

**Royal Commission  
into the Management of Police Informants**

**STATEMENT OF STEPHEN FREDERICK LEANE**

- 1 My full name is Stephen Frederick Leane. I am currently an Assistant Commissioner of Police. On 6 December 2019, I retire from Victoria Police because I have accepted an appointment as the Road Safety Camera Commissioner.
- 2 I make this statement in response to a request from the Royal Commission into the Management of Police informants dated 12 August 2019. This statement is produced to the Royal Commission in response to a Notice to Produce.

**Educational background and employment history (question 1)**

- 3 My educational background and employment history are set out in the annexure to my statement.

**Investigations I was involved in which had dealings with Ms Gobbo (question 2)**

- 4 I was not involved in any investigations which had dealings in any way with Ms Gobbo.

**Use of Ms Gobbo as a human source (questions 3-8)**

**Question 3**

- 5 I first learned that Ms Gobbo had provided information or assistance to Victoria Police through my role as Chief of Staff to Chief Commissioner Overland in November 2009. As I describe below, my knowledge of the extent of the information or assistance provided by Ms Gobbo developed over time through my role on the Steering Committee of Operation Loricated and Operation Bendigo.

*Chief of Staff to Chief Commissioner Overland*

- 6 In November 2009, I accepted a position as the Chief of Staff to the Chief Commissioner of Victoria Police, who at the time was Simon Overland. The role of

the Chief of Staff is to manage the office of the Chief Commissioner and to provide a liaison point for Ministerial offices.

- 7 I took over this position from Superintendent Rod Wilson. As part of my handover with Superintendent Wilson, I recall discussing the Petra Taskforce. Superintendent Wilson told me that he had been involved in managing that investigation prior to becoming Chief of Staff and that he would continue to provide advice to the Chief Commissioner on that issue. As a result of this, I had limited involvement in matters relating to the Petra Taskforce.
- 8 I did, however, become aware that a dispute existed between Victoria Police and Ms Gobbo in relation to her role in a witness against Paul Dale. I became aware of this in the context of people wanting to speak to the Chief Commissioner and files addressed to the Chief Commissioner coming through my office. There was no need for me to review any of those files and I have no recollection of having done so.
- 9 Chief Commissioner Overland and I had a good working relationship. During my tenure as Chief of Staff there were many issues confronting the State and Victoria Police. I attended frequent Ministerial briefings on operational issues of the day. My role was to focus on these kinds of matters, in order to take this workload off the Chief Commissioner.
- 10 As Chief of Staff to the Chief Commissioner, there were other issues which I had little to no involvement in. Issues surrounding the Petra Taskforce and the civil litigation between Victoria Police and Ms Gobbo fell into this category. This is something that Chief Commissioner Overland and I seldom discussed.
- 11 I do not recall Ms Gobbo's name being mentioned in the context of this dispute. To the best of my recollection, she was referred to as "Witness F". At this time, Ms Gobbo's name would not have meant anything to me. I had not come across her previously, and was not aware of her family connections in the legal profession. I did not give the matter any thought.

- 12 To the extent that I knew anything about the information or assistance that Ms Gobbo had provided to Victoria Police at this time, my knowledge was limited to the Dale matter and her role as a witness. It was not until much later that I became aware of information and assistance she had provided as a human source, as I set out below.
- 13 Ms Gobbo commenced legal proceedings on around 29 April 2010. The Victoria Police response to the writ was managed by Superintendent Lardner, who was the Superintendent in Charge of the Civil Litigation Division of the Legal Services Department. From time to time, he provided me with updates on key events leading to the resolution of the civil litigation. I would have passed this information on to the Chief Commissioner.
- 14 I have recently been shown a letter dated 10 August 2010 from the Chief Commissioner of Victoria Police to the Minister for Police & Emergency Services and a letter in response dated 11 August 2010 relating to the settlement, and related emails.<sup>1</sup> Having reviewed those documents, it is evident to me that I acted as a conduit between the Chief Commissioner and the Minister's office in relation to this issue. I have no independent recollection of these letters.
- 15 I do not recall attending any briefings with the Minister's office in relation to the civil litigation.
- 16 After settlement, the Chief Commissioner gave written directions to senior staff with Victoria Police as to how Victoria Police was to treat with Ms Gobbo. I do not recall having any role in the creation of these documents, however, I was copied to some email correspondence as the directions were circulated amongst senior members of Victoria Police.

