### **Royal Commission**

into the Management of Police Informants

#### STATEMENT OF DALE STEPHEN FLYNN

- 1. My full name is Dale Stephen Flynn. I am a serving member of Victoria Police and hold the rank of Inspector.
- I make this statement in response to a request from the Royal Commission into the Management of Police Informants. This statement is produced to the Royal Commission in response to a Notice to Produce.

# Educational background and employment history (q 1)

3. I graduated from the Police Academy in 1988. A summary of my progression through the ranks is set out in Annexure A.

Involvement or association with any investigation which had dealings with Ms Gobbo (q 2)

4. I refer to my answer to question 6 below.

# Provision of information or assistance by Ms Gobbo to Victoria Police (q 3)

 I first learned that Ms Gobbo was considering or intending to provide information or assistance to Victoria Police on 15 September 2005. The details are set out in my answer to question 6 below.

### Awareness of others (q 4)

6. I believe that the following people knew that Ms Gobbo was a human source prior to the end of 2012: DSS Jim O'Brien, Major Drug Investigation Division (MDID) members, Dedicated Source Unit/Source Development Unit (DSU/SDU) members, and senior members of the Crime Department, Commander Terry Purton and Detective Acting Superintendent Robert Hill, who were in attendance at the meetings on 30 September 2005 and 5 October 2005 (which are referred to below).

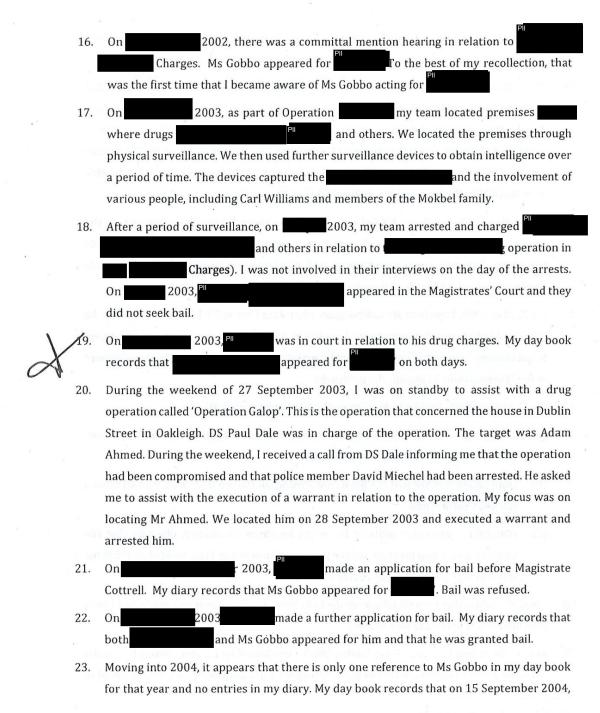
# Authorisation of Ms Gobbo as a human source (q 5)

I believe that members of the DSU/SDU authorised and continued to authorise Ms Gobbo's use as a human source.

## Personal contact with Ms Gobbo (q 6)

- On 11 February 2002, I commenced as a Detective Sergeant at the MDID. I reported to DSS O'Brien, Detective Inspector Paul Newman and Detective Superintendent Anthony Biggin.
- The day after starting at the MDID, on 12 February 2002, I was involved in the arrest and charging of Rosa Medici on drug offences. Nicola Gobbo appeared for Ms Medici at her mention hearing on 13 June 2002. To the best of my recollection, that was the first time that I met Ms Gobbo. I remember meeting her on that occasion because I recall her saying to me in a confident way that she was intending to have "some fun" with a witness. I understood her to be referring to how she intended to cross-examine a witness.

