME</b>  |     |
| 4.   | Goods and Services Received Free of Charge                       | 136 |
| 5.   | Gain on Disposal of Assets                                       | 136 |
|      | <b>EXPENSES</b>  |     |
| 6.   | Purchases of Goods and Services                                  | 136 |
|      | <b>ASSETS</b>  |     |
| 7.   | Cash and Deposits  | 136 |
| 8.   | Receivables  | 137 |
| 9.   | Inventories  | 137 |
| 10.  | Property, Plant and Equipment                                    | 137 |
| 11.  | Fair Value Measurement of Non-Financial Assets                   | 140 |
|      | <b>LIABILITIES</b>   |     |
| 12.  | Payables   | 142 |
| 13.  | Borrowings and Advances  | 142 |
| 14.  | Provisions   | 142 |
|      | <b>EQUITY</b>  |     |
| 15.  | Reserves   | 144 |
|      | <b>OTHER DISCLOSURES</b>   |     |
| 16.  | Notes to the Cash Flow Statement                                 | 144 |
| 17.  | Financial Instruments  | 145 |
| 18.  | Commitments  | 152 |
| 19.  | Contingent Liabilities and Contingent Assets                     | 153 |
| 20.  | Events Subsequent to Balance Date                                | 153 |
| 21.  | Accountable Officer's Trust Account                              | 153 |
| 22.  | Write-offs, Postponements, Waivers, Gifts and Ex Gratia Payments | 154 |
| 23.  | Schedule of Administered Territory Items                         | 155 |
| 24.  | Budgetary Information  | 156 |
| 25.  | Administered Territory Items                                     | 160 |

## 1. OBJECTIVES AND FUNDING

The NTPFES is predominantly funded by, and is dependent on, the receipt of Parliamentary appropriations. The financial statements encompass all funds through which the agency controls resources to carry on its functions and deliver outputs. For reporting purposes, outputs delivered by the agency 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 and related Treasurer's Directions. The Financial Management Act 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 is to include:

- (i) Certification of the Financial Statements;
- (ii) Comprehensive Operating Statement;
- (iii) Balance Sheet;
- (iv) Statement of Changes in Equity;
- (v) 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 intraagency 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.

The following new and revised accounting standards and interpretations were effective for the first time in 2015-16:

#### **AASB 1048 Interpretation of Standards**

This reflects amended versions of Interpretations arising in relation to amendments to AASB 9 Financial Instruments and consequential amendments arising from the issuance of AASB 15 Revenue from Contracts with Customers. The standard does not impact the financial statements.

**AASB 2013-9 Amendments to Australian Accounting Standards [Part C Financial Instruments]**

Part C of this Standard amends AASB 9 Financial Instruments to add Chapter 6 Hedge accounting and makes consequential amendments to AASB 9 and numerous other Standards. The standard does not impact the financial statements.

**AASB 2014-8 Amendments to Australian Accounting Standards arising from AASB 9**

This Standard makes amendments to AASB 9 Financial Instruments (December 2009) and AASB 9 Financial Instruments (December 2010). These amendments arise from the issuance of AASB 9 Financial Instruments in December 2014. The standard does not impact the financial statements.

**AASB 2015-3 Amendments to Australian Accounting Standards arising from the withdrawal of AASB 1031 Materiality**

The standard completes the withdrawal of references to AASB 1031 in all Australian Accounting Standards and Interpretations, allowing the standard to effectively be withdrawn. The standard does not impact the financial statements.

**AASB 2015-4 Amendments to Australian Accounting Standards – Financial Reporting Requirements for Australian Groups with a Foreign Parent**

Amendments are made to AASB 128 Investments in Associates and Joint Ventures to require the ultimate Australian entity to apply the equity method in accounting for interests in associates and joint ventures, if either the entity or the group is a reporting entity, or both the entity and group are reporting entities. The standard does not impact the financial statements.

**AASB 2014-1 Amendments to Australian Accounting Standards (Part E - Financial Instruments)**

Part E of this Standard defers the application date of AASB 9 Financial Instruments to annual reporting periods beginning on or after 1 January 2018. The standard does not impact the financial statements.

The following standards and interpretations are likely to have an insignificant impact on the financial statements for future reporting periods, but the exact impact is yet to be determined:

| <b>Standard/Interpretation</b>  | <b>Effective for annual reporting periods beginning on or after</b> |
|---|---|
| AASB 9 Financial Instruments (December 2014), AASB 2014-7 Amendments to Australian Accounting Standards arising from AASB 9 (December 2014)   | 1 January 2018  |
| AASB 15 Revenue from Contracts with Customers, AASB 2014-5 Amendments to Australian Accounting Standards arising from AASB 15                 | 1 January 2018  |
| AASB 1056 Superannuation Entities   | 1 July 2016   |
| AASB 14 Regulatory Deferral Accounts  | 1 January 2016  |
| AASB 1057 Application of Accounting Standards   | 1 January 2016  |
| AASB 2014-1 Amendments to Australian Accounting Standards [Part D Consequential arising from AASB 14 Regulatory Deferral Accounts]            | 1 January 2016  |
| AASB 2014-3 Amendments to Australian Accounting Standards - Accounting for Acquisitions of Interests in Joint Operations [AASB 1 and AASB 11] | 1 January 2016  |
| AASB 2014-16 Amendments to Australian Accounting Standards - Agriculture: Bearer Plants [AASB 101, 116, 117, 123, 136, 140 and 141]           | 1 January 2016  |
| AASB 2015-5 Amendments to Australian Accounting Standards - Investment Entities: Applying the Consolidation Exception [AASB 10, 12 and 128]   | 1 January 2016  |
| AASB 2015-9 Amendments to Australian Accounting Standards - Scope and Application Paragraphs [AASB 8, 133 and 1057]                           | 1 January 2016  |
| AASB 2015-10 Amendments to Australian Accounting Standards - Effective Date of Amendments to AASB 10 and AASB 128                             | 1 January 2016  |
| AASB 2016-1 Amendments to Australian Accounting Standards - Recognition of Deferred Tax Assets for Unrealised Losses [AASB 112]               | 1 January 2017  |

The following standards and interpretations are expected to have a potential impact on the financial statements for future reporting periods:

| Standard/Interpretation   | Effective for annual reporting periods beginning on or after | Impact  |
|---|--|---|
| AASB 2015-6 Amendments to Australian Accounting Standards – Extending Related Party Disclosures to Not-for-Profit Public Sector Entities [AASB 10, 124 and 1049]                                | 1 July 2016  | New note disclosure to include remuneration of Key Management Personnel (KMP) and related party transactions.   |
| 2016-2 Amendments to Australian Accounting Standards – Disclosure Initiative: Amendments to AASB 107  | 1 January 2017   | New disclosure on the reconciliation of the changes in liabilities arising from financing activities  |
| AASB 16 Leases  | 1 January 2019   | Reclassification of operating leases greater than 12 months to finance lease reporting requirements   |
| AASB 9 Financial Instruments  | 1 January 2018   | Simplified requirements for classification and measurement of financial assets, a new hedging accounting model and a revised impairment loss model to recognise impairment losses earlier as opposed to only when incurred  |
| AASB 15 Revenue from Contracts with Customers   | 1 January 2018   | Requires an entity to recognise revenue when the entity satisfies a performance obligation by transferring a promised good or service to a customer.  |
| AASB 2014-1 Amendments to Australian Accounting Standards [Part E Financial Instruments]  | 1 January 2018   | Amends various AAS's to reflect the deferral of the mandatory application date of AASB 9  |
| AASB 2014-4 Amendments to Australian Accounting Standards - Clarification of Acceptable Methods of Depreciation and Amortisation [AASB 116 and AASB 138]  | 1 January 2016   | Provides additional guidance on how the depreciation or amortisation of property, plant and equipment and intangible assets should be calculated and clarifies that the use of revenue-based methods to calculate the depreciation of an asset is not appropriate.  |
| AASB 2014-5 Amendments to Australian Accounting Standards arising from AASB 15  | 1 January 2017   | Amends the measurement of trade receivables and the recognition of dividends.   |
| AASB 2014-7 Amendments to Australian Accounting Standards arising from AASB 9   | 1 January 2018   | Amends various AAS's to reflect the changes as a result of AASB 9   |
| AASB 2014-9 Amendments to Australian Accounting Standards - Equity Method in Separate Financial Statements [AASB 1, 127 and 128]  | 1 January 2016   | Allows an entity to account for investments in subsidiaries, joint ventures and associates in its separate financial statement at cost or using the equity method.  |
| AASB 2015-1 Amendments to Australian Accounting Standards - Annual Improvements to Australian Accounting Standards 2012-14 Cycle [AASB 1, 2, 3, 5, 7, 11, 110, 119, 121, 133, 134, 137 and 140] | 1 January 2016   | The amendments include AASB 5 change in methods of disposal; AASB 7 Servicing contracts and applicability of the amendments to AASB 7 to condensed interim financial statements; AASB 119 Discount rate: regional market issue and AASB 134 Disclosure of information 'elsewhere in the interim financial report. |

### c) Reporting Entity

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

The NTPFES is a NT agency established under the *Interpretation Act Administrative Arrangements Order*.

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

The NTPFES operates out of many locations/stations across the NT. 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 agency include income, expenses, assets, liabilities and equity over which the agency 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 23 – Schedule of Administered Territory Items.

### e) Comparatives

Where necessary, comparative information for the 2014-15 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 2015-16 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. Notes that include significant judgments and estimates are:

- **Employee Benefits** – Note 2(w) and Note 14: Provisions in respect of employee benefits are measured as the present value of estimated future cash outflows based on the appropriate Government bond rate, estimates of future salary and wage levels and employee periods of service.
- **Contingent Liabilities** – Note 19: The present value of material quantifiable contingent liabilities are calculated using a discount rate based on the published 10-year Government bond rate.
- **Allowance for Impairment Losses** – Note 2(p), Note 8: Receivables and Note 17: Financial Instruments. The allowance represents debts that are likely to be uncollectible and are considered doubtful. Debtors are grouped according to their aging profile and history of previous financial difficulties.
- **Depreciation and Amortisation** – Note 2(l), Note 10: Property, Plant and Equipment, and Note 11.

## 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) Income Recognition

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 onpassed to the relevant agencies as Commonwealth appropriation.

Revenue in respect of appropriations is recognised in the period in which the NTPFES 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 NTPFES 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.

## Interest Revenue

Interest revenue is recognised as it accrues, taking into account the effective yield on the financial asset.

### Goods and Services Received Free of Charge

Goods and services received free of charge are recognised as revenue when a fair value can be reliably determined and the resource would have been purchased if it had not been donated. Use of the resource is recognised as an expense.

### Disposal of Assets

A gain or loss on disposal of assets is included as a gain or loss on the date control of the asset passes to the buyer, usually when an unconditional contract of sale is signed. The gain or loss on disposal is calculated as the difference between the carrying amount of the asset at the time of disposal and the net proceeds on disposal. Refer also to Note 5.

### Contributions of Assets

Contributions of assets and contributions to assist in the acquisition of assets, being nonreciprocal transfers, are recognised, unless otherwise determined by Government, as gains when the agency obtains control of the asset or contribution. Contributions are recognised at the fair value received or receivable.

### Administered Income

The NTPFES collects taxes, fines and regulatory fees on behalf of the Territory. The agency does not gain control over assets arising from these collections, consequently no income is recognised in the agency's financial statements. Accordingly, these amounts are disclosed as income in Note 25 Administered Territory Items.

#### k) Repairs and Maintenance Expense

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

#### l) 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:

|                       | 2016        | 2015        |
|-----------------------|-------------|-------------|
| 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.

#### m) Interest Expense

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

## n) Cash and Deposits

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 that are ultimately payable to the beneficial owner – refer also to Note 21 Accountable Officers Trust Account.

## o) Inventories

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.

## p) Receivables

Receivables include accounts receivable and other receivables and are recognised at fair value less any allowance for impairment losses.

The allowance for impairment losses represents the amount of receivables the agency estimates are likely to be uncollectible and are considered doubtful. Analysis of the age of the receivables that are past due as at the reporting date are disclosed in an aging schedule under credit risk in Note 17 Financial Instruments. Reconciliation of changes in the allowance accounts is also presented.

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

## q) 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.

## r) Property, Plant and Equipment

### 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 is responsible for managing general government capital works projects on a whole of Government basis. Therefore appropriation for all capital works is provided directly to the Department of Infrastructure 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 NTPFES.

## s) 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; and
- infrastructure assets.

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

### 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 NTPFES 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 NTPFES determines the asset's recoverable amount. The asset's recoverable amount is determined as the higher of the asset's depreciated 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 15 Reserves provides additional information in relation to the asset revaluation surplus.

#### t) **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 probably 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.

#### u) **Leased Assets**

Leases under which the NTPFES 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 are to be recognised as a deduction of the lease expenses over the term of the lease.

#### v) **Payables**

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.

#### w) **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 12 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 12 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, sick 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 the agency's financial statements.

#### x) Superannuation

Employees' superannuation entitlements are provided through the:

- NT 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 NTPFES 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 the agency's financial statements.

#### y) Contributions by and Distributions to Government

The NTPFES may receive contributions from Government where the Government is acting as owner of the NTPFES. Conversely, the NTPFES may make distributions to Government. In accordance with the Financial Management Act 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 NTPFES as adjustments to equity.

The Statement of Changes in Equity provides additional information in relation to contributions by, and distributions to, Government.

#### z) Commitments

Disclosures in relation to capital and other commitments, including lease commitments are shown at Note 18 Commitments.

Commitments are those contracted as at 30 June where the amount of the future commitment can be reliably measured.

#### aa) 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 NTPFES becomes a party to the contractual provisions of the financial instrument. The agency's financial instruments include cash and deposits; receivables; advances; investments loan and placements; 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.

Exposure to interest rate risk, foreign exchange risk, credit risk, price risk and liquidity risk arise in the normal course of activities. The agency's investments, loans and placements, and borrowings are predominantly managed through the NT Treasury Corporation (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.

### **Classification of Financial Instruments**

AASB 7 Financial Instruments: Disclosures requires financial instruments to be classified and disclosed within specific categories depending on their nature and purpose.

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.

An instrument is classified as held for trading if it is:

- acquired or incurred principally for the purpose of selling or repurchasing it in the near term with an intention of making a profit; or
- part of a portfolio of identified financial instruments that are managed together and for which there is evidence of a recent actual pattern of short-term profit-taking; or
- a derivative that is not a financial guarantee contract or a designated and effective hedging instrument.

A financial instrument may be designated as at FVTPL upon initial recognition if:

- such designation eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise; or
- the instrument forms part of a group of financial instruments, which is managed and its performance is evaluated on a fair value basis, in accordance with a documented risk management or investment strategy, and information about the grouping is provided internally on that basis; or
- it forms part of a contract containing one or more embedded derivatives, and AASB 139 Financial Instruments: Recognition and Measurement permits the contract to be designated as at FVTPL.

Financial liabilities at fair value through profit or loss include deposits held excluding statutory deposits, accounts payable and accrued expenses. Financial assets at fair value through profit or loss include short-term securities and bonds.

### **Held-to-Maturity Investments**

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 are classified as held-to-maturity investments. 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**

For details refer to Note 2(p), but exclude statutory receivables.

### **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. After initial recognition available-for-sale securities are measured at fair value with gains or losses being 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 instrument liabilities measured at amortised cost include all advances received, finance lease liabilities and borrowings. Amortised cost is calculated using the effective interest method.