*Operation Loricated*

- 17 In September 2013, I was promoted to Assistant Commissioner and took over Professional Standards Command. I replaced Assistant Commissioner Emmett

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<sup>1</sup> VPL.6075.0062.8506; VPL.6075.0062.8507; VPL.6076.0062.1856; VPL.6076.0062.1857.

Dunne, who was the previous Assistant Commissioner for Professional Standards and had retired from Victoria Police.

- 18 As part of my new role, I attended the Operation Loricated Steering Committee meetings. While I do not specifically recall, I expect that Assistant Commissioner Dunne had previously sat on the Operation Loricated Steering Committee and that there was a view that Professional Standards Command should be represented on the Committee. By the time I joined the committee, informer contact reports had been identified in which Ms Gobbo had given information about serving and ex-police members. My recollection is that for governance reasons, it was considered appropriate for the Assistant Commissioner of Professional Standards to sit on the Committee due to those matters.
- 19 At around the time I joined the Operation Loricated Steering Committee, I would have received a number of briefings by existing members of the Steering Committee, although I have no specific recollection of who gave me those briefings or when they occurred. During those briefings, I became aware that Mr Neil Comrie had completed a report into human source management and that Operation Loricated had been set up to implement recommendations made by Mr Comrie in that review. This is when I learned that Ms Gobbo had been a registered human source and had provided information prior to 2009 and that the assistance she had provided to Victoria Police went well beyond that as a witness in the Paul Dale matter.
- 20 I recall being briefed about the breadth of issues surrounding Ms Gobbo. I do not recall the precise nature of the briefings, but it involved the nature of the information that Gobbo provided as a human source and the length of time that she had been involved with Victoria Police and issues related to her safety. By the time I joined the Project Loricated Steering Committee, the fact that potential legal conflict issues had already been identified and the reconstruction process being undertaken by the steering committee was well underway. I do not believe that I was briefed with specific information about Ms Gobbo's informing but I have no doubt that by this point, I had a general awareness that Ms Gobbo had potentially provided



information about her clients and that these were matters that required further investigation.

- 21 These were significant briefings to me because they constitute the point at which I learned that Victoria Police was confronting a major issue. The other members of the Project Loricated Steering Committee already understood this, but this was the first time I had been briefed on the full extent of this issue.
- 22 I attended a number of Project Loricated Steering Committee meetings. Minutes were taken of those meetings.

*Operation Bendigo*

- 23 By early 2014, it had become apparent to me that the issues that the Project Loricated Steering Committee was dealing with were much broader than merely addressing the recommendations of the Comrie Review. Primarily, there were significant issues around Ms Gobbo's safety and how her own behaviour was impacting on Victoria Police's ability to protect her. I understood she was talking directly to a journalist or journalists and media interest was heightened and went beyond those matters that had already been reported in the context of the civil litigation. Ms Gobbo's behaviour was putting significant pressure on Victoria Police, which was doing what it could to protect her. At the same time, the Operation Loricated Steering Committee was considering whether that Committee was the appropriate forum to deal with the complex legal issues around the disclosures that Ms Gobbo had made to Victoria Police over many years.
- 24 These kinds of issues were the subject of many informal discussions that I had with Findlay McRae, Deputy Commissioner Cartwright and others in the first few months of 2014. There was a general consensus that the issues should be escalated into a new committee to be chaired by a Deputy Commissioner with a broader terms of reference than the existing Operation Loricated Steering Committee. This new committee was formed in April 2014 as the Bendigo Steering Committee, as I describe below.

- 25 On 31 March 2014, the Herald Sun broke the "Lawyer X" story. Victoria Police was gravely concerned that this story would lead to Ms Gobbo being identified and that she may be killed as a direct result of its publication. I am aware that an injunction was sought to restrain the publication of the article, although I was not involved in the decision to do so.
- 26 On 1 April 2014, I attended a series of meetings that were held in response to the Herald Sun publication.
- 27 At 10am, I attended a meeting at the OPP with Mr McRae. We met with the DPP, Michael Champion and Bruce Gardiner. The purpose of the meeting was to make full disclosure to the DPP of the circumstances – as Victoria Police currently understood them – surrounding Ms Gobbo and her use as an informer. It was a long briefing. I made a diary note of this meeting.<sup>2</sup>
- 28 During the briefing, the DPP made clear that the OPP had policies for miscarriage of justice and that disclosure would depend on the nature of the information. We outlined the steps that we were taking, particularly with regard to reporting to IBAC which was to occur later in the day. The DPP said that he would consider the briefing that we had given and would speak to members of the OPP Executive and come back to us.
- 29 At 3.25pm, I attended an internal briefing with Acting Chief Commissioner Tim Cartwright, Bob Clegg, Assistant Commissioner Fontana, Mr McRae, Marita Tabbain and Charlie Morton. We discussed the briefing that Mr McRae and I had attended with the DPP. Mr McRae said that he had not yet spoken to the Legal Services Commissioner but he planned to do so. We also discussed issues around Ms Gobbo's safety in the context of the media reporting.
- 30 At 4.30pm, Assistant Commissioner Fontana, Mr McRae and I attended IBAC and met with IBAC Commissioner Stephen O'Bryan SC and Alistair McLean and Rob