10.	In the first few days after starting at the MDID, on
	the arrest of
	He was charged with drug offences Charges).
11.	for
	underworld figures, Carl Williams, the Mokbel family and others.
	had a personal relationship. She spent time
_	
	That request was refused.
12.	On 13 June 2002, an operation within the MDID called 'Operation commenced. It
	was an operation into medium level drug trafficking. My team quickly identified a link to
	At the time, was already facing
13.	Also around this time, 'Operation commenced. It was an operation that targeted
	drug trafficking, and had a particular focus on $\square$ and others.
14.	By 2002 Pil was represented by in relation to
	the Charges.
15.	By 2002, I commenced conducting surveillance on as part of
	Operations
	2



I was in the Magistrates Court for a matter when I bumped into Ms Gobbo. I cannot now recall our discussion. My day book records the topics that she mentioned in discussion.

- 24. 2005, the committal proceeding commenced in relation to the charges that had been laid following Operation Ms Gobbo appeared for My diary records that the committal proceeding was fixed for 4 days but that it concluded after 2 days and that indicated an was then adjourned to 2005 in the County Court. My diary records that I had coffee with Ms Gobbo during the committal proceeding. 25. 2005, I spoke to Ms Gobbo by telephone about It appears that she contacted me to discuss whether could negotiate a plea deal. My diary records that she explained his circumstances, namely that he had and was unstable
- 26. On 2005, I spoke to Ms Gobbo again. She raised said that he was considering providing assistance to police as part of a plea deal. That was of interest to me because I knew that would have information in relation to the involvement of the Mokbel family in serious drug offences.

and irrational. I told her that I would speak to the OPP and my command.

- 27. On 17 August 2005, I spoke to Ms Gobbo. My diary records that she:
  - (a) was critical of me for not having returned an earlier call from her about a defendant,George Cancer, who she was representing;
  - (b) complained that she had not been contacted when Mr Bickley was arrested a few days earlier; and
  - (c) criticised a particular solicitor for acting for three co-accused. She said that the solicitor was acting for them for the purpose of protecting Tony Mokbel and that the solicitor was perverting the course of justice.
- 28. I told Ms Gobbo that I would follow up the last matter if a complaint was made and I then informed DSS O'Brien and DDI Shawyer.
- 29. About one month later, on 15 September 2005, I was asked by DS Steve Mansell to assist

  DSC Paul Rowe to introduce Ms Gobbo to sandy White-O vho worked in

<sup>1</sup> See exhibit 81 (list of pseudonyms).

the DSU. I was asked because DS Mansell was not available and Ms Gobbo was comfortable with me. I do not recall being told why Ms Gobbo was being introduced to Given his location at the DSU, it was apparent to me that Ms Gobbo was considering or intending to provide information to police. I did not know what the information was in relation to.

- 30. The following day, on 16 September 2005, I contacted Ms Gobbo to arrange the meeting. However, DS Mansell ended up being available and so I did not attend the introductory meeting and I do not recall being briefed about what occurred at the meeting.
- 31. On 30 September 2005, I attended a meeting about members of my team at the MDID joining the Purana Taskforce. My diary records that at the meeting, Peter Smith-O of the DSU/SDU, informed those present about some information provided by a human source. To the best of my recollection, he did not name the human source. However, based on the nature of the information (being information about and members of the Mokbel family), I believed, at the time, that it had been provided by Ms Gobbo. I recall initially feeling surprised about that. However, I dismissed that feeling after thinking through in my mind that: (a) Ms Gobbo was a smart and educated person who would know what information she could and could not provide; (b) she had a personal relationship with and may have known the information through that relationship; and (c) the DSU's expertise was in handling human sources and it had received the information and was passing it on so there must not be any impediment to doing so.
- 32. I have reviewed my diaries for entries recording information provided to me by members of the DSU/SDU where it appears that the source of the information was or may have been Ms Gobbo. I have referred below to the diary entries that I have located. I have been informed that Victoria Police has created a database called 'Loricated' which records contact that the SDU had with Ms Gobbo and the dissemination of information provided by her to investigators. Therefore, each of the instances of dissemination recorded in my diary should also be captured in the Loricated database. I am informed that the Loricated database records instances where information was purportedly disseminated to me but which has not been identified in my diaries. There are several possible explanations for this. One explanation is that the information was provided to me when I did not have

² ibid.

immediate access to my diary and I have not later recorded it in my diary. Another is that the information was of no relevance to my investigative work and so I did not make a note of it. A third explanation is that the information was disseminated to a different investigator and that my name has been erroneously recorded in the Information Contact Report (ICR).