### **Derivatives**

The NTPFES enters into a variety of derivative financial instruments to manage its exposure to interest rate risk. The NTPFES 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 re-measured 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 NTPFES, 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.

Note 17 provides additional information on financial instruments.

## bb) 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 NTPFES 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.

### 3. COMPREHENSIVE OPERATING STATEMENT BY OUTPUT GROUP

|  | Note | Community<br>Safety and Crime<br>Prevention |                | General Policing,<br>Crime Detection,<br>Investigation and<br>Prosecution |                |
|--|------|---|----------------|---|----------------|
|  |      | 2016  | 2015           | 2016  | 2015           |
|  |      | \$000                                       | \$000          | \$000   | \$000          |
| <b>INCOME</b>                              |      |   |                |   |                |
| Taxation revenue                           |      |   |                |   |                |
| Grants and subsidies revenue               |      |   |                |   |                |
| Current                                    |      | 6 755                                       | 8 979          | 12 077  | 16 053         |
| Capital                                    |      |   | 132            |   | 236            |
| Appropriation                              |      |   |                |   |                |
| Output                                     |      | 87 513                                      | 82 420         | 159 398   | 150 123        |
| Commonwealth                               |      | 7 933                                       | 9 001          | 14 184  | 16 093         |
| Sales of goods and services                |      | 923   | 1 138          | 1 650   | 2 033          |
| Goods and services received free of charge |      | 3 651                                       | 3 552          | 6 650   | 6 472          |
| Gain on disposal of assets                 |      | 723   | 274            | 1 317   | 499            |
| Other income                               |      | 810   | 804            | 1 449   | 1 437          |
| <b>TOTAL INCOME</b>                        |      | <b>108 308</b>                              | <b>106 300</b> | <b>196 725</b>  | <b>192 946</b> |
| <b>EXPENSES</b>                            |      |   |                |   |                |
| Employee expenses                          |      | 84 062                                      | 79 218         | 153 279   | 144 447        |
| Administrative expenses                    |      |   |                |   |                |
| Purchases of goods and services            |      | 18 029                                      | 16 794         | 32 873  | 30 621         |
| Repairs and maintenance                    |      | 1 991                                       | 1 901          | 3 630   | 3 467          |
| Depreciation and amortisation              |      | 6 027                                       | 5 756          | 10 991  | 10 495         |
| Other administrative expenses <sup>1</sup> |      | 3 678                                       | 3 555          | 6 706   | 6 483          |
| Grants and subsidies expenses              |      |   |                |   |                |
| Current                                    |      | 165   | 236            |   |                |
| Capital                                    |      |   |                |   |                |
| Interest expenses                          |      | 76  | 70             | 138   | 128            |
| <b>TOTAL EXPENSES</b>                      |      | <b>114 028</b>                              | <b>107 530</b> | <b>207 617</b>  | <b>195 641</b> |
| <b>NET SURPLUS/(DEFICIT)</b>               |      | <b>-5 720</b>                               | <b>-1 230</b>  | <b>-10 892</b>  | <b>-2 695</b>  |
| <b>OTHER COMPREHENSIVE INCOME</b>          |      |   |                |   |                |
| Asset revaluation reserve                  |      | 6 031                                       | 1 768          | 10 997  | 3 224          |
| Transfer from reserve                      |      | 0   | -1 703         | 0   | -3 107         |
| <b>TOTAL OTHER COMPREHENSIVE INCOME</b>    |      | <b>6 031</b>                                | <b>65</b>      | <b>10 997</b>   | <b>117</b>     |
| <b>COMPREHENSIVE RESULT</b>                |      | <b>311</b>                                  | <b>-1 165</b>  | <b>105</b>  | <b>-2 578</b>  |

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

| Road Safety Services |               | Fire Prevention and Response Management |               | Emergency Services |              | Corporate and Governance |               | Total          |                |
|----------------------|---------------|---|---------------|--------------------|--------------|--------------------------|---------------|----------------|----------------|
| 2016                 | 2015          | 2016                                    | 2015          | 2016               | 2015         | 2016                     | 2015          | 2016           | 2015           |
| \$000                | \$000         | \$000                                   | \$000         | \$000              | \$000        | \$000                    | \$000         | \$000          | \$000          |
| 1 638                | 2 177         |   |               |                    |              |                          |               | 20 469         | 27 209         |
|                      | 32            |   |               |                    |              |                          |               | 0              | 400            |
| 21 878               | 20 605        | 28 129                                  | 26 492        | 3 125              | 2 944        | 12 502                   | 11 774        | 312 545        | 294 358        |
| 1 923                | 2 182         | 1 633                                   | 1 578         |                    | 1 958        |                          |               | 25 673         | 30 812         |
| 224                  | 276           | 963                                     | 835           |                    |              |                          |               | 3 760          | 4 282          |
| 913                  | 888           | 1 174                                   | 1 142         | 130                | 127          | 522                      | 508           | 13 040         | 12 689         |
| 181                  | 69            | 232                                     | 88            | 26                 | 10           | 103                      | 39            | 2 582          | 979            |
| 196                  | 195           | 27                                      | 135           |                    |              |                          |               | 2 482          | 2 571          |
| <b>26 953</b>        | <b>26 424</b> | <b>32 158</b>                           | <b>30 270</b> | <b>3 281</b>       | <b>5 039</b> | <b>13 127</b>            | <b>12 321</b> | <b>380 552</b> | <b>373 300</b> |
| 21 587               | 20 796        | 27 552                                  | 26 063        | 3 099              | 3 366        | 9 507                    | 9 995         | 299 086        | 283 885        |
| 4 630                | 4 409         | 5 909                                   | 5 525         | 665                | 714          | 2 039                    | 2 119         | 64 145         | 60 182         |
| 511                  | 499           | 652                                     | 626           | 73                 | 81           | 225                      | 240           | 7 082          | 6 814          |
| 1 548                | 1 511         | 1 976                                   | 1 894         | 222                | 245          | 682                      | 726           | 21 445         | 20 627         |
| 945                  | 933           | 1 206                                   | 1 170         | 136                | 151          | 416                      | 449           | 13 087         | 12 741         |
|                      |               |   |               | 335                | 1 195        |                          |               | 500            | 1 431          |
|                      |               |   |               |                    |              |                          |               | 0              | 0              |
| 19                   | 19            |   |               |                    |              |                          |               | 233            | 217            |
| <b>29 240</b>        | <b>28 167</b> | <b>37 295</b>                           | <b>35 278</b> | <b>4 530</b>       | <b>5 752</b> | <b>12 869</b>            | <b>13 529</b> | <b>405 579</b> | <b>385 897</b> |
| <b>-2 287</b>        | <b>-1 743</b> | <b>-5 137</b>                           | <b>-5 008</b> | <b>-1 249</b>      | <b>-713</b>  | <b>258</b>               | <b>-1 208</b> | <b>-25 027</b> | <b>-12 597</b> |
| 1 550                | 464           | 1 977                                   | 2 425         | 223                | 1            | 681                      | 3             | 21 459         | 7 885          |
| 0                    | -442          | 0                                       | -145          | 0                  | -9           | 0                        | -65           | 0              | -5 471         |
| <b>1 550</b>         | <b>22</b>     | <b>1 977</b>                            | <b>2 280</b>  | <b>223</b>         | <b>-8</b>    | <b>681</b>               | <b>-62</b>    | <b>21 459</b>  | <b>2 414</b>   |
| <b>-737</b>          | <b>-1 721</b> | <b>-3 160</b>                           | <b>-2 728</b> | <b>-1 026</b>      | <b>-721</b>  | <b>939</b>               | <b>-1 270</b> | <b>-3 569</b>  | <b>-10 183</b> |

<sup>1</sup> Includes DCIS service charges.

|  | 2016          | 2015          |
|--|---------------|---------------|
|  | \$000         | \$000         |
| <b>4. GOODS AND SERVICES RECEIVED FREE OF CHARGE</b>   |               |               |
| Corporate and Information Services   | 13 040        | 12 689        |
|  | <b>13 040</b> | <b>12 689</b> |
| <b>5. GAIN ON ACQUISITIONS/DISPOSAL OF ASSETS</b>  |               |               |
| Assets acquired for nil consideration  | 500           | 0             |
| Assets acquired for nil consideration  | 500           | 0             |
| Net proceeds from the disposal of non-current assets   | 4 290         | 4 262         |
| Less: Carrying value of non-current assets disposed  | -2 226        | -3 294        |
| Gain on the disposal of non-current assets   | 2 064         | 968           |
| Proceeds from sale of minor assets   | 17            | 11            |
| <b>Total Gain on Acquisitions/Disposal of Assets</b>   | <b>2 582</b>  | <b>979</b>    |
| <b>6. PURCHASES OF GOODS AND SERVICES</b>  |               |               |
| The net surplus/(deficit) has been arrived at after charging the following expenses:   |               |               |
| <b>Goods and services expenses:</b>  |               |               |
| Consultants <sup>1</sup>   | 1 462         | 949           |
| Advertising <sup>2</sup>   | 50            | 54            |
| Marketing and promotion <sup>3</sup>   | 123           | 86            |
| Document production  | 257           | 175           |
| Legal expenses <sup>4</sup>  | 1 198         | 925           |
| Recruitment <sup>5</sup>   | 793           | 649           |
| Training and study   | 976           | 982           |
| Official duty fares  | 996           | 745           |
| Travelling allowance   | 2 119         | 2 103         |
| Information technology expenses  | 13 493        | 13 215        |
| Motor vehicle expenses   | 5 780         | 6 086         |
| Other equipment expenses   | 6 029         | 3 289         |
| Other  | 20 941        | 21 257        |
|  | <b>54 217</b> | <b>50 515</b> |
| <sup>1</sup> Includes marketing, promotion and IT consultants.   |               |               |
| <sup>2</sup> Does not include recruitment, advertising or marketing and promotion advertising.   |               |               |
| <sup>3</sup> Includes advertising for marketing and promotion but excludes marketing and promotion consultants' expenses, which are incorporated in the consultants' category. |               |               |
| <sup>4</sup> Includes legal fees, claim and settlement costs.  |               |               |
| <sup>5</sup> Includes recruitment-related advertising costs.   |               |               |
| <b>7. CASH AND DEPOSITS</b>  |               |               |
| Cash on hand   | 45            | 46            |
| Cash at bank   | 11 832        | 30 410        |
|  | <b>11 877</b> | <b>30 456</b> |

|   | 2016           | 2015           |
|---|----------------|----------------|
|   | \$000          | \$000          |
| <b>8. RECEIVABLES</b>                       |                |                |
| Current                                     |                |                |
| Accounts receivable                         | 518            | 2 522          |
| Less: Allowance for impairment losses       | -2             | -9             |
|   | <b>516</b>     | <b>2 513</b>   |
| Interest receivables                        |                |                |
| GST receivables                             | 1 298          | 807            |
| Other receivables                           | 165            | 136            |
|   | <b>1 463</b>   | <b>943</b>     |
| <b>Total Receivables</b>                    | <b>1 980</b>   | <b>3 456</b>   |
| <b>9. INVENTORIES</b>                       |                |                |
| <b>General Inventories</b>                  |                |                |
| At cost                                     | 0              | 0              |
| At net realisable value                     | 0              | 0              |
|   | <b>0</b>       | <b>0</b>       |
| <b>Inventories Held for Distribution</b>    |                |                |
| At cost                                     | 2 172          | 1 930          |
| At current replacement cost                 | 0              | 0              |
|   | <b>2 172</b>   | <b>1 930</b>   |
| <b>Total Inventories</b>                    | <b>2 172</b>   | <b>1 930</b>   |
| <b>10. PROPERTY, PLANT AND EQUIPMENT</b>    |                |                |
| <b>Land</b>                                 |                |                |
| At fair value                               | 28 897         | 18 364         |
|   | <b>28 897</b>  | <b>18 364</b>  |
| <b>Buildings</b>                            |                |                |
| At fair value                               | 468 678        | 416 324        |
| Less: Accumulated depreciation              | -164 448       | -144 876       |
|   | <b>304 231</b> | <b>271 448</b> |
| <b>Infrastructure</b>                       |                |                |
| At fair value                               | 290            | 154            |
| Less: Accumulated depreciation              | -65            | -56            |
|   | <b>225</b>     | <b>98</b>      |
| <b>Construction (Work in Progress)</b>      |                |                |
| At capitalised cost                         | <b>0</b>       | <b>0</b>       |
| <b>Plant and Equipment</b>                  |                |                |
| At fair value                               | 123 349        | 118 415        |
| Less: Accumulated depreciation              | -67 809        | -64 534        |
|   | <b>55 540</b>  | <b>53 881</b>  |
| <b>Leased Property, Plant and Equipment</b> |                |                |
| At capitalised cost                         | 4 683          | 4 683          |
| Less: Accumulated depreciation              | -481           | -361           |
|   | <b>4 202</b>   | <b>4 322</b>   |
| <b>Total Property, Plant and Equipment</b>  | <b>393 094</b> | <b>348 113</b> |

## 10. PROPERTY, PLANT AND EQUIPMENT (continued)

### Property, Plant and Equipment Valuations

The latest revaluations as at 30 June 2016 were independently conducted. The valuer was Colliers International. Refer to Note 11: Fair Value Measurement of Non-Financial Assets for additional disclosures.

### Impairment of Property, Plant and Equipment

Agency property, plant and equipment assets were assessed for impairment as at 30 June 2016. As a result of this review, \$45 000 of impairment adjustments/write-offs were recognised against Plant and Equipment (2015: \$31 000).

