

This document has been redacted for Public Interest Immunity claims made by Victoria Police. These claims are not yet resolved.

Folder sign-off

Green-O

Date signed-off: 27 Aug 2010
Comments:



Sandy

~~White-O~~

Date signed-off: 30 Aug 2010
Comments:



JOHN TIMOTHY O'CONNOR

Date signed-off: 30 Aug 2010
Comments: Performing at a good level



Performance Development Unit (PDU)

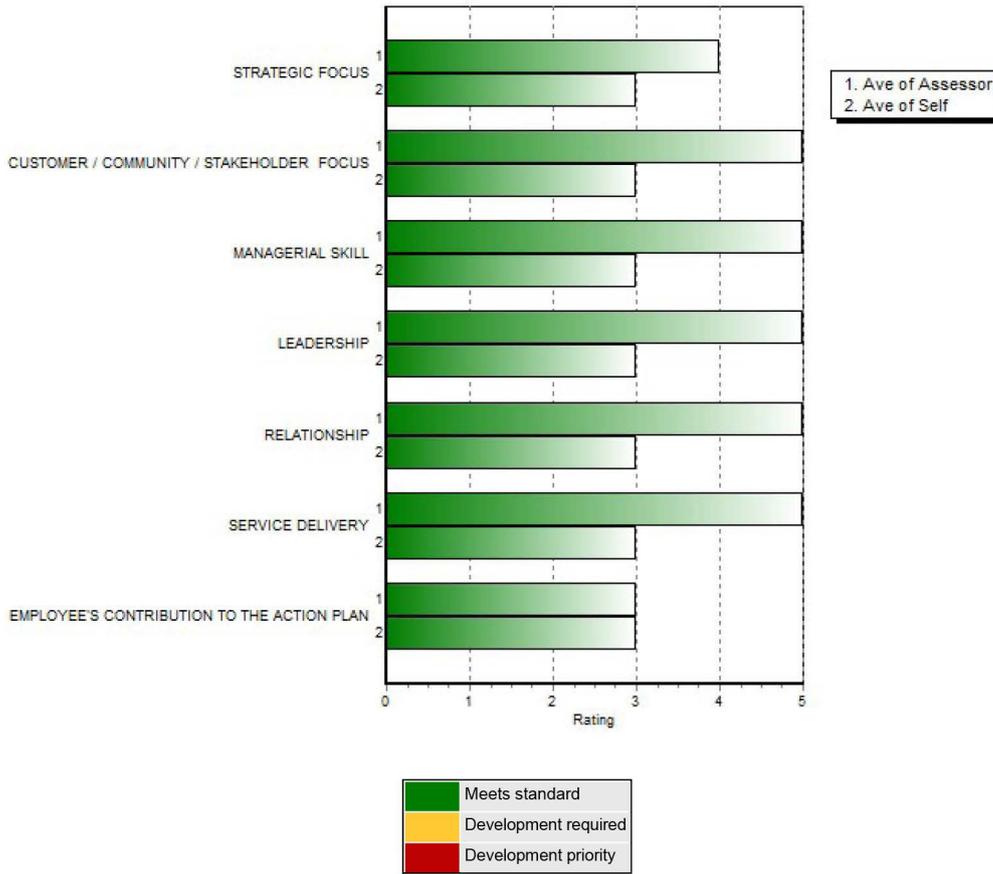
Date signed-off: 31 Aug 2010
Action: Close Folder
Comments:



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Employee/Assessor Rating Comparison



Your capability ranked

| # Capabilities / Competencies | Relationship Average | Rating |
|--|----------------------|--------------------------|
| 1 SERVICE DELIVERY | 5.00 | Consistently Above Level |
| 2 RELATIONSHIP | 5.00 | Consistently Above Level |
| 3 MANAGERIAL SKILL | 5.00 | Consistently Above Level |
| 4 LEADERSHIP | 5.00 | Consistently Above Level |
| 5 CUSTOMER / COMMUNITY / STAKEHOLDER FOCUS | 5.00 | Consistently Above Level |
| 6 STRATEGIC FOCUS | 4.00 | Sometimes Above Level |
| 7 EMPLOYEE'S CONTRIBUTION TO THE ACTION PLAN | 3.00 | At Level |

Your capability in detail

STRATEGIC FOCUS

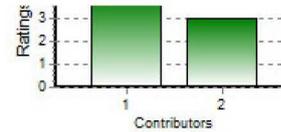
| Evidence Summary / Validation | | | | | |
|-------------------------------|---|-----------------|-----------|---|----------------------|
| Date | Item | Name & No. | Validated | Validation Comments (Required if Evidence is Not Valid) | Last updated by |
| 12 Nov 2010 | Gree has performed well over this PDA cycle. He has paid attention to the strategic focus and action plan of the CSD / SDU and has delivered some excellent work whilst acting as a handler . | D/Insp O'Connor | Yes | | on 24 Aug 2011 20:46 |

Drives performance - Committed to raising performance levels by holding people accountable for delivering against agreed objectives and standards.