- 33. To the best of my recollection, I do not recall receiving written Information Reports from the DSU/SDU, or anyone else in Purana, containing information provided by Ms Gobbo. I believe that all information was disseminated to me verbally by DSS O'Brien, members of Purana and members of the DSU/SDU.
- 34. The next relevant entries in my diaries are 2005. My diary records that members of the SDU contacted me with information in relation to the Mokbels who I was investigating. While it was never confirmed to me, I was confident the source of that information was Ms Gobbo.
- 35. On 2005, I attended the County Court in relation to the were represented by Ms Gobbo. She indicated that they both intended to plead guilty. My diary records that the matter was adjourned to 2006. My diary also records that I spoke to Ms Gobbo at court and that she was upset. I have a memory of seeing her upset on one occasion and so I expect that this was it. She always presented as a confident and strong person and so this occasion stood out to me. There is a summary of my conversation with her in my diary. It records that, amongst other things, Ms Gobbo was worried that Tony Mokbel was going to ask her to lie for him and that she was concerned about her welfare if she did not do as she was told. She also said that she had not been paid for her work. My diary records that I informed Peter Smith-O and DSS O'Brien about my conversation with Ms Gobbo.
- 36. By 2005, an operation subsequently called 'Operation Posse' was underway and the targets were the Mokbels. My diary records that on 1 November 2005, Peter Smith-O gave me information in relation to this operation, namely that a human source may approach I do not recall him telling me the name of the human source but I believed that it was Ms Gobbo.

37.	On 21 November 2005, I then transferred from the MDID to the Purana Taskforce. I moved
	across with some members of my crew. On 22 Horamon 2005 1 1771410160
38.	BUBBLE VIIII Jun O'CRIEN & GRAIN CHAIN WHICH OF THE After arriving at the Purana Taskforce, I continued to receive information from the SDU
	relevant to Operation Posse. Some information also came from members of my crew and
	DSS O'Brien. My diary records the provision of information on:
	(a) 2006 (provided by DSC Rowe and DSS O'Brien);
	(b) PIL 2006 (provided by DSS O'Brien); and
	Peter Smith-O Graham Evans-O and DSS O'Brien).
39.	The information provided to me by DSS O'Brien and on
	2006, was that
87	It did not enter my mind that this was information that police could or
	should not act upon. It was information that a serious crime was being committed at a
	particular location. My focus was on apprehending
'n	of describe the entream one relations for Little and the allegant to the contract of softs.
10.	Over that 2006, I drove to to see if I could
	locate I thought it might be
	I walked around and came across a building where I could hear the sound of a hammer
	drill. I took the registration number of a car parked in the rear yard of the building.
11.	On 2006, I had the registration number checked and the car was
	registered to someone associated with I then believed that I had found the place
	I spoke to the State Surveillance Unit to
	organise immediate surveillance on the property.
12.	In preparing this statement, I have found an entry in my diary for the next day,
	2006, which records a briefing about Operation with Sandy White-O a senior
	sergeant from the State Surveillance Unit, DS Jason Kelly, DSS O'Brien and a member from
	the Technical Support Unit. It appears from my diary entry that we discussed several
	issues, including a strategy for the interview of following his arrest. I do not have
	a specific memory of this meeting. However, I do recall discussion leading up to

3 ibid.

that we thought might persuade him to start assisting police following his arrest. We had planned to put to him that he would get a significantly reduced jail sentence for assisting