### 2016 Property, Plant and Equipment Reconciliations

A reconciliation of the carrying amount of property, plant and equipment at the beginning and end of 2015-16 is set out below:

|   | Land<br>\$000 | Buildings<br>\$000 |
|---|---------------|--------------------|
| Carrying Amount as at 1 July 2015                       | 18 364        | 271 448            |
| Additions   | 0             | 0                  |
| Disposals   | 0             | 0                  |
| Depreciation  | 0             | -9 459             |
| Additions/(Disposals) from administrative restructuring |               |                    |
| Additions/(Disposals) from asset transfers              | 2 500         | 31 060             |
| Revaluation increments/(decrements)                     | 8 033         | 11 180             |
| Impairment losses                                       | 0             | 0                  |
| Impairment losses reversed                              | 0             | 0                  |
| Other movements   | 0             | 0                  |
| <b>Carrying Amount as at 30 June 2016</b>               | <b>28 897</b> | <b>304 231</b>     |

### 2015 Property, Plant and Equipment Reconciliations

A reconciliation of the carrying amount of property, plant and equipment at the beginning and end of 2014-15 is set out below:

|   |               |                |
|---|---------------|----------------|
| Carrying Amount as at 1 July 2014                       | 18 364        | 247 443        |
| Additions   | 0             | 0              |
| Disposals   | 0             | 0              |
| Depreciation  | 0             | -9 035         |
| Additions/(Disposals) from administrative restructuring | 0             | 25 547         |
| Additions/(Disposals) from asset transfers              | 0             | 0              |
| Revaluation increments/(decrements)                     | 0             | 7 493          |
| Impairment losses                                       | 0             | 0              |
| Impairment losses reversed                              | 0             | 0              |
| Other movements   | 0             | 0              |
| <b>Carrying Amount as at 30 June 2015</b>               | <b>18 364</b> | <b>271 448</b> |

| Infrastructure | Construction (Work<br>in Progress) | Plant and Equipment | Leased Property,<br>Plant and Equipment | Total          |
|----------------|------------------------------------|---------------------|---|----------------|
| \$000          | \$000                              | \$000               | \$000                                   | \$000          |
| 98             | 0                                  | 53 881              | 4 322                                   | 348 113        |
| 0              | 0                                  | 13 804              | 0                                       | 13 804         |
| 0              | 0                                  | -2 226              | 0                                       | -2 226         |
| -9             | 0                                  | -11 857             | -120                                    | -21 445        |
| 136            | 0                                  | 500                 | 0                                       | 34 196         |
| 0              | 0                                  | 16                  | 0                                       | 19 229         |
| 0              | 0                                  | -45                 | 0                                       | -45            |
| 0              | 0                                  | 0                   | 0                                       | 0              |
| 0              | 0                                  | 1 469               | 0                                       | 1 469          |
| <b>225</b>     | <b>0</b>                           | <b>55 540</b>       | <b>4 202</b>                            | <b>393 094</b> |
| 216            | 0                                  | 57 604              | 4 443                                   | 328 070        |
| 0              | 0                                  | 13 959              | 0                                       | 13 959         |
| 0              | 0                                  | -3 293              | 0                                       | -3 293         |
| -15            | 0                                  | -11 456             | -121                                    | -20 627        |
| 5              | 0                                  | 269                 | 0                                       | 25 821         |
| 0              | 0                                  | 0                   | 0                                       | 0              |
| -108           | 0                                  | -4 970              | 0                                       | 2 415          |
| 0              | 0                                  | -30                 | 0                                       | 0              |
| 0              | 0                                  | 0                   | 0                                       | -30            |
| 0              | 0                                  | 1 798               | 0                                       | 1 798          |
| <b>98</b>      | <b>0</b>                           | <b>53 881</b>       | <b>4 322</b>                            | <b>348 113</b> |

## 11. FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS

### a) Fair Value Hierarchy

Fair values of non-financial assets categorised by levels of inputs used to compute fair value are:

|                               | Level 1 | Level 2 | Level 3        | Total Fair Value |
|-------------------------------|---------|---------|----------------|------------------|
|                               | \$000   | \$000   | \$000          | \$000            |
| <b>2015-16</b>                |         |         |                |                  |
| Asset classes                 |         |         |                |                  |
| Land (Note 10)                |         |         | 28 897         | 28 897           |
| Buildings (Note 10)           |         |         | 304 231        | 304 231          |
| Infrastructure (Note 10)      |         |         | 225            | 225              |
| Plant and equipment (Note 10) |         |         | 55 540         | 55 540           |
| <b>Total</b>                  |         |         | <b>388 892</b> | <b>388 892</b>   |

### 2014-15

|                               |  |  |                |                |
|-------------------------------|--|--|----------------|----------------|
| Asset Classes                 |  |  |                |                |
| Land (Note 10)                |  |  | 18 364         | 18 364         |
| Buildings (Note 10)           |  |  | 271 448        | 271 448        |
| Infrastructure (Note 10)      |  |  | 98             | 98             |
| Plant and Equipment (Note 10) |  |  | 53 881         | 53 881         |
| <b>Total</b>                  |  |  | <b>343 791</b> | <b>343 791</b> |

There were no transfers between Level 1 and Levels 2 or 3 during 2015-16.

### b) Valuation Techniques and Inputs

Valuation techniques used to measure fair value in 2015-16 are:

|                      | Level 2 Techniques | Level 3 Techniques |
|----------------------|--------------------|--------------------|
| <b>Asset Classes</b> |                    |                    |
| Land                 |                    | cost approach      |
| Buildings            |                    | cost approach      |
| Infrastructure       |                    | cost approach      |
| Plant and Equipment  |                    | cost approach      |

There were no changes in valuation techniques from 2014-15 to 2015-16.

Colliers International provided valuations for the land, buildings and infrastructure assets.

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

|   | Land          | Buildings      | Infrastructure | Plant and Equipment |
|---|---------------|----------------|----------------|---------------------|
|   | \$000         | \$000          | \$000          | \$000               |
| <b>2015-16</b>  |               |                |                |                     |
| Fair value as at 1 July 2015                          | 18 364        | 271 448        | 98             | 53 881              |
| Additions   | 2 500         | 31 060         | 136            | 15 773              |
| Disposals   |               |                |                | -2 226              |
| Transfers from Level 2                                |               |                |                |                     |
| Transfers to Level 2                                  |               |                |                |                     |
| Depreciation  |               | -9 459         | -9             | -11 857             |
| Gains/losses recognised in net surplus/deficit        |               |                |                | -45                 |
| Gains/losses recognised in other comprehensive income | 8 033         | 11 180         |                | 16                  |
| <b>Fair value as at 30 June 2016</b>                  | <b>28 897</b> | <b>304 231</b> | <b>225</b>     | <b>55 542</b>       |
| <b>2014-15</b>  |               |                |                |                     |
| Fair value as at 1 July 2014                          | 18 364        | 247 443        | 216            | 57 604              |
| Additions   |               | 29 024         | 5              | 16 098              |
| Disposals   |               | -3 477         |                | -3 364              |
| Transfers from Level 2                                |               |                |                |                     |
| Transfers to Level 2                                  |               |                |                |                     |
| Depreciation  |               | -9 035         | -15            | -11 456             |
| Gains/losses recognised in net surplus/deficit        |               |                |                | -30                 |
| Gains/losses recognised in other comprehensive income |               | 7 493          | -108           | -4 971              |
| <b>Fair value as at 30 June 2015</b>                  | <b>18 364</b> | <b>271 448</b> | <b>98</b>      | <b>53 881</b>       |

#### ii) Sensitivity analysis

NTPFES had unobservable inputs used in computing the fair value of buildings that include the historical cost and the consumed economic benefit for each building. Given the large number of NTPFES buildings, it is not practical to compute a relevant summary measure for the unobservable inputs. In respect of sensitivity of fair value to changes in input value, a higher historical cost results in a higher fair value and greater consumption of economic benefit lowers fair value.

|  | 2016          | 2015          |
|--|---------------|---------------|
|  | \$000         | \$000         |
| <b>12. PAYABLES</b>                              |               |               |
| Accounts payable                                 | 2 092         | 3 332         |
| Accrued expenses                                 | 1 921         | 9 449         |
| Other payables                                   |               |               |
| <b>Total Payables</b>                            | <b>4 013</b>  | <b>12 781</b> |
| <b>13. BORROWINGS AND ADVANCES</b>               |               |               |
| <b>Current</b>                                   |               |               |
| Loans and advances                               |               |               |
| Finance lease liabilities                        | 17            | 17            |
|  | <b>17</b>     | <b>17</b>     |
| <b>Non-Current</b>                               |               |               |
| Loans and advances                               |               |               |
| Finance lease liabilities                        | 4 290         | 4 338         |
|  | <b>4 290</b>  | <b>4 338</b>  |
| <b>Total Borrowings and Advances</b>             | <b>4 307</b>  | <b>4 355</b>  |
| <b>14. PROVISIONS</b>                            |               |               |
| <b>Current</b>                                   |               |               |
| <i>Employee benefits</i>                         |               |               |
| Recreation leave                                 | 25 151        | 23 820        |
| Leave loading                                    | 674           | 619           |
| Other employee benefits                          | 270           | 407           |
| <i>Other current provisions</i>                  |               |               |
| Other provisions                                 | 4 913         | 5 466         |
|  | <b>31 008</b> | <b>30 312</b> |
| <b>Non-Current</b>                               |               |               |
| <i>Employee benefits</i>                         |               |               |
| Recreation leave                                 | 12 041        | 12 647        |
|  | <b>12 041</b> | <b>12 647</b> |
| <b>Total Provisions</b>                          | <b>43 050</b> | <b>42 959</b> |
| <b>Reconciliations of Provisions</b>             |               |               |
| <b>Recreation Leave</b>                          |               |               |
| Balance as at 1 July                             | 23 820        | 23 773        |
| Additional provisions recognised during the year | 67 084        | 147 538       |
| Reductions arising from payments during the year | -65 753       | -147 491      |
| <b>Balance as at 30 June</b>                     | <b>25 151</b> | <b>23 820</b> |

|  | 2016          | 2015          |
|--|---------------|---------------|
|  | \$000         | \$000         |
| <b>14. PROVISIONS (continued)</b>                |               |               |
| <b>Reconciliations of Provisions (continued)</b> |               |               |
| <b>Leave Loading</b>                             |               |               |
| Balance as at 1 July                             | 619           | 606           |
| Additional provisions recognised during the year | 941           | 968           |
| Reductions arising from payments during the year | -886          | -955          |
| <b>Balance as at 30 June</b>                     | <b>674</b>    | <b>619</b>    |
| <b>Recreation Fares</b>                          |               |               |
| Balance as at 1 July                             | 407           | 327           |
| Additional provisions recognised during the year | 716           | 417           |
| Reductions arising from payments during the year | -853          | -337          |
| <b>Balance as at 30 June</b>                     | <b>270</b>    | <b>407</b>    |
| <b>Fringe Benefit Tax</b>                        |               |               |
| Balance as at 1 July                             | 263           | 291           |
| Additional provisions recognised during the year | 1 948         | 2 313         |
| Reductions arising from payments during the year | -1 926        | -2 341        |
| <b>Balance as at 30 June</b>                     | <b>285</b>    | <b>263</b>    |
| <b>Payroll Tax</b>                               |               |               |
| Balance as at 1 July                             | 2 348         | 2 423         |
| Additional provisions recognised during the year | 4 540         | 3 670         |
| Reductions arising from payments during the year | -4 772        | -3 745        |
| <b>Balance as at 30 June</b>                     | <b>2 116</b>  | <b>2 348</b>  |
| <b>Employer Super Contribution</b>               |               |               |
| Balance as at 1 July                             | 2 855         | 2 845         |
| Additional provisions recognised during the year | 5 440         | 2 935         |
| Reductions arising from payments during the year | -5 783        | -2 925        |
| <b>Balance as at 30 June</b>                     | <b>2 512</b>  | <b>2 855</b>  |
| <b>Non-Current Recreation Leave</b>              |               |               |
| Balance as at 1 July                             | 12 647        | 14 825        |
| Additional provisions recognised during the year | 5 487         | 114 634       |
| Reductions arising from payments during the year | -6 093        | -116 812      |
| <b>Balance as at 30 June</b>                     | <b>12 041</b> | <b>12 647</b> |

The agency had 2 103.57 FTE employees as at 30 June 2016 (2 063.52 FTE employees as at 30 June 2015).

|  | 2016           | 2015           |
|--|----------------|----------------|
|  | \$000          | \$000          |
| <b>15. RESERVES</b>  |                |                |
| <b>Asset Revaluation Surplus</b>   |                |                |
| <i>(i) Nature and purpose of the asset revaluation surplus</i>   |                |                |
| 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. |                |                |
| <i>(ii) Movements in the asset revaluation surplus</i>   |                |                |
| Balance as at 1 July   | 106 666        | 98 781         |
| Changes in accounting policies   |                |                |
| Correction of prior period errors  |                |                |
| Increment/(Decrement) – land   | 10 263         |                |
| Impairment (losses)/reversals – land   |                |                |
| Increment/(Decrement) – buildings  | 11 195         | 7 885          |
| Impairment (losses)/reversals – buildings  |                |                |
| Increment/(Decrement) – infrastructure   |                |                |
| Impairment (losses)/reversals – infrastructure   |                |                |
| <b>Balance as at 30 June</b>   | <b>128 125</b> | <b>106 666</b> |
| <b>16. NOTES TO THE CASH FLOW STATEMENT</b>  |                |                |
| <b>Reconciliation of Cash</b>  |                |                |
| The total of agency 'Cash and deposits' of \$11 877 recorded in the Balance Sheet is consistent with that recorded as 'Cash' in the Cash Flow Statement.   |                |                |
| <b>Reconciliation of Net Surplus/(Deficit) to Net Cash from Operating Activities</b>   | <b>-25 027</b> | <b>-12 597</b> |
| <b>Net Surplus/(Deficit)</b>   |                |                |
| Non-cash items:  |                |                |
| Depreciation and amortisation  | 21 446         | 20 627         |
| Asset write-offs/write-downs   | 45             | 28             |
| Asset donations/gifts  | -500           | 0              |
| (Gain)/Loss on acquisition/disposal of assets  | -2 064         | -968           |
| <i>Repairs and Maintenance – Minor New Work Non Cash</i>   | 197            | 12             |
| Changes in assets and liabilities  |                |                |
| Decrease/(Increase) in receivables   | 1 477          | -1 710         |
| Decrease/(Increase) in inventories   | -242           | 159            |
| Decrease/(Increase) in prepayments   | 83             | 0              |
| Decrease/(Increase) in other assets  | 0              | -3             |
| (Decrease)/Increase in payables  | -8 769         | 1 650          |
| (Decrease)/Increase in provision for employee benefits   | 642            | -2 037         |
| (Decrease)/Increase in other provisions  | -553           | -93            |
| <b>Net Cash from Operating Activities</b>  | <b>-13 265</b> | <b>5 068</b>   |

## 17. 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 instruments held by the NTPFES include cash and deposits, receivables, payables and finance leases. The NTPFES has limited exposure to financial risks as discussed below.

Financial instruments for most general government agencies are only limited to cash and deposits, receivables, payables and finance leases. It is important for agencies to consider the operations of the agency in the context of operational and policy management of financial risk as outlined in AASB 7 Financial Instruments: Disclosures.

Additional agency disclosures will be required throughout these notes where financial instruments represent a significant part of or a significant risk to an agency's operations. In these cases, agencies are required to ensure that all relevant information is disclosed as per the requirement of AASB 7 Financial Instruments: Disclosures. Additional disclosures could include:

- presentation of income, expense, gain or loss relating to financial assets and financial liabilities in the Comprehensive Operating Statement;
- disclosure of any reclassifications and derecognition of financial assets and financial liabilities; and
- for any loan payables, disclosures of any defaults and breaches.