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<sup>2</sup> VPL.0005.0241.0311 at .0316 (page 196 of my diary).

Sutton of IBAC. We gave a briefing about Ms Gobbo. I made a note of this meeting in my diary.

- 31 I refer in my note to Mr McRae giving a briefing on the history of the matter. I did not set out in my diary note what was said, but the briefing was similar to the briefing given to the DPP. As with the DPP, the purpose of the meeting was to fully brief IBAC and to make full disclosure to IBAC of issues related to Ms Gobbo, as they were presently known to Victoria Police.
- 32 The following day, I attended an internal briefing in the Chief Commissioner's office with Acting Chief Commissioner Cartwright, Mr McRae, Deputy Commissioner Ashton, Commander Bob Clegg, Acting Superintendent Mark Galliot, Marita Tabbain and Charlie Morton. We discussed a number of matters including issues related to the media reporting, safety and wellbeing of Ms Gobbo and the briefing to the DPP and to IBAC from the previous day.
- 33 On 3 April 2014, Acting Chief Commissioner Cartwright received a letter from the Commissioner of IBAC, seeking clarification from Victoria Police about a number of matters.<sup>3</sup>
- 34 Having reviewed the correspondence and my diary entries from around this time, it is clear that there was a concern within Victoria Police that journalists were receiving information for the "Lawyer X" story from within Victoria Police. As the Assistant Commissioner of Professional Standards Command, responsibility for investigation of these matters ultimately fell to me. While I can recall having discussions about these issues at Bendigo Steering Committee meetings, I do not recall it being a significant issue. From my own perspective, I saw the issue as being a distraction from the significant issues that we were confronting.
- 35 On 7 April 2014 at around 3.30pm, Mr McRae and I met with Mr Sutton of IBAC. To the best of my recollection, we discussed historical IBAC matters related to Ms

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<sup>3</sup> VPL.0100.0001.0848 at .1218.

Gobbo. Based on my diary note, I believe that Mr Sutton informed us that there was one such matter but that he was unable to disclose any further information.

- 36 After this meeting, Mr McRae and I met with Deputy Commissioner Cartwright in Deputy Commissioner Cartwright's office. What started as a general conversation about issues related to Ms Gobbo's safety became a brainstorming session about how to manage a whole range of governance issues surrounding not only her safety, but the ongoing interaction between Victoria Police and other agencies and the future management of the various issues that had been managed by Operation Loricated to this point. According to my diary, Assistant Commissioner Fontana was called in after a period of time and raised the protection issues and issues related to her security. Assistant Commissioner Tracey Linford also joined the conversation by phone hook-up.
- 37 My recollection of this meeting is that it built on the kinds of general discussions I referred to in paragraphs 23 to 24 above and that during this meeting, it was agreed that there should be a new steering committee formed with Deputy Commissioner Cartwright as its chair and the general issues that we had discussed should form the terms of reference for the new Committee.
- 38 Sometime that evening, I had a discussion with Chief Commissioner Lay about various issues, including the formulation of the Steering Committee. Chief Commissioner Lay was supportive and approved the formulation of the new steering committee.
- 39 On 8 April 2014 at 2.00pm, I attended the first steering committee meeting of this new committee, which became the Operation Bendigo Steering Committee. I recall that prior to the meeting, I typed a document that set out the issues we discussed the previous day, which I intended to form the basis for the Terms of Reference of Operation Bendigo.<sup>4</sup> I specifically recall discussing governance issues at that first meeting and it was agreed by those on the Steering Committee that the first priority

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<sup>4</sup> VPL.0100.0039.2487.

for this meeting and for every meeting should be the safety of Ms Gobbo and her family. This is reflected in the Terms of Reference, which were agreed at the first meeting as follows:<sup>5</sup>