- 2006, I cannot recall why sandy White-O As I don't remember the specific meeting on was present at the meeting. I suspect that Sandy White-O attended because of his expertise in handling sources and could, therefore, provide input on the approach to take to in persuading him to assist police and then on how we should handle him if he agreed to provide assistance.
- In preparing this statement, I have also found an entry in my diary on 2006 that records a further briefing about Operation with members from the Technical Surveillance Unit and State Surveillance Unit and DSU/SDU about the "I/V [interview] strategy". I do not have a specific memory of this meeting. I have been informed that an ICR in the Loricated Database appears to refer to this meeting. It refers to an "I/V [Interview] plan".4 I assume that the meeting involved discussion about the approach that we were to I do not have any memory of there being a documented take to the interview of plan for the interview. My only memory of the matters that we proposed to put to during his interview are those identified in paragraph 42.
- 45. The surveillance on the property captured and others coming and going from the property.
- 2006, Victoria Police obtained a search warrant to search the 46. property, and the properties of other suspects in our investigations. An affidavit was prepared in support of the application for a search warrant. The affidavit was compiled by a member(s) of my crew, and records information obtained in the investigation, including information provided by Ms Gobbo to the SDU. I believe that the affidavit was compiled from a number of sources, such as members' diaries and an investigation chronology.6

0005-0035.1204 6 VPL.0005.0035.1112 (Exhibit RC120).

<sup>4</sup> VPL.2000.0003.1835.

<sup>5</sup> VPL:<del>0005.0011:090</del>0.

47.	Our surveillance captured
	entering the property at
	in the property overnight.
48.	On the morning of 2006, I spoke to DSS O'Brien. We decided that as
P	and his associates had been in the property overnight they were probably
	. We decided to move to the arrest stage. At 2.21pm, the Special
	Operations Group arrested
	Charges). I then attended the scene at 2.25pm. I read his rights to contact a friend
	or relative and a legal practitioner. He asked me to contact
	time, I refused the request because of a concern about fabrication and destruction of
	evidence. It was not unusual at that time for such requests to be refused when high level
	drug offenders were arrested and there were still warrants to be executed and others to
	be arrested.
49.	was then taken back to the St Kilda Road police station. Once we got back, I then
	allowed Plant and State of Transport and Stat
	also asked to speak to Ms Gobbo. At 4.00pm, I facilitated telephone calls between
	and Ms Gobbo and and Ms Gobbo. I was not present during the calls which
	concluded at 4.10pm. From 4.14pm to 4.19pm, I conducted my first interview with
G	He gave a no comment interview.
50	an deposit a paging pering and a paging before a paging
50.	At 4.25pm, Ms Gobbo arrived at the police station. I recall thinking at this point that her
	arriving to see was complex. I knew that she was the person who had told police
	was committing the crime for which he had just been arrested. I do not recall
	having a discussion with anyone about that issue. However, I have a very vague recollection
	of someone saying that perhaps should be told that Ms Gobbo is uncontactable. I
	think that was something discussed prior to the day of the arrests. If someone did suggest
	that, then obviously that approach wasn't taken because Ms Gobbo came to see him when
	he asked for her.
51.	Ms Gobbo first spoke
	police station at 5.45pm. My diary records that we then attended to some administrative
	matters.