### a) Categorisation of Financial Instruments

The carrying amounts of the agency's financial assets and liabilities by category are disclosed in the table below.

|  | Fair value through profit or loss |                          |
|--|-----------------------------------|--------------------------|
|  | Held for trading                  | Designated at fair value |
|  | \$000                             | \$000                    |
| <b>2015-16 Categorisation of Financial Instruments</b> |                                   |                          |
| Cash and deposits                                      |                                   | 11 877                   |
| Receivables <sup>1</sup>                               |                                   |                          |
| <b>Total Financial Assets</b>                          |                                   | <b>11 877</b>            |

Deposits held<sup>1</sup>  
Payables<sup>1</sup>  
Finance lease liabilities

#### **Total Financial Liabilities**

<sup>1</sup> Total amounts disclosed here exclude statutory amounts

### 2014-15 Categorisation of Financial Instruments

|                               |  |               |
|-------------------------------|--|---------------|
| Cash and deposits             |  | 30 456        |
| Receivables <sup>1</sup>      |  |               |
| <b>Total Financial Assets</b> |  | <b>30 456</b> |

Deposits held<sup>1</sup>  
Payables<sup>1</sup>  
Finance lease liabilities

#### **Total Financial Liabilities**

<sup>1</sup> Total amounts disclosed here exclude statutory amounts

| Fair value through profit or loss |  |  |  |               |
|-----------------------------------|--|--|--|---------------|
| Held to maturity<br>investments   | Financial assets<br>- Loans and<br>receivables | Financial assets -<br>available for sale | Financial<br>Liabilities -<br>amortised cost | Total         |
| \$000                             | \$000  | \$000                                    | \$000  | \$000         |
|                                   |  |  |  | 11 877        |
|                                   | 681  |  |  | 681           |
|                                   | <b>681</b>                                     |  |  | <b>12 558</b> |
|                                   |  |  | 3 078  | 3 078         |
|                                   |  |  | 4 013  | 4 013         |
|                                   |  |  | 4 307  | 4 307         |
|                                   |  |  | <b>11 398</b>                                | <b>11 398</b> |
|                                   |  |  |  | 30 456        |
|                                   | 2 649  |  |  | 2 649         |
|                                   | <b>2 649</b>                                   |  |  | <b>33 105</b> |
|                                   |  |  | 2 788  | 2 788         |
|                                   |  |  | 12 781                                       | 12 781        |
|                                   |  |  | 4 355  | 4 355         |
|                                   |  |  | <b>19 923</b>                                | <b>19 923</b> |

## b) Credit Risk

The NTPFES has limited credit risk exposure (risk of default). In respect of any dealings with organisations external to government, the NTPFES 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.

## Receivables

Receivable balances are monitored on an ongoing basis to ensure that exposure to bad debts is not significant. A reconciliation and aging analysis of receivables is presented below.

| Internal Receivables          | Aging of<br>Receivables | Aging of<br>Impaired<br>Receivables | Net<br>Receivables |
|-------------------------------|-------------------------|-------------------------------------|--------------------|
|                               | \$000                   | \$000                               | \$000              |
| <b>2015-16</b>                |                         |                                     |                    |
| Not overdue                   | 33                      |                                     | 33                 |
| Overdue for less than 30 days | 0                       |                                     | 0                  |
| Overdue for 30 to 60 days     | 0                       |                                     | 0                  |
| Overdue for more than 60 days | 0                       |                                     | 0                  |
| <b>Total</b>                  | <b>33</b>               |                                     | <b>33</b>          |

### Reconciliation of the Allowance for Impairment Losses

|  |          |
|--|----------|
| Opening  | 0        |
| Written off during the year                                      | 0        |
| Recovered during the year  | 0        |
| Increase/(Decrease) in allowance<br>recognised in profit or loss | 0        |
| <b>Total</b>   | <b>0</b> |

### 2014-15

|                               |           |           |
|-------------------------------|-----------|-----------|
| Not overdue                   | 11        | 11        |
| Overdue for less than 30 days | 0         | 0         |
| Overdue for 30 to 60 days     | 0         | 0         |
| Overdue for more than 60 days | 0         | 0         |
| <b>Total</b>                  | <b>11</b> | <b>11</b> |

### Reconciliation of the Allowance for Impairment Losses

|  |          |
|--|----------|
| Opening  | 0        |
| Written off during the year                                      | 0        |
| Recovered during the year  | 0        |
| Increase/(Decrease) in allowance<br>recognised in profit or loss | 0        |
| <b>Total</b>   | <b>0</b> |

| External Receivables          | Aging of<br>Receivables<br>\$000 | Aging of<br>Impaired<br>Receivables<br>\$000 | Net<br>Receivables<br>\$000 |
|-------------------------------|----------------------------------|--|-----------------------------|
| <b>2015-16</b>                |                                  |  |                             |
| Not overdue                   | 162                              | 0  | 162                         |
| Overdue for less than 30 days | 56                               | 0  | 56                          |
| Overdue for 30 to 60 days     | 34                               | 0  | 34                          |
| Overdue for more than 60 days | 233                              | -2   | 231                         |
| <b>Total</b>                  | <b>485</b>                       | <b>-2</b>                                    | <b>483</b>                  |

#### Reconciliation of the Allowance for Impairment Losses

|   |          |
|---|----------|
| Opening   | 9        |
| Written off during the year                                   | 0        |
| Recovered during the year                                     | 0        |
| Increase/(Decrease) in allowance recognised in profit or loss | -7       |
| <b>Total</b>  | <b>2</b> |

#### 2014-15

|                               |              |           |
|-------------------------------|--------------|-----------|
| Not overdue                   | 2 249        | 2 249     |
| Overdue for less than 30 days | 54           | 54        |
| Overdue for 30 to 60 days     | 44           | 44        |
| Overdue for more than 60 days | 164          | -9        |
| <b>Total</b>                  | <b>2 511</b> | <b>-9</b> |

#### Reconciliation of the Allowance for Impairment Losses

|   |          |
|---|----------|
| Opening   | 191      |
| Written off during the year                                   |          |
| Recovered during the year                                     |          |
| Increase/(Decrease) in allowance recognised in profit or loss | -182     |
| <b>Total</b>  | <b>9</b> |

### c) Liquidity Risk

Liquidity risk is the risk that the NTPFES will not be able to meet its financial obligations as they fall due. The agency's approach to managing liquidity is to ensure that it will always have sufficient liquidity to meet its liabilities when they fall due.

The following tables detail the agency's remaining contractual maturity for its financial assets and liabilities.

|  | Variable Interest Rate |              |                   | Fixed Interest Rate |              |                   | Non Interest Bearing | Total | Weighted Average |
|--|------------------------|--------------|-------------------|---------------------|--------------|-------------------|----------------------|-------|------------------|
|  | Less than a Year       | 1 to 5 Years | More than 5 Years | Less than a Year    | 1 to 5 Years | More than 5 Years |                      |       |                  |

#### 2016 Maturity analysis for financial assets and liabilities

##### Assets

|                               |  |  |  |  |  |  |               |               |
|-------------------------------|--|--|--|--|--|--|---------------|---------------|
| Cash and deposits             |  |  |  |  |  |  | 11 877        | 11 877        |
| Receivables                   |  |  |  |  |  |  | 681           | 681           |
| <b>Total Financial Assets</b> |  |  |  |  |  |  | <b>12 558</b> | <b>12 558</b> |

##### Liabilities

|                                    |  |  |  |           |              |  |              |               |
|------------------------------------|--|--|--|-----------|--------------|--|--------------|---------------|
| Deposits held                      |  |  |  |           |              |  | 3 078        | 3 078         |
| Payables                           |  |  |  |           |              |  | 4 013        | 4 013         |
| Finance lease liabilities          |  |  |  | 17        | 4 290        |  |              | 4 307         |
| <b>Total Financial Liabilities</b> |  |  |  | <b>17</b> | <b>4 290</b> |  | <b>7 091</b> | <b>11 398</b> |

#### 2015 Maturity analysis for financial assets and liabilities

##### Assets

|                               |  |  |  |  |  |  |               |               |
|-------------------------------|--|--|--|--|--|--|---------------|---------------|
| Cash and deposits             |  |  |  |  |  |  | 30 456        | 30 456        |
| Receivables                   |  |  |  |  |  |  | 2 649         | 2 649         |
| <b>Total Financial Assets</b> |  |  |  |  |  |  | <b>33 105</b> | <b>33 105</b> |

##### Liabilities

|                                    |  |  |  |           |              |  |               |               |
|------------------------------------|--|--|--|-----------|--------------|--|---------------|---------------|
| Deposits held                      |  |  |  |           |              |  | 2 787         | 2 787         |
| Payables                           |  |  |  |           |              |  | 12 781        | 12 781        |
| Finance lease liabilities          |  |  |  | 17        | 4 338        |  |               | 4 355         |
| <b>Total Financial Liabilities</b> |  |  |  | <b>17</b> | <b>4 338</b> |  | <b>15 568</b> | <b>19 923</b> |

### 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 noninterest 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.

## e) Net Fair Value

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.

For financial instruments measured and disclosed at fair value, the following table groups the instruments based on the level of inputs used.

|                                    | Total<br>Carrying<br>Amount | Net Fair<br>Value<br>Level 1 | Net Fair<br>Value<br>Level 2 | Net Fair<br>Value<br>Level 3 | Net Fair<br>Value<br>Total |
|------------------------------------|-----------------------------|------------------------------|------------------------------|------------------------------|----------------------------|
|                                    | \$000                       | \$000                        | \$000                        | \$000                        | \$000                      |
| <b>2016</b>                        |                             |                              |                              |                              |                            |
| <b>Financial Assets</b>            |                             |                              |                              |                              |                            |
| Cash deposits                      |                             |                              | 11 877                       |                              | 11 877                     |
| Receivables                        |                             |                              | 681                          |                              | 681                        |
| <b>Total Financial Assets</b>      |                             |                              | <b>12 558</b>                |                              | <b>12 558</b>              |
| <b>Financial Liabilities</b>       |                             |                              |                              |                              |                            |
| Deposits held                      |                             |                              | 3 078                        |                              | 3 078                      |
| Payables                           |                             |                              | 4 013                        |                              | 4 013                      |
| <b>Total Financial Liabilities</b> |                             |                              | <b>7 091</b>                 |                              | <b>7 091</b>               |
| <b>2015</b>                        |                             |                              |                              |                              |                            |
| <b>Financial Assets</b>            |                             |                              |                              |                              |                            |
| Cash deposits                      |                             |                              | 30 456                       |                              | 30 456                     |
| Receivables                        |                             |                              | 2 649                        |                              | 2 649                      |
| <b>Total Financial Assets</b>      |                             |                              | <b>33 105</b>                |                              | <b>33 105</b>              |
| <b>Financial Liabilities</b>       |                             |                              |                              |                              |                            |
| Deposits held                      |                             |                              | 2 787                        |                              | 2 787                      |
| Payables                           |                             |                              | 12 781                       |                              | 12 781                     |
| <b>Total Financial Liabilities</b> |                             |                              | <b>15 568</b>                |                              | <b>15 568</b>              |

The net fair value of cash, deposits, receivables and payables are based on their carrying amount, which is also their amortised costs.

There were no changes in valuation techniques during the period.

## 18. COMMITMENTS

|   | 2016              |                   | 2015              |                   |
|---|-------------------|-------------------|-------------------|-------------------|
|   | Internal<br>\$000 | External<br>\$000 | Internal<br>\$000 | External<br>\$000 |
| <b>(i) Capital Expenditure Commitments</b>  |                   |                   |                   |                   |
| Capital expenditure commitments primarily relate to the construction of buildings and purchase of equipment. Capital expenditure commitments contracted for at balance date but not recognised as liabilities are payable as follows:   |                   |                   |                   |                   |
| <b>Within one year</b>  |                   |                   |                   |                   |
| Purchase order  |                   | 7 542             |                   | 5 023             |
| Police overnight facilities – Mt Liebig, Areyonga, Robinson River   |                   | 1 800             |                   | 1 800             |
| Police overnight facilities – Epenarra and Angurugu   |                   | 539               |                   | 539               |
| Themis Stations   |                   | 789               |                   |                   |
| Remote Policing   |                   | 12 178            |                   |                   |
| <b>Later than one year and not later than five years</b>  |                   |                   |                   |                   |
| <b>Later than five years</b>  |                   | <b>22 848</b>     |                   | <b>7 362</b>      |
| <b>(ii) Operating Lease Commitments</b>   |                   |                   |                   |                   |
| The NTPFES leases property under non-cancellable operating leases expiring from one to five years. Leases generally provide the NTPFES with a right of renewal at which time all lease terms are renegotiated. The NTPFES also leases items of plant and equipment under non-cancellable operating leases. Future operating lease commitments not recognised as liabilities are payable as follows: |                   |                   |                   |                   |
| <b>Within one year</b>  |                   |                   |                   |                   |
| Housing   |                   | 11 716            |                   | 10 655            |
| <b>Later than one year and not later than five years</b>  |                   |                   |                   |                   |
| Housing   |                   | 6 912             |                   | 4 027             |
| Photocopier   |                   | 29                |                   | 68                |
| <b>Later than five years</b>  |                   | <b>18 657</b>     |                   | <b>14 750</b>     |
| <b>(iii) Other Expenditure Commitments</b>  |                   |                   |                   |                   |
| Other non-cancellable expenditure commitments not recognised as liabilities are payable as follows:   |                   |                   |                   |                   |
| <b>Within one year</b>  |                   |                   |                   |                   |
| Repairs and maintenance   | 1 201             |                   | 404               |                   |
| Carry overs   | 226               | 12 880            | 455               | 17 279            |
| <b>Later than one year and not later than five years</b>  |                   |                   |                   |                   |
| <b>Later than five years</b>  | <b>1 427</b>      | <b>12 880</b>     | <b>859</b>        | <b>17 279</b>     |

## 19. CONTINGENT LIABILITIES AND CONTINGENT ASSETS

### a) Contingent Liabilities

NTPFES has contingent liabilities that are not quantified. As at 30 June 2016, 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 and any current or future litigation.

### b) Contingent Assets

NTPFES had no contingent assets as at 30 June 2016 or 30 June 2015.

## 20. 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.

## 21. ACCOUNTABLE OFFICER'S TRUST ACCOUNT

In accordance with section 7 of the *Financial Management Act*, 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<br>Balance<br>1 July 2015 | Receipts      | Payments     | Closing<br>Balance<br>30 June 2016 |
|--------------------------|-----------------------------------|---------------|--------------|------------------------------------|
|                          | \$000                             | \$000         | \$000        | \$000                              |
| Warrant and apprehension | 0                                 | -2            | 0            | -2                                 |
| Drug cash seizures       | -2 670                            | -1 366        | 1 116        | -2 920                             |
| Other                    | -118                              | -74           | 34           | -156                               |
|                          | <b>-2 788</b>                     | <b>-1 442</b> | <b>1 150</b> | <b>-3 078</b>                      |



### 23. 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)).

|  | 2016          | 2015         |
|--|---------------|--------------|
|  | \$000         | \$000        |
| <b>TERRITORY INCOME AND EXPENSES</b>     |               |              |
| <b>Income</b>                            |               |              |
| Grants and subsidies revenue             |               |              |
| Capital                                  | 6 000         | 0            |
| Fees from regulatory services            | 4 450         | 4 372        |
| Other income                             | 404           | 162          |
| <b>Total Income</b>                      | <b>10 854</b> | <b>4 534</b> |
| <b>Expenses</b>                          |               |              |
| Other administrative expenses            | 10 854        | 4 534        |
| <b>Total Expenses</b>                    | <b>10 854</b> | <b>4 534</b> |
| <b>Territory Income less Expenses</b>    | <b>0</b>      | <b>0</b>     |
| <b>TERRITORY ASSETS AND LIABILITIES</b>  |               |              |
| <b>Assets</b>                            |               |              |
| Other receivables                        | 0             | 0            |
| <b>Total Assets</b>                      | <b>0</b>      | <b>0</b>     |
| <b>Liabilities</b>                       |               |              |
| Central Holding Authority income payable | 0             | 0            |
| <b>Total Liabilities</b>                 | <b>0</b>      | <b>0</b>     |
| <b>Net Assets</b>                        | <b>0</b>      | <b>0</b>     |