Bendigo Steering Committee

Terms of Reference

1. Oversee the protection and management of 3838
2. Assess the performance and implementation against:
  - The Comrie Review
  - Loricated (Recommendation 1 of Comrie Review)
  - Robinson review
3. Coordination of interaction with other agencies and stakeholders
  - IBAC
  - DPP
  - Legal Services Commissioner
4. Oversee and coordinate any legal actions, including:
  - Suppression
  - Civil Litigation
  - Other inquiries
5. Manage conflict of interest issues

(TORs replicated from minutes of Bendigo Steering Committee meeting 08/04/2014)

- 40 My diary records that on 9 April 2014, I met with Superintendent Gleeson with my Staff Officer, Inspector John Kearney. The purpose of the meeting was for me to get context from Superintendent Gleeson around his views as to the work that he had done on the Comrie Review. Superintendent Gleeson gave me an overview of what he had learnt.
- 41 On 10 April 2014 at 8.00am, Mr McRae and I met with Chief Commissioner Lay. We travelled together to IBAC to meet with the IBAC Commissioner, Mr Sutton and Mr McLean. Based on my diary note, I believe that Chief Commissioner Lay handed a letter to the IBAC Commissioner, which formed the basis of the discussion. I have reviewed the letter for the purpose of this statement and it is consistent with my recollection and with my diary note of this meeting.<sup>6</sup> In essence,

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<sup>5</sup> VPL.0100.0011.1499.

<sup>6</sup> VPL.0100.0001.0848 at .1208.

my recollection is that the purpose of the meeting was to request that IBAC conduct its own investigation.

- 42 Later that day, I had a number of discussions with Chief Commissioner Lay and others about the IBAC meeting and other issues relating to Ms Gobbo. I was advised by Chief Commissioner Lay that IBAC was not going to take over the investigations, as the Chief Commissioner had requested in the 10 April letter.
- 43 As IBAC were not going to take over the investigation, we discussed resourcing, expansion of the chronology and the securing of relevant documents. These discussions later led to the establishment of the Operation Bendigo Document Management Working Group, which was led by Superintendent Lardner. I have reviewed the terms of reference of the Operation Bendigo Document Management Working Group for the purposes of making this statement.<sup>7</sup> That document accurately records what the Working Group was tasked with completing.
- 44 On 11 April 2014, Assistant Commissioner Fontana and I had a discussion around safety and security of Ms Gobbo. As part of this discussion, we discussed welfare concerns, risks to her child and actions that Victoria Police may need to consider. I was not responsible for the safety and welfare of Ms Gobbo and her family but was happy to act as a sounding board for Assistant Commissioner Fontana, who did have direct responsibility for these matters.
- 45 On 15 April 2014, I had a discussion with Mr McRae and Shaun Le Grand of the VGSO. My diary records that we discussed the 'triage process' for the "IRs". I wrote "IRs" in my diary, but what I meant by that was the contact reports between Ms Gobbo and her handlers. This meeting took place because Mr McRae and I had been provided with a multi-page printout of the numerous contact reports between Ms Gobbo and her handlers. The contact reports had each been combined into a single document, which did not appear to have been organised in any particular way. The document was given to Mr Le Grand to provide advice.

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<sup>7</sup> VPL.0005.0018.0126.

- 46 On 30 April 2014, I attended a Steering Committee meeting of Operation Bendigo. At the meeting, documents produced by the Operation Bendigo Document Management Working Group were tabled that included five examples of possible legal conflict. We discussed how to progress the analysis of these issues and it was agreed that initially, Superintendent Gleeson would be tasked with further investigating the issues relevant to one of the five case studies to use as a basis to seek further advice. This tasking led to the establishment of the Operation Bendigo Investigations Group, which ultimately prepared case studies investigating all five examples of possible legal conflict that had been identified by the Operation Bendigo Document Management Working Group. This Working Group was led by Superintendent Gleeson.
- 47 Throughout May, I had various conversations with members of the Steering Committee, Superintendent Gleeson and Superintendent Lardner about the various tasks that needed to be completed by the Operation Bendigo Steering Committee. These tasks relate to the chronology, the case studies and the continuing investigation into potential leaks. I also had discussions with Mr Sutton of IBAC in this period. Some of these discussions are recorded in my diary.<sup>8</sup> Others were informal, and I did not take a diary note of them. However, I do recall a number of discussions with Superintendent Lardner and Superintendent Gleeson over this period as they were working through the detail of developing the chronology and securing all the documents. I had a clear idea in my mind as to what I wanted the finished product to be and these discussions were directed at shaping that up.
- 48 On 14 May 2014, Chief Commissioner Lay sent a letter to the IBAC Commissioner attaching a detailed chronology and a document described as a "Guide to Victoria Police/3838 Involvements" setting out the key interactions between Victoria Police and Ms Gobbo.<sup>9</sup> These documents had been prepared by the Operation Bendigo Document Management Working Group.