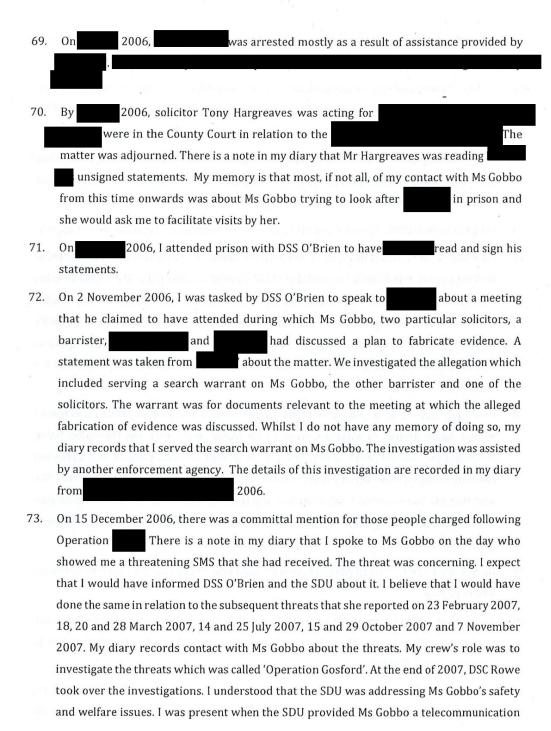
52.	My diary records that at 6.35pm, arrived at the police station to assist us with
	the pitch we were to make to as to why he should start co-operating and assisting.
	At 6.50pm, Peter Smith-O DSS O'Brien and I starting talking to about reasons why
	it was in his best interests to start co-operating. Those reasons were reduced jail time and
	his family.
	station. I then contacted Ms Gobbo and she said that she would return. I note that my diary
	entry states "discussed options". I think that is simply a reference to the discussion we were
	having with rather than a reference to something that Ms Gobbo and I discussed
	on the telephone.
53.	Ms Gobbo then attended the police station. I cannot recall exactly what happened after she
	arrived. I have been informed that an ICR in the Loricated database refers to me having a
	conversation with both and Ms Gobbo. I do not recall that conversation but I have
	no reason to doubt that we spoke. I expect that I spoke to them about what
	to gain by co-operating with police, namely a significantly reduced sentence.
	ultimately agree to co-operate and my diary records that he agreed to be re-interviewed.
	At 9.08pm, I then re-interviewed him with DSC Paul Rowe. Ms Gobbo was not present for
	the interview. He made admissions in relation to the
	. The interview concluded at 11.27pm.
	agreed to remain for several days to
	understood that DSS O'Brien had obtained legal advice that we could
	after he had been charged while he was
54.	The following day, on 2006, Pil
	SDU
177	
55.	Over 2006
	recall that asked to speak to Ms Gobbo at times during this period which we
	facilitated. I have been informed that an ICR in the Loricated database refers to contact
	between me and the SDU over this period. I do not recall the conversations and I have not
	at this stage been able to identify entries in my diary. I recall that during this time I was
	completely focussed on Pil

50.	During this period, we facilitated	meeting v	vitn	and
				We obtained recordings
	of them discussing the supply of dr	ugs. My diary reco	ords that on	2006, I attended
	a debrief. I have been informed that	t an ICR <sup>7</sup> in the Lo	ricated datak	pase refers to the debrief
	being with DSS O'Brien,	and Sandy White-O	I have no m	nemory of this debrief. I
	suspect that I updated them on the	meeting between		F. V
57.	On 2006, I also attended a	a debrief with DSS	6 O'Brien, De	tective Superintendents
	Grant, Steedham and Biggin.			
58.	I have been informed that an ICR providing me with information that conversation between SDU providing that information to multiple If I did receive the information them.	t Ms Gobbo had p wh ne. I have not been	rovided to the en they met.	nem about how to spark I have no memory of the a record of it in my diary.
	thought it necessary to spark conve	rsation.		
59.	On 2006, I att	ended a further l	oriefing with	DSS O'Brien, Detective
	Superintendents Grant and Steedha	m and the arrest c	rews. Shortly	thereafter, we arrested
70				
- 127	and the angle in			
50.	After we had taken to St Kild which was facilitated. She then atte wants to plead guilty to trafficking giving a no comment interview. His Ms Gobbo said that she was worried	ended. My diary i a large commercia filing hearing was	records that al quantity o later that da	f drugs. ended up
51.	On 2006, Mr Zlate (Steve)	Cvetanovski was a	also arrested	with drug offences but
	his arrest was by another crew. He a			
52.	I recall that I thought that the situation acting for and Mr Cvetanovski			now that Ms Gobbo was uation with DSS O'Brien