## 24. BUDGETARY INFORMATION

| COMPREHENSIVE OPERATING STATEMENT                                 | 2015-16<br>Actual | 2015-16<br>Original<br>Budget | Variance      | Note |
|---|-------------------|-------------------------------|---------------|------|
|   | \$000             | \$000                         | \$000         |      |
| <b>INCOME</b>   |                   |                               |               |      |
| Taxation revenue  |                   |                               |               |      |
| Grants and subsidies revenue                                      |                   |                               |               |      |
| Current   | 20 469            | 22 833                        | -2 364        | 1    |
| Capital   | 0                 | 400                           | -400          | 1    |
| Appropriation   |                   |                               |               |      |
| Output  | 312 545           | 311 626                       | 919           | 2    |
| Commonwealth  | 25 673            | 26 828                        | -1 155        | 3    |
| Sales of goods and services                                       | 3 760             | 4 342                         | -582          | 4    |
| Goods and services received free of charge                        | 13 040            | 12 832                        | 208           |      |
| Gain on disposal of assets  | 2 582             | 100                           | 2 482         | 5    |
| Other income  | 2 482             | 568                           | 1 914         | 6    |
| <b>TOTAL INCOME</b>   | <b>380 552</b>    | <b>379 529</b>                | <b>1 022</b>  |      |
| <b>EXPENSES</b>   |                   |                               |               |      |
| Employee expenses   | 299 086           | 294 401                       | 4 685         | 7    |
| Administrative expenses   |                   |                               |               |      |
| Purchases of goods and services                                   | 64 145            | 65 203                        | -1 058        | 8    |
| Repairs and maintenance   | 7 082             | 8 373                         | -1 291        | 9    |
| Depreciation and amortisation                                     | 21 445            | 20 797                        | 648           | 10   |
| Other administrative expenses                                     | 13 087            | 12 832                        | 255           |      |
| Grants and subsidies expenses                                     |                   |                               |               |      |
| Current   | 500               | 210                           | 290           |      |
| Interest expenses   | 233               | 0                             | 233           |      |
| <b>TOTAL EXPENSES</b>   | <b>405 579</b>    | <b>401 816</b>                | <b>3 762</b>  |      |
| <b>NET SURPLUS/(DEFICIT)</b>                                      | <b>-25 027</b>    | <b>-22 287</b>                | <b>-2 740</b> |      |
| <b>OTHER COMPREHENSIVE INCOME</b>                                 |                   |                               |               |      |
| <b>Items that will not be reclassified to net surplus/deficit</b> |                   |                               |               |      |
| Changes in asset revaluation surplus                              | 21 459            |                               | 21 459        | 10   |
| <b>TOTAL OTHER COMPREHENSIVE INCOME</b>                           | <b>21 459</b>     |                               | <b>21 459</b> |      |
| <b>COMPREHENSIVE RESULT</b>                                       | <b>-3 569</b>     | <b>-22 287</b>                | <b>18 719</b> |      |

## Notes:

- Variation due to lower revenue received from Immigration Policing drawdown.
- Variation due to funding received for the Sex Offender Public Website Bill and transfer of Information Technology employees from the Department of Corporate and Information Systems.
- Variation due to a transfer of Commonwealth funding to 2016-17.
- Variation due to lower than anticipated United States Navy Boat protection revenue and other minor items.
- Variation due to auctioned vehicles returning a higher amount than depreciated value.
- Variation due mainly to unbudgeted miscellaneous revenue from the Department of Health for cost recovery associated with the police investigation into the NT Pensioner and Carer Concession travel scheme and novated vehicle leases.
- Variation due to large 2014-15 carryover for externally funded commitments predominantly Commonwealth funded remote police stations offset by accrued employee expenses being lower than expected due to a reduction in the agency's annualised leave liability and timing differences in end-of-financial year accruals.
- Variation due to managing the Immigration Policing drawdown and other operational business pressures during the year.
- Variation due to the timing of some repairs and maintenance projects.
- Variation due to the accounting recognition of new assets and existing asset revaluations.

| BALANCE SHEET                        | 2015-16<br>Actual | 2015-16<br>Original<br>Budget | Variance      | Note |
|--------------------------------------|-------------------|-------------------------------|---------------|------|
|                                      | \$000             | \$000                         | \$000         |      |
| <b>ASSETS</b>                        |                   |                               |               |      |
| <b>Current assets</b>                |                   |                               |               |      |
| Cash and deposits                    | 11 877            | 11 378                        | 499           |      |
| Receivables                          | 1 980             | 1 748                         | 232           |      |
| Inventories                          | 2 172             | 2 089                         | 83            |      |
| Prepayments                          | 74                | 157                           | -83           |      |
| <b>Total current assets</b>          | <b>16 103</b>     | <b>15 372</b>                 | <b>731</b>    |      |
| <b>Non-current assets</b>            |                   |                               |               |      |
| Property, plant and equipment        | 393 094           | 358 572                       | 34 522        | 1    |
| <b>Total non-current assets</b>      | <b>393 094</b>    | <b>358 572</b>                | <b>34 522</b> |      |
| <b>TOTAL ASSETS</b>                  | <b>409 197</b>    | <b>373 944</b>                | <b>35 253</b> |      |
| <b>LIABILITIES</b>                   |                   |                               |               |      |
| <b>Current liabilities</b>           |                   |                               |               |      |
| Deposits held                        | 3 078             | 1 755                         | 1 323         | 2    |
| Payables                             | 4 013             | 11 135                        | -7 122        | 3    |
| Borrowings and advances              | 17                | 17                            | 0             |      |
| Provisions                           | 31 008            | 30 264                        | 744           |      |
| <b>Total current liabilities</b>     | <b>38 117</b>     | <b>43 171</b>                 | <b>-5 055</b> |      |
| <b>Non-current liabilities</b>       |                   |                               |               |      |
| Borrowings and advances              | 4 290             | 4 389                         | -99           |      |
| Provisions                           | 12 041            | 14 825                        | -2 784        | 4    |
| <b>Total non-current liabilities</b> | <b>16 331</b>     | <b>19 214</b>                 | <b>-2 883</b> |      |
| <b>TOTAL LIABILITIES</b>             | <b>54 448</b>     | <b>62 385</b>                 | <b>-7 937</b> |      |
| <b>NET ASSETS</b>                    | <b>354 749</b>    | <b>311 559</b>                | <b>43 191</b> |      |
| <b>EQUITY</b>                        |                   |                               |               |      |
| Capital                              | 430 243           | 428 612                       | 1 631         |      |
| Reserves                             | 128 125           | 98 781                        | 29 344        |      |
| Accumulated funds                    | -203 618          | -215 834                      | 12 216        |      |
| <b>TOTAL EQUITY</b>                  | <b>354 749</b>    | <b>311 559</b>                | <b>43 191</b> |      |

## Notes:

- 1 Variation due to a number of capital works projects recognised through equity transfer from the NT Government's construction authority, the Department of Infrastructure to NTPFES in 2015-16 and existing building asset revaluations.
- 2 Variation due to increased monies seized awaiting court outcomes.
- 3 Variation due to improved payment processing reducing payables.
- 4 Variation due to improved leave entitlement management.

| CASH FLOW STATEMENT                                 | 2015-16<br>Actual | 2015-16<br>Original<br>Budget | Variance       | Note |
|---|-------------------|-------------------------------|----------------|------|
|   | \$000             | \$000                         | \$000          |      |
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>         |                   |                               |                |      |
| <b>Operating receipts</b>                           |                   |                               |                |      |
| Taxes received                                      |                   |                               |                |      |
| Grants and subsidies received                       |                   |                               |                |      |
| Current   | 20 469            | 22 833                        | -2 364         | 1    |
| Capital   |                   | 400                           | -400           | 1    |
| Appropriation                                       |                   |                               |                |      |
| Output  | 312 545           | 311 626                       | 919            | 2    |
| Commonwealth  | 25 673            | 26 828                        | -1 155         | 3    |
| Receipts from sales of goods and services           | 14 588            | 4 910                         | 9 678          | 4    |
| <b>Total operating receipts</b>                     | <b>373 275</b>    | <b>366 597</b>                | <b>6 678</b>   |      |
| <b>Operating payments</b>                           |                   |                               |                |      |
| Payments to employees                               | 303 547           | 294 401                       | 9 146          | 5    |
| Payments for goods and services                     | 82 260            | 73 576                        | 8 684          | 6    |
| Grants and subsidies paid                           |                   |                               |                |      |
| Current   | 500               | 210                           | 290            |      |
| Interest paid                                       | 233               | 0                             | 233            |      |
| <b>Total operating payments</b>                     | <b>386 540</b>    | <b>368 187</b>                | <b>18 353</b>  |      |
| <b>Net cash from/(used in) operating activities</b> | <b>-13 265</b>    | <b>-1 590</b>                 | <b>-11 675</b> |      |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>         |                   |                               |                |      |
| <b>Investing receipts</b>                           |                   |                               |                |      |
| Proceeds from asset sales                           | 4 290             | 4 692                         | -402           |      |
| <b>Total investing receipts</b>                     | <b>4 290</b>      | <b>4 692</b>                  | <b>-402</b>    |      |
| <b>Investing payments</b>                           |                   |                               |                |      |
| Purchases of assets                                 | 15 273            | 18 404                        | -3 131         | 7    |
| <b>Total investing payments</b>                     | <b>15 273</b>     | <b>18 404</b>                 | <b>-3 131</b>  |      |
| <b>Net cash from/(used in) investing activities</b> | <b>-10 983</b>    | <b>-13 712</b>                | <b>2 729</b>   |      |

| CASH FLOW STATEMENT (Continued)                     | 2015-16<br>Actual | 2015-16<br>Original<br>Budget | Variance      | Note |
|---|-------------------|-------------------------------|---------------|------|
|   | \$000             | \$000                         | \$000         |      |
| <b>CASH FLOWS FROM FINANCING ACTIVITIES</b>         |                   |                               |               |      |
| Financing receipts                                  |                   |                               |               |      |
| Deposits received                                   | 292               | 0                             | 292           |      |
| Equity injections                                   |                   |                               |               |      |
| Capital appropriation                               | 9 212             | 11 912                        | -2 700        | 8    |
| Commonwealth appropriation                          | 0                 | 1 400                         | -1 400        | 9    |
| <b>Total financing receipts</b>                     | <b>9 504</b>      | <b>13 312</b>                 | <b>-3 808</b> |      |
| <b>Financing payments</b>                           |                   |                               |               |      |
| Finance lease payments                              | 48                | 0                             | 48            |      |
| Equity withdrawals                                  | 3 787             | 0                             | 3 787         | 10   |
| <b>Total financing payments</b>                     | <b>3 835</b>      | <b>0</b>                      | <b>3 835</b>  |      |
| <b>Net cash from/(used in) financing activities</b> | <b>5 669</b>      | <b>13 312</b>                 | <b>-7 643</b> |      |
| Net increase/(decrease) in cash held                | -18 579           | -1 990                        | -16 589       |      |
| Cash at beginning of financial year                 | 30 456            | 13 368                        | 17 088        |      |
| <b>CASH AT END OF FINANCIAL YEAR</b>                | <b>11 877</b>     | <b>11 378</b>                 | <b>499</b>    |      |

## Notes:

- 1 Variation due to lower revenue received from Immigration Policing drawdown.
- 2 Variation due to funding received for the Sex Offender Public Website Bill and transfer of Information Technology employees from the Department of Corporate and Information Systems.
- 3 Variation due to a transfer of Commonwealth funding to 2016-17.
- 4 Variation of \$6M due to Commonwealth funding commitment in May 2016 to a new Angurugu Police Station and update of the Alyangula Police Station to accommodate a police dog unit. Funding received and transferred to the Department of Infrastructure via the Central Holding Authority to facilitate the construction project. The balance of the variation due mainly to an increase in Safe NT budget to reflect increased revenues and unbudgeted miscellaneous revenue from the Department of Health for cost recovery associated with the police investigation into the NT Pensioner and Carer Concession travel scheme and novated vehicle leases.
- 5 Variation due to additional employee expenses as NTPFES managed the Immigration Policing drawdown and by carryovers for external program commitments from 2014-15.
- 6 Variation due to managing the Immigration Policing drawdown and other operational business pressures during the year. Actual expenditure also includes GST payments on purchases amounting to \$6.8M that is customarily not incorporated in the Budget calculations.
- 7 Variation due to lower final budget position, lower vehicle auction revenue and timing of other asset purchases.
- 8 Variation due to lower final budget position and funding transferred to the Department of Infrastructure via the Central Holding Authority to facilitate the construction of the Peter McAulay Centre forensics laboratories to accommodate drug driver testing.
- 9 No expenditure on Commonwealth funded remote police station's vehicles during the year due to cage certification timeframe for new model, larger Hilux trays.
- 10 Variation as result of transfer of funding to the Department of Infrastructure via the Central Holding Authority to complete the Yuendumu and Arlparra Police Station projects.

## 25. ADMINISTERED TERRITORY ITEMS

In addition to the specific departmental operations which are included in the financial statements, the agency administers or manages other activities and resources on behalf of the Territory such as firearms and weapons control and building fire alarm management. The transactions relating to these activities are reported as administered items in this note.

|  | 2015-16<br>Actual | 2015-16<br>Original<br>Budget | Variance     | Note |
|--|-------------------|-------------------------------|--------------|------|
| ADMINISTERED TERRITORY ITEMS             | \$000             | \$000                         | \$000        |      |
| <b>TERRITORY INCOME AND EXPENSES</b>     |                   |                               |              |      |
| <b>Income</b>                            |                   |                               |              |      |
| Grants and subsidies revenue             |                   |                               |              |      |
| Capital                                  | 6 000             | 0                             | 6 000        | 1    |
| Fees from regulatory services            | 4 450             | 4 350                         | 100          |      |
| Other income                             | 404               | 0                             | 404          |      |
| <b>Total income</b>                      | <b>10 854</b>     | <b>4 350</b>                  | <b>6 504</b> |      |
| <b>Expenses</b>                          |                   |                               |              |      |
| Other administrative expenses            | 10 854            | 4 350                         | 6 504        | 1    |
| <b>Total expenses</b>                    | <b>10 854</b>     | <b>4 350</b>                  | <b>6 504</b> |      |
| <b>Territory income less expenses</b>    | <b>0</b>          | <b>0</b>                      | <b>0</b>     |      |
| <b>TERRITORY ASSETS AND LIABILITIES</b>  |                   |                               |              |      |
| <b>Assets</b>                            |                   |                               |              |      |
| Other receivables                        | 0                 | 0                             | 0            |      |
| <b>Total assets</b>                      | <b>0</b>          | <b>0</b>                      | <b>0</b>     |      |
| <b>Liabilities</b>                       |                   |                               |              |      |
| Central Holding Authority income payable | 0                 | 0                             | 0            |      |
| <b>Total liabilities</b>                 | <b>0</b>          | <b>0</b>                      | <b>0</b>     |      |
| <b>Net assets</b>                        | <b>0</b>          | <b>0</b>                      | <b>0</b>     |      |

Notes:

- Variation due to Commonwealth funding commitment in May 2016 to a new Angurugu Police Station and update of the Alyangula Police Station to accommodate a police dog unit. Funding received and transferred to the Department of Infrastructure via the Central Holding Authority to facilitate the construction projects.



# PART 6: CRIME STATISTICS



# CONTENTS

|  |            |
|--|------------|
| <b>METHODOLOGY</b>                               | <b>164</b> |
| Offences Against the Person - NT                 | 165        |
| Offences Against the Person – Offences Finalised | 166        |
| Offences Against Property - NT                   | 167        |
| Offences Against Property – Offences Finalised   | 167        |
| Traffic Offences - NT                            | 168        |
| Active Policing - NT                             | 169        |
| NT Offender Profile                              | 171        |
| NT Persons taken into police protective custody. | 171        |

## 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. These statistics exclude any offences that occurred outside the NT.