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<sup>8</sup> VPL.0005.0241.0311 at .0337 (page 220 of my diary); .0338 (page 221).

<sup>9</sup> VPL.0100.0173.0274.

- 49 On 21 May 2014, the IBAC Commissioner wrote to the Chief Commissioner, stating that on 15 May 2014, he had delegated his powers in this matter to the Hon Murray Kellam AO QC to commence a review into the matter.<sup>10</sup>
- 50 Based on a review of my diary, I believe that I met with Mr Sutton on 25 May 2014 to give him a briefing in relation to the Victoria Police chronology in relation to Ms Gobbo.
- 51 On 10 June 2014, I had a discussion with Mr Sutton, which he followed up with an email in which he requested that a briefing take place.<sup>11</sup> Based on a review of my emails, I believe that a briefing with Superintendent Gleeson took place later that week. I did not attend.
- 52 Between June 2014 and October 2014, I continued to attend Operation Bendigo Steering Committee meetings. IBAC was conducting its investigation and the Operation Bendigo Investigation Group continued to prepare its case studies, but I had no formal role in that process. My role in matters related to Ms Gobbo was far less intensive in this period.
- 53 During October and November 2014, Victoria Police and IBAC exchanged letters in relation to the status of the Victoria Police investigation into matters related to Ms Gobbo. By this time, Operation Bendigo had completed the five case studies into potential legal conflict. My recollection is that we offered these case studies to IBAC but that IBAC was not willing to accept a referral of those matters.
- 54 At around this time, it dawned on me that while IBAC had set up an inquiry, it was inquiry into the Victoria Police response to matters related to Ms Gobbo, not an inquiry into the matters themselves. This meant that Victoria Police and the Chief Commissioner were left to investigate the matter on their own, and while IBAC remained prepared to oversight our response, they were of the opinion that it was not their role to conduct that investigation. It was my view that this was unsatisfactory. I was satisfied that through Operation Bendigo, Victoria Police had put in place

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<sup>10</sup> VPL.0005.0015.0002

<sup>11</sup> VPL.6076.0015.7135



appropriate processes to identify where issues existed. What Victoria Police required was assistance with an independent review into these matters.

- 55 On 25 November 2014, Mr McRae and I met with the DPP and Mr Gardner. We met to discuss the progress of Victoria Police's response relating to Ms Gobbo. We attended the meeting with the five case studies, which we intended to offer to the DPP. During the meeting, the DPP declined to accept the case studies and told us that he wanted to consider the matter further and to take it to the DPP executive committee. I took a diary note of the meeting.<sup>12</sup>
- 56 In December 2014, I changed role to Assistant Commissioner of North West Metropolitan Region, initially in a temporary capacity. I continued to be involved in substantial matters related to Professional Standards Command issues related to Operation Bendigo and I continued to sit on the Steering Committee for the next three to four years.
- 57 On 21 January 2015, Mr McRae and I attended the Commonwealth DPP to brief them. I took a diary note of this meeting. To the best of my recollection, we gave the same briefing that we gave to the State DPP. My recollection is that one of the five case studies related to a Commonwealth prosecution and that the Commonwealth DPP was receptive to exploring the issues. To the best of my recollection, Mr McRae and I undertook to provide a copy of the relevant case study, which we did.
- 58 On 30 January 2015, Mr McRae and I met with the Legal Services Commissioner, Michael McGarvie and David Ryan of the VGSO. We had a broad discussion about Ms Gobbo and implications for Victoria Police. I recall that Mr McGarvie said that there had been previous complaints, which had been dealt with but that at that time, Ms Gobbo had let her practising certificate lapse and accordingly, that there was no further action that he could take.

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<sup>12</sup> VPL.0005.0241.0286 at .0289 (page 09).