<sup>&</sup>lt;sup>7</sup> VPL.2000.0003.1835.

	or the SDU. As SDU members were handling Ms Gobbo, I believed that they would have considered the issue of her acting for and Mr Cvetanovski prior to her doing so and
	taken any necessary steps. My focus was on running the investigation.
63. 	On 2006, Ms Gobbo contacted me and, amongst other things, complained that police were not looking after I said that I would speak to She also appeared for him the following day in the Melbourne County Court in relation to the
	Charges.
64.	On 2006, Ms Gobbo contacted me complaining that needed money for basic supplies in prison. The following day, on 2006, I went to see in prison. Ms Gobbo later called me about personal belongings that wanted in prison.
65.	On 2006, DAI O'Brien, DS Kelly, DSC Bartlett, SC Farrer and I met for a briefing about taking statements from 2006 On this day and the next, Ms Gobbo also contacted metabout assets seized from 1000 He was unhappy about the seizure.
66.	On 2006, I commenced taking more statements from During this process he told me that Ms Gobbo had told him that she felt threatened by a call she received from Milad. I then called Ms Gobbo to obtain further information.
67.	I continued taking statements from on 2006. My diary records contact with Ms Gobbo during the process. She also visited on one of the days that we were taking statements. I do not have any recollection of her reviewing the statements of providing comments but it appears from my diary entry on 2006 and ICRs in the Loricated database <sup>8</sup> that she may have reviewed them. She may have reviewed them in her capacity as lawyer or to check that she was not identified as his lawyer due to concerns about retribution from
68.	From 15 May 2006 through to the end of the year, I had frequent contact with Ms Gobbo about welfare and the prosecutions against him, and about other clients she was acting for, such as Frank Ahec and Paul Duncan. On occasions, she would also talk about other people. I have set out below some key events and otherwise I refer to my diaries for details of contact that I had with Ms Gobbo.

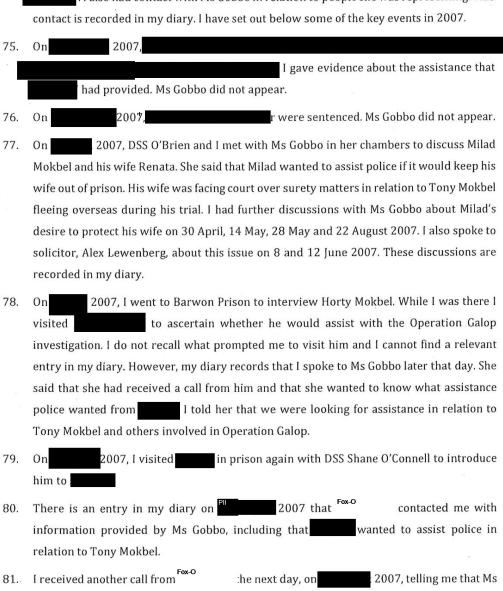
<sup>&</sup>lt;sup>8</sup> VPL.2000.0002.9857; VPL.2000.0002.9851; VPL.2000.0002.9857.



device to improve her safety. I do not know what other safety and welfare measures were provided by the SDU.

74. In 2007, I continued to have contact with Ms Gobbo in relation to welfare issues concerning

I also had contact with Ms Gobbo in relation to people she was representing. This contact is recorded in my diary. I have set out below some of the key events in 2007.



Gobbo had received a call from Tony Bayeh. I knew him to be a dangerous criminal who

was Horty Mokbel's right hand man. I have a note in my diary that around this time, on 17 August 2007, Ms Gobbo contacted me and was upset and that then, in a subsequent call, she apologised for calling me. I cannot now recall these telephone calls. However, on 31 August 2007, my diary records that Ms Gobbo and Tony Bayeh were to meet and that Ms Gobbo intended to record the conversation because she suspected that he was behind the threats that she had been receiving. My diary records that they spoke on 4 September 2007 and that she recorded the conversation. I referred the matter to DS Kelly who was investigating the threats against Ms Gobbo.