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 Australian Statistical Geography Standards ABS 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/>.

Data extracted from NTPF PROMIS on 1 August 2016, unless stated otherwise.

## OFFENCES AGAINST THE PERSON - NT

|  | 2014-15     | 2015-16     | Variance (%)  |
|--|-------------|-------------|---------------|
| <b>Homicide and related offences</b>                               | <b>21</b>   | <b>10</b>   | <b>-52.4%</b> |
| Murder   | 7           | 4           | -42.9%        |
| Attempted Murder   | 5           | 2           | -60.0%        |
| Manslaughter   | 4           | 1           | -75.0%        |
| Driving causing death  | 5           | 3           | -40.0%        |
| <b>Acts intended to cause injury</b>                               | <b>7205</b> | <b>7009</b> | <b>-2.7%</b>  |
| Serious assault resulting in injury                                | 1287        | 1206        | -6.3%         |
| Serious assault not resulting in injury                            | 4196        | 4152        | -1.0%         |
| Common assault   | 1697        | 1634        | -3.7%         |
| Stalking   | 16          | 15          | -6.3%         |
| Other acts intended to cause injury, n.e.c.                        | 3           | 2           | -33.3%        |
| Assault, n.f.d.  | 6           | 0           | -100.0%       |
| <b>Sexual assault and related offences</b>                         | <b>456</b>  | <b>401</b>  | <b>-12.1%</b> |
| Aggravated sexual assault  | 287         | 250         | -12.9%        |
| Non-aggravated sexual assault                                      | 130         | 103         | -20.8%        |
| Non-assaultive sexual offences against a child                     | 2           | 1           | -50.0%        |
| Child pornography offences   | 19          | 21          | 10.5%         |
| Non-assaultive sexual offences, n.e.c.                             | 18          | 26          | 44.4%         |
| Sexual Assault, n.e.c.   | 0           | 0           | n/a           |
| <b>Dangerous or negligent acts endangering persons</b>             | <b>126</b>  | <b>157</b>  | <b>24.6%</b>  |
| Neglect or ill-treatment of persons under care                     | 3           | 2           | -33.3%        |
| Other dangerous or negligent acts endangering persons, n.e.c.      | 123         | 155         | 26.0%         |
| <b>Abduction, harassment and other offences against the person</b> | <b>519</b>  | <b>499</b>  | <b>-3.9%</b>  |
| Abduction and kidnapping   | 0           | 0           | n/a           |
| Deprivation of liberty/false imprisonment                          | 44          | 32          | -27.3%        |
| Harassment and private nuisance                                    | 109         | 107         | -1.8%         |
| Threatening behaviour  | 366         | 360         | -1.6%         |
| <b>Robbery</b>   | <b>134</b>  | <b>112</b>  | <b>-16.4%</b> |
| Aggravated robbery   | 75          | 74          | -1.3%         |
| Non-aggravated robbery   | 0           | 0           | n/a           |
| Blackmail and extortion  | 6           | 1           | -83.3%        |
| Robbery, n.e.c.  | 53          | 37          | -30.2%        |
| <b>Total</b>   | <b>8461</b> | <b>8188</b> | <b>-3.2%</b>  |

Notes: This table includes all victims against the offence categories in the NT.

n.e.c. refers to offences 'not elsewhere classified'.

n.f.d. refers to offences 'not further defined'.

## OFFENCES AGAINST THE PERSON - OFFENCES FINALISED

|   |                            | 2014-15       | 2015-16*      |
|---|----------------------------|---------------|---------------|
| Homicide and related offences                               | Reported                   | 21            | 10            |
|   | Cleared                    | 21            | 10            |
|   | <b>Cleared up rate (%)</b> | <b>100.0%</b> | <b>100.0%</b> |
| Acts intended to cause injury                               | Reported                   | 7 205         | 7 009         |
|   | Cleared                    | 6 422         | 5 925         |
|   | <b>Cleared up rate (%)</b> | <b>89.1%</b>  | <b>84.5%</b>  |
| Sexual assault and related offences                         | Reported                   | 456           | 401           |
|   | Cleared                    | 367           | 325           |
|   | <b>Cleared up rate (%)</b> | <b>80.5%</b>  | <b>81.0%</b>  |
| Dangerous or negligent act endangering persons              | Reported                   | 126           | 157           |
|   | Cleared                    | 108           | 126           |
|   | <b>Cleared up rate (%)</b> | <b>85.7%</b>  | <b>80.3%</b>  |
| Abduction, harassment and other offences against the person | Reported                   | 519           | 499           |
|   | Cleared                    | 445           | 425           |
|   | <b>Cleared up rate (%)</b> | <b>85.7%</b>  | <b>85.2%</b>  |
| Robbery, extortion and related offences                     | Reported                   | 134           | 112           |
|   | Cleared                    | 92            | 80            |
|   | <b>Cleared up rate (%)</b> | <b>68.7%</b>  | <b>71.4%</b>  |
| <b>Total</b>  | Reported                   | 8 461         | 8 188         |
|   | Cleared                    | 7 455         | 6 891         |
|   | <b>Cleared up rate (%)</b> | <b>88.1%</b>  | <b>84.2%</b>  |

Note: Some offences require considerable time to clear. As such, 2015-16 figures are considered preliminary and subject to upward revision in the next Annual Report.

## OFFENCES AGAINST PROPERTY - NT

|  | 2014-15       | 2015-16       | Variance (%)  |
|--|---------------|---------------|---------------|
| <b>Unlawful entry with intent/burglary, break and enter - Total</b>    | <b>3 351</b>  | <b>3 329</b>  | <b>-0.7%</b>  |
| Attempted  | 236           | 307           | 30.1%         |
| Actual   | 3 115         | 3 022         | -3.0%         |
| <i>Unlawful entry with intent/burglary, break and enter - Building</i> | 1 560         | 1 777         | 13.9%         |
| Attempted  | 136           | 153           | 12.5%         |
| Actual   | 1 424         | 1 624         | 14.0%         |
| <i>Unlawful entry with intent/burglary, break and enter - Dwelling</i> | <b>1 791</b>  | <b>1 552</b>  | <b>-13.3%</b> |
| Attempted  | 100           | 154           | 54.0%         |
| Actual   | 1 691         | 1 398         | -17.3%        |
| <b>Theft and related offences</b>                                      | <b>7 690</b>  | <b>7 307</b>  | <b>-5.0%</b>  |
| Theft and related offences, n.e.c.                                     | 3 673         | 3 569         | -2.8%         |
| Illegal use of a motor vehicle   | 1 104         | 930           | -15.8%        |
| Theft of motor vehicle parts or contents                               | 1 278         | 1 144         | -10.5%        |
| Theft from retail premises   | 823           | 924           | 12.3%         |
| Theft (except motor vehicles), n.e.c.                                  | 737           | 659           | -10.6%        |
| Receive or handle proceeds of crime                                    | 73            | 78            | 6.8%          |
| Illegal use of property (except motor vehicles)                        | 2             | 3             | 50.0%         |
| <b>Property Damage</b>   | <b>6 408</b>  | <b>6 550</b>  | <b>2.2%</b>   |
| <b>Total</b>   | <b>17 449</b> | <b>17 186</b> | <b>-1.5%</b>  |

Note: This table includes all victims against the offence categories in the NT.

## OFFENCES AGAINST PROPERTY – OFFENCES FINALISED

|  |                            | 2014-15      | 2015-16      |
|--|----------------------------|--------------|--------------|
| Unlawful entry with intent/burglary, break and enter | Reported                   | 3 351        | 3 329        |
|  | Cleared                    | 1 338        | 1 265        |
|  | <b>Cleared up rate (%)</b> | <b>39.9%</b> | <b>38.0%</b> |
| Theft and related offences                           | Reported                   | 7 690        | 7 307        |
|  | Cleared                    | 3 130        | 2 944        |
|  | <b>Cleared up rate (%)</b> | <b>40.7%</b> | <b>40.3%</b> |
| Property damage                                      | Reported                   | 6 408        | 6 550        |
|  | Cleared                    | 3 102        | 3 178        |
|  | Cleared up rate (%)        | 48.4%        | 48.5%        |
| <b>Total</b>   | Reported                   | 17 449       | 17 186       |
|  | Cleared                    | 7 570        | 7 387        |
|  | <b>Cleared up rate (%)</b> | <b>43.4%</b> | <b>43.0%</b> |

Note: Some offences require considerable time to clear. As such, 2015-16 figures are considered preliminary and subject to upward revision in the next Annual Report.

**TRAFFIC OFFENCES - NT**

| <b>Number of Apprehensions and Infringements Recorded</b>                      | <b>2014-15</b> | <b>2015-16</b> | <b>Variance (%)</b> |
|--|----------------|----------------|---------------------|
| <b>Dangerous or negligent acts endangering persons – driving offences only</b> | <b>1 467</b>   | <b>1 573</b>   | <b>7%</b>           |
| Driving under the influence of alcohol or other substance                      | 178            | 172            | -3%                 |
| Dangerous or negligent operation (driving) of a vehicle                        | 1 289          | 1 401          | 9%                  |
| <b>Traffic and vehicle regulatory offences</b>                                 | <b>61 179</b>  | <b>60 979</b>  | <b>0%</b>           |
| Drive while licence disqualified or suspended                                  | 783            | 686            | -12%                |
| Drive without a licence  | 3 218          | 3 366          | 5%                  |
| Driver licence offences, n.e.c.  | 1 725          | 1 609          | -7%                 |
| Registration offences  | 8 968          | 9 542          | 6%                  |
| Roadworthiness offences  | 385            | 392            | 2%                  |
| Exceed the prescribed content of alcohol or other substance limit              | 2 528          | 2 574          | 2%                  |
| Exceed the legal speed limit   | 31 379         | 30 511         | -3%                 |
| Parking offences   | 148            | 186            | 26%                 |
| Regulatory driving offences, n.e.c.  | 11 962         | 12 002         | 0%                  |
| Pedestrian offences  | 83             | 111            | 34%                 |
| <b>Total</b>   | <b>62 646</b>  | <b>62 552</b>  | <b>0%</b>           |

Notes: Data extracted from IJIS on 5 August 2016.

Other offences for dangerous or negligent acts endangering persons are included in Offences Against the Person.

Parking offences shown are only those dealt with by the NTPF, not those dealt with by city councils.

## ACTIVE POLICING – NT

| ANZSOC  | Description  | 2014-15      | 2015-16      | Variance%     |
|---|--|--------------|--------------|---------------|
| <b>Fraud, Deception and Related Offences</b>                    |  | <b>317</b>   | <b>301</b>   | <b>-5.0%</b>  |
| 911   | Obtain benefit by deception                                | 277          | 251          | -9.4%         |
| 921   | Counterfeiting of currency                                 | 2            | 5            | 150.0%        |
| 922   | Forgery of documents                                       | 25           | 41           | 64.0%         |
| 931   | Fraudulent trade practices                                 | 8            | 4            | -50.0%        |
| 932   | Misrepresentation of professional status                   | 5            | 0            | -100.0%       |
| <b>Illicit Drug Offences</b>                                    |  | <b>2 337</b> | <b>2 361</b> | <b>1.0%</b>   |
| 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                           | 31           | 41           | 32.3%         |
| 1021  | Deal or traffic in illicit drugs - commercial quantity     | 360          | 378          | 5.0%          |
| 1022  | Deal or traffic in illicit drugs - non-commercial quantity | 184          | 176          | -4.3%         |
| 1031  | Manufacture illicit drugs                                  | 11           | 7            | -36.4%        |
| 1032  | Cultivate illicit drugs                                    | 39           | 33           | -15.4%        |
| 1041  | Possess illicit drugs                                      | 1 490        | 1 521        | 2.1%          |
| 1042  | Use illicit drugs  | 31           | 31           | 0.0%          |
| 1099  | Other illicit drug offences, n.e.c.                        | 189          | 170          | -10.1%        |
| <b>Prohibited and Regulated Weapons and Explosives Offences</b> |  | <b>1 282</b> | <b>1 095</b> | <b>-14.6%</b> |
| 1111  | Import or export prohibited weapons/explosives             | 0            | 0            | n/a           |
| 1112  | Sell, possess and/or use prohibited weapons/explosives     | 52           | 45           | -13.5%        |
| 1119  | Prohibited weapons/explosives offences, n.e.c.             | 2            | 0            | -100.0%       |
| 1121  | Unlawfully obtain or possess regulated weapons/explosives  | 190          | 183          | -3.7%         |
| 1122  | Misuse of regulated weapons/explosives                     | 1 019        | 849          | -16.7%        |
| 1123  | Deal or traffic regulated weapons/explosives offences      | 8            | 7            | -12.5%        |
| 1129  | Regulated weapons/explosives offences, n.e.c.              | 11           | 11           | 0.0%          |
| <b>Environmental Pollution</b>                                  |  | <b>1</b>     | <b>1</b>     | <b>0.0%</b>   |
| 1229  | Environmental pollution, n.e.c.                            | 1            | 1            | 0.0%          |
| <b>Public Order Offences</b>                                    |  | <b>7 979</b> | <b>8 478</b> | <b>6.3%</b>   |
| 1311  | Trespass   | 2 304        | 1 941        | -15.8%        |
| 1312  | Criminal intent  | 14           | 20           | 42.9%         |
| 1313  | Riot and affray  | 469          | 542          | 15.6%         |
| 1319  | Disorderly conduct, n.e.c.                                 | 2 160        | 3 124        | 44.6%         |
| 1321  | Betting and gambling offences                              | 0            | 4            | n/a           |
| 1322  | Liquor and tobacco offences                                | 304          | 295          | -3.0%         |
| 1323  | Censorship offences  | 1            | 1            | 0.0%          |
| 1324  | Prostitution offences                                      | 0            | 1            | n/a           |
| 1325  | Offences against public order sexual standards             | 139          | 143          | 2.9%          |
| 1326  | Consumption of legal substances in prohibited spaces       | 1 928        | 1 844        | -4.4%         |