- 59 In early February 2015, the Kellam Report was completed and was handed to Victoria Police.
- 60 On 10 February 2015, I attended a meeting with Acting Chief Commissioner Cartwright in relation to the Kellam Report.<sup>13</sup> Following this meeting, Acting Chief Commissioner Cartwright, Mr McRae, Acting Superintendent Galliot and I attended Parliament House to brief the Police Minister on the Victoria Police response to the issues and to the Kellam Report. The meeting was a meeting between the Acting Chief Commissioner and the Minister. I was present in an advisor role. During the meeting, the Acting Chief Commissioner outlined the Victoria Police response to the Kellam Report. My recollection is that the Acting Chief Commissioner made full disclosure of all matters leading up to and contained in the Kellam Report. It was clear to me that this was not the first time that the Minister had been briefed on these issues. With my experience working as the Chief of Staff to Chief Commissioner Overland in 2010, I would have expected this to be the case.
- 61 After that meeting, I continued to be involved in the Steering Committee but I was less and less involved in the active management of the Victoria Police response to issues related to Ms Gobbo.

#### Questions 4 to 8

- 62 To the best of my knowledge, I have never met Ms Gobbo. I have had no personal contact with her and my only involvement in matters concerning her are set out in my answer to question 3, above.
- 63 I have no first-hand knowledge of who authorised Ms Gobbo's use as a human source, the circumstances in which that occurred or who was aware that Ms Gobbo had provided information or assistance to Victoria Police. My only awareness of those matters is as described in my answer to question 3, above.

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<sup>13</sup> VPL.0005.0241.0286 at .0301 (page 54).

- 64 I have no first-hand knowledge of information or assistance provided to Victoria Police by Ms Gobbo. My only knowledge of these matters arises from my role on the Operation Loricated and Operation Bendigo Steering Committees, as I describe in my answer to question 3, above.

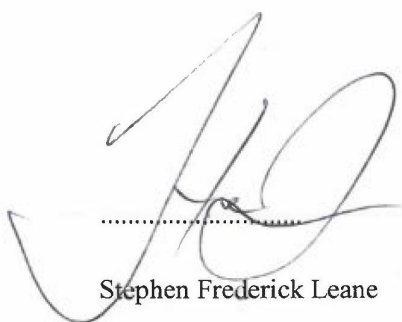
**Concerns as to the use of Ms Gobbo as a human source (questions 9 to 11)**

- 65 I refer to my answer to question 3, above.

**Other relevant matters (questions 12-14)**

- 66 Through Operation Bendigo, I learned of another human source that provided information or assistance to Victoria Police who was subject to legal obligations of confidentiality or privilege. I have no independent knowledge of these matters and have nothing to add, save than to refer to the Operation Bendigo Steering Committee minutes.
- 67 Relevant training that I have received is set out in the annexure to my statement.

3 December 2019



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Stephen Frederick Leane

## Stephen Federick Leane

### Education & Qualifications

2000	Monash University Bachelor of Laws (with Honours)
2001	Australian National University Graduate Diploma of Legal Practice (with Merit)
2001	Admitted to practice as a Legal Practitioner
2004	Monash University Masters of Education (Leadership, Policy & Change)
2009	Wharton University (Philadelphia USA) High Potential Leaders Program
2014-15	Completed Vincent Fairfax Ethical Leadership Program at Ormond College, Melbourne. Appointed Vincent Fairfax Fellow in June 2015
2015	Graduate – Company Directors Course, Australian Institute of Company Directors
2018	Graduate – Senior Executive Program, London Business School

Victoria Police qualifications include: -

- Victoria Police Detective Training School
- Victoria Police Prosecutors Course (academic dux)
- Counter Terrorism Commander programs at Superintendent and Assistant Commissioner

#### Command roles

December 2014 to Current	Assistant Commissioner North West Metro Region
September 2013 to December 2014	Assistant Commissioner, Professional Standards Command
Sept 2011 to October 2012	Director, Corporate Strategy and Governance Department

#### Executive Command support roles

Jan 2011 to Sept 2011.	Program Manager, Office of Deputy Commissioner Lay then Acting Deputy Commissioner Nolan.
Nov 2009 – Jan 2011	Chief of Staff to the Chief Commissioner

#### Divisional Management Roles

December 2012 to September 2013	Divisional Commander – Southern Metropolitan Region Division 2
July 2006 – Nov 2009	Superintendent, Region One (Central) roles of Manager Strategic Services Division and Manager Division One (Melbourne City)
2004 – 2006	Superintendent, Legal and Corporate Policy.
1981 – 2004	Management and Operational roles in Victoria Police