- 82. On 3 December 2007, Kabalan Mokbel was sentenced after pleading guilty to drug charges.

  was to be a witness against him.
- 83. On 21 January 2008, I moved out of Purana and to the Drug Taskforce. Ms Gobbo continued to contact me occasionally and the contact is recorded in my diary. I refer to some key events below.
- 84. By 8 April 2008, barrister Stephen Shirrefs was acting for Milad Mokbel. I was present with him and prosecutors from the OPP to discuss a plea by Milad. On 17 December 2008, Milad was sentenced.
- 85. On 16 April 2008, Ms Gobbo contacted me extremely upset because her car had just been destroyed by fire. She told me that she was having dinner at a restaurant with Jacques El-Hage (who was one of the targets in Operation Matchless) and a solicitor when her car caught on fire. Ms Gobbo told me that police were at the scene. I then contacted for in the SDU, DI Edwards and DS Kelly. The next day, I spoke to Ms Gobbo again about the fire and her suspicion as to who may have been behind it.
- 86. On 22 and 23 July 2008, I spoke to Ms Gobbo about her client, Mr El-Hage. We discussed arrangements for his arrest by appointment on drug matters.
- 87. By 2009, I was having very little contact with Ms Gobbo. It is recorded in my diary. I have set out some key events below.
- 88. On 2009, the committal proceeding of those people charged following Operation commenced. Ms Gobbo did not appear for any of the accused. My diary records

	that cross-examined about Ms
	Gobbo. The cross-examination was about Ms Gobbo's role ir deciding to become
	a Crown witness. I do not have the transcript of the cross-examination. Attempts can be
	made to find a copy of the transcript if the Royal Commission would be assisted by having
	it.
89.	On 28 December 2009 and 5 January 2010, Ms Gobbo sent messages to me about her being
	in hospital. I think that she had leg related health issues. On 6 January 2010, I returned her
	messages with a telephone call. I recall that it was a long telephone call in which she vented
	about a range of matters. I have recorded the matters in my diary.
90.	2010, Ms Gobbo contacted me about She raised a number of
•	matters, including a letter that had written to me in which he threatened that he
	would not give evidence in outstanding proceedings unless he was looked after better in
	prison. Based on my review of my diaries, this appears to be the last time I spoke to Ms
	Gobbo.
91.	On 1 June 2010, I was contacted by DI Hughes about a civil claim that Ms Gobbo had
	brought against Victoria Police. He sought information from me relevant to the claim.
02	
92.	On 7 July 2010, I received a call from 10 He said that he had listened to recordings
	of telephone calls between and Ms Gobbo. The details are recorded in my diary.
93.	On 17 March 2011, DSC Hayes informed me that Mr Cvetanovski had been found guilty of
	fraud charges.
94.	On 2011, I received another call from DSC Hayes about Mr Cvetanovski's drug trial.
	He told me that there was to be a conference with prosecutor John Champion. I then
	attended the conference because I understood that it concerned
	are listed in my diary. We discussed allegations made by Mr Cvetanovski, including that Ms
	Gobbo had conspired with and/or police for to make false statements.
	There was discussion about the possibility of Ms Gobbo being called to give evidence after
	had finished giving his evidence.

<sup>&</sup>lt;sup>10</sup> See exhibit 81 (list of pseudonyms).