**ACTIVE POLICING - NT (continued)**

| ANZSOC   | Description   | 2014-15       | 2015-16       | Variance%     |
|--|---|---------------|---------------|---------------|
| 1329   | Regulated public order offences n.e.c.  | 66            | 77            | 16.7%         |
| 1331   | Offensive language  | 280           | 250           | -10.7%        |
| 1332   | Offensive behaviour   | 280           | 206           | -26.4%        |
| 1334   | Cruelty to animals  | 34            | 30            | -11.8%        |
| <b>Offences Against Justice Procedures Government Security and Government Operations</b> |   | <b>8 542</b>  | <b>7 664</b>  | <b>-10.3%</b> |
| 1500   | Offences against justice procedures government security and government operations n.e.c.                        | 0             | 2             | n/a           |
| 1511   | Escape custody offences   | 81            | 60            | -25.9%        |
| 1512   | Breach of home detention  | 0             | 1             | n/a           |
| 1513   | Breach of suspended sentence  | 170           | 197           | 15.9%         |
| 1521   | Breach of community service order   | 0             | 1             | n/a           |
| 1522   | Breach of parole  | 45            | 52            | 15.6%         |
| 1523   | Breach of bail  | 3 330         | 3 117         | -6.4%         |
| 1524   | Breach of bond - probation  | 0             | 1             | n/a           |
| 1525   | Breach of bond - other  | 25            | 20            | -20.0%        |
| 1529   | Breach of community-based order n.e.c.  | 1 450         | 875           | -39.7%        |
| 1531   | Breach of violence order  | 2 607         | 2 503         | -4.0%         |
| 1532   | Breach of non-violence orders   | 1             | 1             | 0.0%          |
| 1541   | Resist or hinder government official (excluding police officer justice official or government security officer) | 21            | 26            | 23.8%         |
| 1542   | Bribery involving government officials  | 0             | 1             | n/a           |
| 1543   | Immigration offences  | 1             | 2             | 100.0%        |
| 1549   | Offences against government operations n.e.c.   | 10            | 23            | 130.0%        |
| 1559   | Offences against government security n.e.c.   | 1             | 1             | 0.0%          |
| 1561   | Subvert the course of justice   | 20            | 18            | -10.0%        |
| 1562   | Resist or hinder police officer or justice official   | 744           | 743           | -0.1%         |
| 1563   | Prison regulation offences  | 4             | 2             | -50.0%        |
| 1569   | Offences against justice procedures n.e.c.  | 32            | 18            | -43.8%        |
| <b>Miscellaneous Offences</b>  |   | <b>281</b>    | <b>281</b>    | <b>0.0%</b>   |
| 1612   | Offences against privacy  | 6             | 10            | 66.7%         |
| 1622   | Disease prevention offences   | 1             | 0             | -100.0%       |
| 1623   | Occupational health and safety offences   | 57            | 57            | 0.0%          |
| 1624   | Transport regulation offences   | 28            | 31            | 10.7%         |
| 1625   | Dangerous substances offences   | 23            | 9             | -60.9%        |
| 1626   | Licit drug offences   | 6             | 18            | 200.0%        |
| 1629   | Public health and safety offences n.e.c.  | 24            | 15            | -37.5%        |
| 1631   | Commercial/industry/financial regulation  | 6             | 20            | 233.3%        |
| 1691   | Environmental regulation offences   | 123           | 106           | -13.8%        |
| 1699   | Other miscellaneous offences n.e.c.   | 7             | 15            | 114.3%        |
| <b>Total</b>   |   | <b>20 739</b> | <b>20 181</b> | <b>-2.7%</b>  |

## NT OFFENDER PROFILE

| Age Group    | Number       |               |              |          |               | Proportion    |               |               |               |               |
|--------------|--------------|---------------|--------------|----------|---------------|---------------|---------------|---------------|---------------|---------------|
|              | Female       | Male          | Organisation | Unknown  | Total         | Female        | Male          | Organisation  | Unknown       | Total         |
| 10-14        | 293          | 972           | 0            | 0        | 1 265         | 7.3%          | 7.0%          | 0.0%          | 0.0%          | 7.1%          |
| 15-17        | 310          | 1 127         | 0            | 0        | 1 437         | 7.7%          | 8.1%          | 0.0%          | 0.0%          | 8.0%          |
| 18-19        | 226          | 901           | 0            | 0        | 1 127         | 5.6%          | 6.5%          | 0.0%          | 0.0%          | 6.3%          |
| 20-24        | 630          | 2 278         | 0            | 0        | 2 908         | 15.7%         | 16.4%         | 0.0%          | 0.0%          | 16.2%         |
| 25-29        | 704          | 2 298         | 0            | 0        | 3 002         | 17.5%         | 16.5%         | 0.0%          | 0.0%          | 16.7%         |
| 30-34        | 598          | 1 841         | 0            | 0        | 2 439         | 14.9%         | 13.2%         | 0.0%          | 0.0%          | 13.6%         |
| 35-39        | 479          | 1 533         | 0            | 0        | 2 012         | 11.9%         | 11.0%         | 0.0%          | 0.0%          | 11.2%         |
| 40-44        | 355          | 1 182         | 0            | 0        | 1 537         | 8.8%          | 8.5%          | 0.0%          | 0.0%          | 8.6%          |
| 45-49        | 215          | 833           | 0            | 1        | 1 049         | 5.4%          | 6.0%          | 0.0%          | 100.0%        | 5.8%          |
| 50-54        | 106          | 507           | 0            | 0        | 613           | 2.6%          | 3.6%          | 0.0%          | 0.0%          | 3.4%          |
| 55-59        | 65           | 218           | 0            | 0        | 283           | 1.6%          | 1.6%          | 0.0%          | 0.0%          | 1.6%          |
| 60-64        | 25           | 126           | 0            | 0        | 151           | 0.6%          | 0.9%          | 0.0%          | 0.0%          | 0.8%          |
| 65 +         | 10           | 93            | 0            | 0        | 103           | 0.2%          | 0.7%          | 0.0%          | 0.0%          | 0.6%          |
| Unknown      | 0            | 4             | 3            | 0        | 7             | 0.0%          | 0.0%          | 100.0%        | 0.0%          | 0.0%          |
| <b>Total</b> | <b>4 016</b> | <b>13 913</b> | <b>3</b>     | <b>1</b> | <b>17 933</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> |

Note: Offender profile numbers are based on distinct apprehensions.

## NT PERSONS TAKEN INTO POLICE PROTECTIVE CUSTODY

| Year    | Indigenous |        |        | Non-Indigenous |       |       | Unknown |      |       | Total  |        |        |
|---------|------------|--------|--------|----------------|-------|-------|---------|------|-------|--------|--------|--------|
|         | Female     | Male   | Total  | Female         | Male  | Total | Female  | Male | Total | Female | Male   | Total  |
| 2008-09 | 10 143     | 23 124 | 33 267 | 186            | 1 939 | 2 125 | 0       | 5    | 5     | 10 329 | 25 068 | 35 397 |
| 2009-10 | 10 601     | 23 224 | 33 825 | 156            | 1 857 | 2 013 | 17      | 17   | 34    | 10 774 | 25 098 | 35 872 |
| 2010-11 | 5 894      | 13 282 | 19 176 | 104            | 1 060 | 1 164 | 1       | 13   | 14    | 5 999  | 14 355 | 20 354 |
| 2011-12 | 5 654      | 12 227 | 17 881 | 101            | 995   | 1 096 | 489     | 507  | 996   | 6 244  | 13 729 | 19 973 |
| 2012-13 | 3 896      | 8 339  | 12 235 | 66             | 931   | 997   | 331     | 428  | 759   | 4 293  | 9 698  | 13 991 |
| 2013-14 | 4 102      | 7 885  | 11 987 | 67             | 656   | 723   | 224     | 314  | 538   | 4 393  | 8 855  | 13 248 |
| 2014-15 | 3 710      | 6 673  | 10 383 | 38             | 427   | 465   | 239     | 260  | 499   | 3 987  | 7 360  | 11 347 |
| 2015-16 | 3 256      | 5 505  | 8 761  | 42             | 277   | 319   | 212     | 157  | 369   | 3 510  | 5 939  | 9 449  |

Notes: Data extracted from IJIS on 26 August 2016. Data extracted on a different date may show slight variations.

These figures represent police watch house protective custody episodes only.

Unknown Indigenous status figures since 2011-12 are considerably higher than previous years due to a change in recording practices in IJIS regarding person identification and characteristics.

# PART 7: APPENDICES



# CONTENTS

|  |            |
|--|------------|
| <b>APPENDIX 1: COMPLAINTS AGAINST POLICE AND<br/>INTERNAL INVESTIGATIONS</b>   | <b>174</b> |
| Complaints Against Police  | 174        |
| Internal Investigations  | 176        |
| <b>APPENDIX 2: INFORMATION ACT REQUESTS</b>                                    | <b>178</b> |
| <b>APPENDIX 3: EMPLOYMENT INSTRUCTIONS</b>                                     | <b>179</b> |
| <b>APPENDIX 4: NTPFES REPRESENTATION ON EXTERNAL<br/>FORUMS AND COMMITTEES</b> | <b>182</b> |
| <b>APPENDIX 5: ACRONYMS USED WITHIN THIS REPORT</b>                            | <b>183</b> |

# APPENDIX 1: COMPLAINTS AGAINST POLICE AND INTERNAL INVESTIGATIONS

## COMPLAINTS AGAINST POLICE

Complaints are classified by the Ombudsman in consultation with the Commander of 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*, 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** – carried out prior to making a decision on the category of complaint. Remains confirmed as Preliminary Inquiry if the matter is not classified suitable for investigation.

In addition, the PSC undertakes customer service inquiries that do not fall under the auspices of the *Ombudsman Act* to address concerns of the public that do not fall within a category of complaint. In 2015-16, there were 67 inquiries undertaken and resolved compared to 56 in 2014-15. These customer service inquiries are not recorded as reportable complaints against police.

### Complaints Against Police 2015-16

| Complaint Type      | Number of Complaints | Number of Members Involved | Breakdown of Members Involved |                  |           |                |          |               |
|---------------------|----------------------|----------------------------|-------------------------------|------------------|-----------|----------------|----------|---------------|
|                     |                      |                            | Police Officer                | Police Auxiliary | ACPO      | Public Servant | NTPFES   | Unidentified* |
| Preliminary Inquiry | 9                    | 8                          | 7                             | 0                | 0         | 0              | 0        | 1             |
| Cat 1               | 3                    | 17                         | 13                            | 3                | 1         | 0              | 0        | 0             |
| Cat 2               | 6                    | 18                         | 16                            | 1                | 1         | 0              | 0        | 0             |
| 107 Deferred        | 2                    | 2                          | 0                             | 2                | 0         | 0              | 0        | 0             |
| CRP                 | 65                   | 98                         | 91                            | 5                | 2         | 0              | 0        | 0             |
| CAP: Decline        | 254                  | 483                        | 439                           | 7                | 9         | 2              | 0        | 26            |
| CAP: Info Only      | 1                    | 1                          | 1                             | 0                | 0         | 0              | 0        | 0             |
| <b>Total</b>        | <b>340</b>           | <b>627</b>                 | <b>567</b>                    | <b>18</b>        | <b>13</b> | <b>2</b>       | <b>0</b> | <b>27</b>     |

Source: PSC IAPro 30 June 2016. \* Investigation did not identify the involved officer.

The comparative figures for reportable complaint matters this year against the previous year indicates a 10.5% decrease in the number of reportable complaints. Of the 340 reportable complaints that were subject

to a preliminary inquiry, a total of 254\* matters involving 483 NTPF members were declined by the Ombudsman.

\*These numbers do not include those matters still at preliminary inquiry stage at end of reporting period.

The number of Category 1 complaints for the year was three, a slight increase from the one Category 1 matter recorded in the previous year. There was a reduction in Category 2 complaints with six in 2015-16, down from eight in 2014-15. This reporting period also saw an increase in CRP matters, up from 40 in 2014-15 to 65 in 2015-16.

### Formal Complaints

| Complaint Type | 2014-15 | 2015-16 |
|----------------|---------|---------|
| Category 1     | 1       | 3       |
| Category 2     | 8       | 6       |
| CRP            | 40      | 65      |

There were 11 Category 1 complaint findings and 43 Category 2 complaint findings that were sustained. Overall, 25 complaint findings were not sustained and nil remained subject to current investigations at 30 June 2016.

### Findings

| Complaint Type | Sustained | Not Sustained | Current Investigation |
|----------------|-----------|---------------|-----------------------|
| Category 1     | 11        | 10            | 0                     |
| Category 2     | 43        | 15            | 0                     |

Source: PSC IAPro 30 June 2016.

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 2015-16, for which investigations were either completed or ongoing during the financial year 2015-16.

### Outcomes – Category 1 and 2 Complaints

|  |           |
|--|-----------|
| Section 14C <i>Police Administration Act</i> (PAA) - Managerial Guidance | 15        |
| Part IV PAA – Period of good behaviour                                   | 6         |
| Part IV PAA – Formal caution in writing                                  | 9         |
| Pt IV PAA: Reduction in Rank   | 2         |
| Pt IV PAA: Transfer member from locality                                 | 1         |
| Pt IV PAA: Transfer member from position                                 | 1         |
| Administrative: Remedial Advice (Performance Plus)                       | 6         |
| Administrative Remedial training   | 1         |
| No Action Required   | 21        |
| <b>Total</b>   | <b>62</b> |

Source: PSC IAPro 30 June 2016.

Note: These numbers include outcomes for cases received before the financial year 2015-16, for which investigations were either completed or ongoing during the financial year 2015-16.

### Outcomes – Complaint Resolution Process

|                                  |            |
|----------------------------------|------------|
| Apology by NTPFES                | 13         |
| Complainant satisfied            | 26         |
| Brought to attention of member   | 29         |
| Remedial advice (CRP)            | 3          |
| Remedial Advice (Administrative) | 1          |
| Apology by member                | 6          |
| No action required               | 29         |
| Action reasonable                | 9          |
| <b>Total</b>                     | <b>116</b> |

Source: PSC IAPro 30 June 2016.

Note: More than one outcome may be made within a case due to multiple members involved.

In addition, investigations into complaints often identify procedural or behaviour concerns that are ancillary to the complaint and result in action to improve performance or organisational practices and increase the professionalism and integrity of the agency.

In total, 50 formal compliments were received from the community by PSC outlining the positive behaviour of police officers. These compliments are passed onto the police officers through their respective managers.

An online compliments and complaints reporting function continues to operate with the ability to provide both positive and negative feedback. During 2015-16, there were 21 compliments and 34 complaints received through this avenue.

## INTERNAL INVESTIGATIONS

Internal disciplinary matters fall within the following classifications:

- **Preliminary Inquiry** – carried out prior to making a decision on the category of investigation;
- **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 now recorded as an outcome for the service of DVOs or undertakings on police;
- **FV: Report** – is now recorded when a domestic violence report involving police is submitted;
- **IS: Investigation suspended due to resignation of member**;
- **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; and
- **II: Prelim** – Internal Investigation – Preliminary Inquiries.

## Internal Investigations 2015-16

| Investigation Referral Type | Number of Referrals | Number of Members Involved | Breakdown of Members Involved |                  |           |                |               |
|-----------------------------|---------------------|----------------------------|-------------------------------|------------------|-----------|----------------|---------------|
|                             |                     |                            | Police Officer                | Police Auxiliary | ACPO      | Public Servant | Unidentified* |
| Preliminary Inquiry         | 37                  | 75                         | 62                            | 13               | 0         | 0              | 0             |
| Category 1                  | 7                   | 10                         | 9                             | 1                | 0         | 0              | 0             |
| Category 2                  | 24                  | 28                         | 26                            | 0                | 2         | 0              | 0             |
| Cust-Death                  | 2                   | 1                          | 0                             | 0                | 1         | 0              | 0             |
| Cust-Oversight              | 9                   | 2                          | 2                             | 0                | 0         | 0              | 0             |
| DC-Oversight                | 3                   | 0                          | 0                             | 0                | 0         | 0              | 0             |
| DC-NFAR                     | 1                   | 2                          | 2                             | 0                | 0         | 0              | 0             |
| FV:DVO                      | 8                   | 10                         | 6                             | 1                | 3         | 0              | 0             |
| FV:Report                   | 27                  | 34                         | 26                            | 1                | 7         | 0              | 0             |
| Offence                     | 8                   | 11                         | 10                            | 0                | 1         | 0              | 0             |
| II: NFAR                    | 47                  | 55                         | 41                            | 4                | 7         | 1              | 2             |
| <b>Total</b>                | <b>173</b>          | <b>228</b>                 | <b>184</b>                    | <b>20</b>        | <b>21</b> | <b>1</b>       | <b>2</b>      |

Source: PSC IAPro 30 June 2016. \*Investigation did not identify the involved officer.