- 95. On 18 June 2012, I moved out of the Drug Taskforce and joined the Briars Taskforce which was investigating the murder of Shane Chartres-Abbott.
- 96. On 2012, I received a call from a contact at prison about pending release on parole. The contact told me that one of the Parole board conditions was that he was not allowed to live with On 2012, I met with in the Remand Centre and we discussed that his application to live with had been refused.
- 97. On 1 and 21 May 2014, I was contacted in relation to Operation Loricated. Information was being collected in relation to Ms Gobbo's use as a human source. I was asked about Ms Gobbo having reviewed a Brief of Evidence in relation to Operation
- 98. I had no involvement in arranging for Ms Gobbo to review any Brief of Evidence and do not know why she reviewed it.
- 99. I have been informed that there is an ICR in the Loricated Database for 30 October 2006 that refers to the SDU passing onto me comments that Ms Gobbo had made on the Brief of Evidence against Milad Mokbel, Ahec and Barbaro. I have located an entry in my diary on 31 October 2006 that refers to me having a conversation with Peter Smith-O about the Operation Brief of Evidence and that I updated DI O'Brien. I do not have any memory of discussing a Brief of Evidence with Peter Smith-O and DI O'Brien, but given by diary entry and the ICR, I do not have any reason to doubt that it happened. I do have a vague memory of a discussion with DSC Rowe in which he mentioned comments. I vaguely recall him mentioning comments that Ms Gobbo had imade on a Brief of Evidence and him being dismissive of them.
- 100. Towards the end of 2014, I was involved in a formal inquiry about Ms Gobbo's use as a human source. I am informed that my solicitors are enquiring with the Commission as to whether the Commission has the documentation in relation to that matter.
- 101. has maintained contact with me. He occasionally rings me for a general chat about family, work and other things in his life.

Information and assistance provided by Ms Gobbo (q 7 and 8)

102. I refer to my answer to question 6 above.

<sup>&</sup>lt;sup>11</sup> VPL.2000.0003.2104.

Concerns about use of human sources (q 9)

103. I do not recall any such concerns being raised.

Concerns about use of Ms Gobbo as a human source (q 10)

104. I refer to my answer to question 6 above.

Awareness about disclosure in relation to Ms Gobbo (q 11)

105. I am not aware of any such discussions.

Use of other sources with obligations (q 12)

106. I am not aware of any such human sources.

Training (q 13)

107. Such training has been provided throughout my career, both in a formal sense and through experience on the job.

Other information (q 14)

108. Nil.

/ | || || |

Dale Stephen Flynn

Dated: 1/ June 2019

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#### Annexure A

- 1. Between 1987 and 1992, I was in various uniform positions.
- 2. In 1992, I moved to the Drug Squad. I held the rank of Detective Senior Constable.
- 3. Between 1994 and 1999, I was a Detective Senior Constable at the CIB in Parkdale.
- 4. In 1999, I was a Sergeant at the Elsternwick Police Station.
- 5. In 2000, I was the Acting Detective Sergeant at the CIU in Caulfield.
- 6. In 2001, I was the Sergeant at Moorabbin Regional Response Unit.
- 7. In 2002, I held the rank of Detective Sergeant and was located at the Major Drug Investigation Division.
- 8. In 2005, I moved to the Purana Taskforce. I was initially there as a Detective Sergeant but, from June 2007, I held the rank of Detective Senior Sergeant.
- 9. In 2008, I moved to the Drug Task Force.
- 10. In 2012, I held the rank of Acting Inspector at the Briars Taskforce.
- In 2014, I moved to the State Emergency and Support Command (SESC) in the rank of Inspector.
- 12. Since 2016, I have held the rank of Inspector at the SESC (Southern Metro Region).
- 13. I have completed a number of Victoria Police training courses, including:
  - i) Detective Training School (1992);
  - ii) Investigators Management Course (2002);
  - iii) AFP Management of Serious Crime (2008); and
  - iv) Human Source Management Unit (2009)
- 14. I have received the following awards:
  - (a) In 2005 Departmental Commendation for Operation Rakus;
  - (b) In 2011 Departmental Commendation for Purana Task Force; and
  - (c) In 2012 Ethical Leadership Award.

15. After secondary school, I commenced a Diploma – Architectural Drafting. I had various jobs before starting at the Police Academy when I was 25 years old.