Note: Figures are based on Referral Incidents received in the 2015-16 financial year.

| Investigation Type | Sustained | Not Sustained | Investigation Suspended | Family Violence |
|--------------------|-----------|---------------|-------------------------|-----------------|
| Category 1         | 42        | 16            | 10                      | 0               |
| Category 2         | 46        | 2             | 0                       | 0               |
| Offence            | 8         | 1             | 0                       | 2               |
| II: NFAR           | 27        | 25            | 0                       | 0               |
| II: Prelim         | 10        | 2             | 0                       | 0               |
| FV: DVO            | 1         | 1             | 0                       | 8               |
| FV: Report         | 0         | 5             | 0                       | 25              |
| Cust-Oversight     | 1         | 0             | 0                       | 0               |
| DC:NFAR            | 4         | 0             | 0                       | 0               |

Source: PSC IAPro 30 June 2016.

Note: These numbers indicate findings to individual allegations, and there can be multiple allegations made against a members within a case. These numbers include findings for cases received before the financial year 2015-16, for which investigations were either completed or ongoing during the financial year 2015-16.

### Outcomes – Category 1 and 2

|  |           |
|--|-----------|
| Section 14C PAA – Managerial guidance        | 39        |
| Part IV PAA - Formal caution in writing      | 11        |
| Part IV PAA - Period of good behaviour       | 4         |
| Part IV PAA - Reduction in salary            | 1         |
| Part IV PAA – Fine                           | 1         |
| Outstanding: Action not yet taken: Separated | 3         |
| Offence: Infringement                        | 4         |
| Offence: Caution                             | 3         |
| Offence: No Action Required                  | 2         |
| FV: DVO/Undertaking                          | 9         |
| <b>Total</b>                                 | <b>77</b> |

Source: PSC IAPro 30 June 2016.

Note: These numbers include outcomes for cases received before the 2015-16 financial year, for which investigations were either completed or ongoing during the 2015-16 financial year.

## APPENDIX 2: INFORMATION ACT REQUESTS

| <i>Information Act Requests for Access to Information</i> | 2013-14 | 2014-15 | 2015-16 |
|---|---------|---------|---------|
| <b>Applications Received</b>                              |         |         |         |
| Lodged  | 116     | 84      | 96      |
| Accepted  | 104     | 76      | 73      |
| Transferred   | 0       | 0       | 1       |
| Withdrawn   | 10      | 6       | 6       |
| Not Accepted  | 12      | 8       | 14      |
| Pending Acceptance  | 0       | 0       | 2       |
| <b>Outcome of Accepted Applications</b>                   |         |         |         |
| Total Applications Processed                              | 104     | *97     | 107**   |
| Applications Granted in Full                              | 19      | 15      | 21      |
| Applications Granted in Part                              | 54      | 44      | 42      |
| Applications Refused in Full                              | 8       | 21      | 28      |
| Transferred   | 0       | 0       | 1       |
| Outstanding Applications at End of Year                   | 13      | 11      | 9       |
| <b>Number of Pages Processed</b>                          |         |         |         |
| Total Number of Pages Assessed                            | 3 735   | 2 780   | 3 863   |
| Number of Pages Granted in Full                           | 2 157   | 2 216   | 1 938   |
| Number of Pages Granted in Part                           | 562     | 282     | 410     |
| Number of Pages Refused in Full                           | 1 016   | 282     | 1 515   |

Note: \* Includes applications carried over from the 2013-14 financial year.

\*\*Includes applications carried over from the 2014-15 financial year.

There were no applications received this reporting period for *Information Act* requests for correction of personal information.

| <b>Information Requests Processed</b>  | <b>2015-16</b> |
|--|----------------|
| Department of Lands and Planning       | 4 447          |
| Motor vehicle crash reports            | 1 484          |
| Motor vehicle crash fatal files        | 36             |
| Requests to interview a police officer | 20             |
| Crimes Victims Services Unit           | 390            |
| Territory Housing reports              | 2 734          |
| Complete traffic history reports       | 586            |
| General property insurance reports     | 501            |
| Antecedents reports                    | 385            |
| Other government agency requests       | 75             |
| Legal advocacy requests                | 168            |
| CCTV                                   | 9              |
| General requests for information       | 192            |
| <b>Total</b>                           | <b>11 027</b>  |

## APPENDIX 3: EMPLOYMENT INSTRUCTIONS

### Employment Instruction and annual NTPFES action in 2015-16 reporting requirements

- |  |  |
|--|--|
| <p><b>1 Filling vacancies</b></p> <p>A CEO must develop a procedure for the filling of vacancies consistent with the <i>Public Sector Employment and Management Act</i> (the Act), its subordinate legislation and any relevant award or enterprise agreement.</p>                 | <p>In September 2015, the NTPFES adopted the NT Public Sector Recruitment and Selection Policy. The agency requires that all members of a selection panel must have undertaken training before participating as a panel member.</p> <p>During the reporting period 83 employees have attended training or undertaken online training.</p> <p>In 2015-16, there were 46 public sector staff recruited on an ongoing basis and 45 public sector staff separated. This is excluding employees on temporary contracts.</p> |
| <p><b>2 Probation</b></p> <p>A CEO must develop a probation procedure consistent with the Act, its subordinate legislation and any relevant award or enterprise agreement.</p>   | <p>New ongoing employees are advised of the probation process by their managers on commencement. The process is also explained during induction.</p> <p>No employees were terminated during the probationary period.</p>   |
| <p><b>3 Natural Justice</b></p> <p>A person who may be adversely affected by an impending decision must be afforded natural justice before a final decision is made.</p>   | <p>The principles of natural justice are applied to all dealings with employees and all employment policies and instruction and procedures reflect these principles.</p> <p>The principles of natural justice are also covered in induction.</p>   |
| <p><b>4 Employee performance management and development systems.</b></p> <p>A CEO must develop and implement an employee performance management and development procedure consistent with the Act, its subordinate legislation and any relevant award or enterprise agreement.</p> | <p>The NTPFES performance management system, Performance Plus, integrates the agency's strategic objectives and the objectives of employees.</p> <p>All employees are required to have at a minimum an annual performance discussion with their supervisor.</p>  |
| <p><b>5 Medical Examinations</b></p> <p>A CEO may engage a health practitioner to undertake an examination of an employee.</p>   | <p>HRM provide advice and support to managers in determining whether an employee should be referred to undertake a medical examination.</p> <p>During 2015-16, one employee was directed to attend an examination by an approved health practitioner.</p>  |
| <p><b>6 Employee Performance and Inability</b></p> <p>Sets out the rules for undertaking an employee performance and inability process in accordance with the Act.</p>   | <p>No inability proceedings were commenced during 2015-16.</p>   |

|  |   |
|--|---|
| <p><b>7 Discipline</b></p> <p>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.</p>  | <p>During the reporting period three notices of alleged breaches of discipline were served. All matters were finalised.</p>   |
| <p><b>8 Internal Agency Complaints and Section 59 Grievance Reviews</b></p> <p>A CEO must develop an internal employee grievance handling policy and procedure consistent with the Act, its subordinate legislation and any relevant award or enterprise agreement.</p>  | <p>The NTPFES Grievance Policy and Procedure has been developed and is available for all employees to access.</p> <p>Four formal grievances were lodged with the Office of the Commissioner for Public Employment during 2015-16.</p>   |
| <p><b>9 Employment Records</b></p> <p>A CEO must comply with the requirements of the <i>Information Act</i> (NT) regarding correction, collection and handling of personal information contained in an employee's employment record.</p>   | <p>The Department of Corporate and Information Services stores all personnel files. The NTFRS maintain Service History Files for all career firefighters.</p>   |
| <p><b>10 Equality of Employment Opportunity Programs.</b></p> <p>A CEO must develop an Equality of Employment Opportunity Program consistent with the Act, its subordinate legislation, the <i>Anti-Discrimination Act</i> and any relevant award or enterprise agreement.</p>   | <p>As part of the induction process, employees are made aware of the NTPFES Respect, Equity and Diversity Framework.</p> <p>This Framework has now been developed as an eLearning package and it is compulsory for all employees to undertake the training on a biennial basis.</p> <p>The NTPFES <i>Diversity and Inclusion Strategy</i> aims to strengthen capability through diversity. The implementation of special measures in the recruitment of women and Indigenous people will assist the agency to achieve this goal.</p>  |
| <p><b>11 Occupational Health and Safety Standards and Programs.</b></p> <p>A CEO must ensure the application in his or her agency of appropriate occupational health and safety standards and programs.</p> <p>A CEO is required to provide information in the agency annual report in relation to the agency occupational health and safety programs.</p> | <p>The NTPFES Work, Health and Safety Policy and Policy Statement are central to the effectiveness of the Work Health and Safety Management System.</p> <p>The Work Health and Safety Management System is, at its core, a tool for continuous improvement and is designed to assist the agency to:</p> <ul style="list-style-type: none"> <li>• Clearly outline and communicate its Work, Health and Safety policy objectives to its workforce;</li> <li>• Establish, assess and review the effectiveness of its procedure giving effect to those objectives;</li> <li>• Achieve overall systematic conformance to the policy vision and objectives; and</li> <li>• Provide a means for demonstrating to both its workforce and others its commitment to these objectives.</li> </ul> <p>Workplace health and safety matters are addressed in induction.</p> |

---

## 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 outlined in the Vision 2020 strategic plan during induction.

Broadcasts are regularly issued to remind employees about use of IT and other equipment, conflicts of interest, outside employment, bullying and harassment, making public comment and about accepting gifts and benefits.

---

## 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 policy and procedure are to be consistent with the Act, its subordinate legislation and any relevant award or enterprise agreement.

All employees have access to the Respect, Equity and Diversity Framework which addresses what is considered inappropriate conduct in the workplace. This has been developed into an eLearning package that is compulsory for all employees to undertake biennially.

The NTPFES have policies and instruction and procedures on dealing with inappropriate behaviour and all employees are reminded of their obligations in relation to appropriate behaviour during induction.

Training is also provided at promotional courses on how to deal with inappropriate behaviour.

---

## 14 Redeployment and Redundancy Procedures

This Employment Instruction is designed to assist NT public sector employees and agencies in understanding their rights and obligations in redeployment and redundancy situations, and to ensure that these situations are handled as sensitively, efficiently and effectively as possible.

No employees were declared as a redeployee during 2015-16.

---

## 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.

It is anticipated that special measures in relation to recruitment and selection will be implemented with approval from the Commissioner for Public Employment in 2016-17.

## APPENDIX 4: NTPFES REPRESENTATION ON EXTERNAL FORUMS AND COMMITTEES

The key external forums and committees with NTPFES representation are:

- Australasian Fire and Emergency Service Authorities Council (AFAC);
- Australia and New Zealand Police Commissioners Forum;
- Australia New Zealand Counter Terrorism Committee;
- Australia New Zealand Council of Police Professionalisation;
- Australia New Zealand Policing Advisory Agency Board;
- Australian Crime Commission Board;
- Bushfire and Natural Hazards Cooperative Research Centre;
- Commissioners and Chief Officers' Strategic Committee AFAC;
- CrimTrac Board of Management;
- Cross Border Justice Project Executive Group;
- Deputy Commissioners' Operational Management Meeting;
- Emergency Alert EAP3 High Level Group;
- Inter-Governmental Committee on Drugs;
- Law, Crime and Community Safety Council;
- National Crime Statistics Unit Board;
- National Fire Danger Rating Review;
- National Justice and Policing Senior Officials Group;
- National SES Operations Group;
- Northern Australian Fire Managers Forum;
- NT Government Coordination Committee;
- NT Government Social Responsibility Committee;
- Regional and Local Counter Disaster Planning Committee;
- Senior Officers' Group for the Territory Emergency Management Council;
- Serious and Organised Crime Coordination Committee;
- Task Force NEO;
- Territory Emergency Management Council;
- White Ribbon NT Committee.

## APPENDIX 5: ACRONYMS USED WITHIN THIS REPORT

|        |   |         |   |
|--------|---|---------|---|
| AASB   | Australian Accounting Standards Board                       | HRM     | Human Resource Management                                     |
| ABS    | Australian Bureau of Statistics                             | ICT     | Information and Communication Technology                      |
| ACORN  | Australian Cybercrime Online Reporting Network              | JPR     | Junior Police Ranger  |
| ACPO   | Aboriginal Community Police Officer                         | LDP     | Leadership Development Program                                |
| ADF    | Australian Defence Force                                    | MCIU    | Major Crash Investigation Units                               |
| ADVIC  | ANZPAA Disaster Victim Identification Committee             | MDMA    | Methylenedioxy-Methamphetamine                                |
| AFAC   | Australasian Fire and Emergency Service Authorities Council | MPG     | Metropolitan Patrol Group                                     |
| AFP    | Australian Federal Police                                   | NFAR    | No Further Action Required                                    |
| AFSM   | Australian Fire Service Medal                               | NHWNT   | Neighbourhood Watch NT  |
| ALO    | Aboriginal Liaison Officer                                  | NM      | National Medal  |
| ANPR   | Automatic Number Plate Recognition                          | NPA     | National Partnership Agreement                                |
| ANZPAA | Australia New Zealand Policing Advisory Agency              | NPSM    | National Police Service Medal                                 |
| ANZSOC | Australian and New Zealand Standard Offence Classification  | NT      | Northern Territory  |
| APM    | Australian Police Medal                                     | NTES    | Northern Territory Emergency Service                          |
| ARP    | Accelerated Recruitment Program                             | NTFRS   | Northern Territory Fire and Rescue Service                    |
| CCTV   | Closed Circuit Television                                   | NTFRES  | Northern Territory Fire, Rescue and Emergency Service         |
| CEO    | Chief Executive Officer                                     | NTPF    | Northern Territory Police Force                               |
| CEPO   | Community Engagement Police Officer                         | NTPFES  | Northern Territory Police, Fire and Emergency Services        |
| CRP    | Complaints Resolution Process                               | OMCG    | Outlaw Motorcycle Gang  |
| DCIS   | Department of Corporate and Information Services            | PMU     | Police Mounted Unit   |
| DVI    | Disaster Victim Identification                              | POSI    | Point of Sale Intervention                                    |
| DMS    | Darwin Metropolitan Service                                 | PSC     | Professional Standards Command                                |
| DOU    | Dog Operations Unit   | ROMU    | Reportable Offender Management Unit                           |
| DVO    | Domestic Violence Order                                     | SAFE NT | Screening Assessment for Employment NT                        |
| ELT    | Executive Leadership Team                                   | SECS    | Security and Emergency Coordination Section                   |
| ESM    | Emergency Services Medal                                    | SEG     | Senior Executive Group  |
| ESS    | Employee Support Services                                   | TDC     | Training and Development Command                              |
| FSB    | Forensic Science Branch                                     | TRG     | Territory Response Group                                      |
| FSF    | Family Safety Framework                                     | WPS     | Water Police Section  |
| FTE    | Full Time Equivalent  | WHSMCC  | Workplace Health and Safety Management Consultative Committee |
| FVTPL  | Fair Value Through Profit or Loss                           |         |   |
| GST    | Goods and Services Tax                                      |         |   |