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| # | Capability/Competency Ratings | Relationship Average |
|---|-------------------------------|-----------------------|
| 1 | Assessor | Sometimes Above Level |
| 2 | Self | At Level |



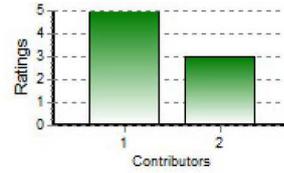
CUSTOMER / COMMUNITY / STAKEHOLDER FOCUS

| Evidence Summary / Validation | | | | | |
|-------------------------------|---|---|-----------|---|------------------------------------|
| Date | Item | Name & No. | Validated | Validation Comments (Required if Evidence is Not Valid) | Last updated by |
| 30 Aug 2010 | <p>Email from a student of a [REDACTED] HSM Course in 2010</p> <p>Having just completed the HS [REDACTED] course, I felt it necessary to touch base with the persons connected with the course to express my personal satisfaction with a very thorough and instructive course. The one thing that makes this course so different to a lot of other courses I have been to, is the fact that during it, the use of experienced and credible lecturers kept the interest level up. I know the feedback I got was first rate.</p> <p>Please pass on my thanks to all concerned.</p> <p>Regards</p> <p>RON FAUVEL DETECTIVE SERGEANT 19563 OIC HASTINGS CIU</p> | D/Insp John O'Connor | Yes | | [REDACTED] on 30 Aug 2010 16:30 |
| 17 Sep 2010 | <p>Operation [REDACTED] good work performed by staff member at the SDU</p> <p>From: Fryer, Douglas Sent: Thursday, 16 September 2010 9:33 PM To: Pope, Jeff Cc: Moloney, Danny; Sheridan, Paul; Biggin, Anthony Subject: Operation [REDACTED] - ICSD support</p> <p>Hi Jeff, on behalf of the Crime Department EMT wanted to pass on our thanks for the efforts of your staff at ICSD in the immediate response to Operation [REDACTED]. A number of your workgroups assisted in the response to Op [REDACTED] and all provided immediate, timely and professional assistance.</p> <p>SDU - initially provided intel which required further SDU probing and attention - immediately and significantly re-arranged priorities to ensure comprehensive de-brief of RHS could occur- Also ensured the investigators were updated in a timely manner - this intell assisted in directing and changing the focus of the investigation. Whilst there was some misunderstanding around the process of information flow, I can advise the required information was submitted as soon as practically possible by the SDU.</p> <p>TSU - In the middle of their significant relocation, immediately assisted in providing expertise, equipment and security measures which were not normally part of their charter - provided prompt security measures which assisted in both coverage of the victim and piece of mind of the victim,</p> <p>SSU - After an unplanned and unexpected request on late on a Friday afternoon, provided and made allowances to provide a full 48 hour coverage of a target - deployed to conduct initial drive overs as investigators were not available</p> <p>SPU / Info Services - Some associated T.I.'s were fast tracked to ensure all available intelligence (op Condor) was captured. Info services also assisted and guided investigators in complicated CCR requests which involved data on a PABX system which contained in excess of 2000 numbers.</p> <p>Please pass on our thanks to those involved</p> <p>Doug</p> <p>Doug Fryer Detective Superintendent Tasking @ Coordination Operations (Crime Department (Victoria Police)</p> <p>email: douglas.fryer@victoriapolice.vic.gov.au mobile: [REDACTED]</p> | Detective Inspector John O'Connor 24870 | Yes | | [REDACTED] on 17 Sep 2010 12:39 |

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Champions Customer Focus - Drives a customer focus culture in the organisation where client service is everyone's responsibility.

| Capability/Competency | | |
|-----------------------|--|--------------------------|
| # Ratings | | Relationship Average |
| 1 Assessor | | Consistently Above Level |
| 2 Self | | At Level |

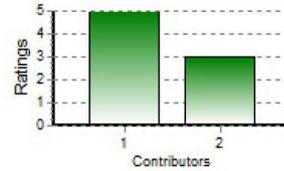


MANAGERIAL SKILL

| Evidence Summary / Validation | | | | | |
|-------------------------------|---|-----------------|-----------|---|---------------------------------|
| Date | Item | Name & No. | Validated | Validation Comments (Required if Evidence is Not Valid) | Last updated by |
| 15 Dec 2010 | <p>Gree is performing well in delivering service to the investigators at the Crime Dept. he is held in high regard and investigators regularly seek his advice as to how best to utilise human sources in criminal investigations.</p> <p>Gree performed a major role at the [REDACTED] HSMC in 2010 whilst still managing his human sources to a high level. This was evidence of his commitment to Victoria Police and the SDU.</p> | D/Insp O'Connor | Yes | | [REDACTED] on 24 Aug 2011 20:41 |

Builds team productively - Recognises the value of team work as demonstrated by positive personal contributions in the development of high performing teams and individuals.

| Capability/Competency | | |
|-----------------------|--|--------------------------|
| # Ratings | | Relationship Average |
| 1 Assessor | | Consistently Above Level |
| 2 Self | | At Level |



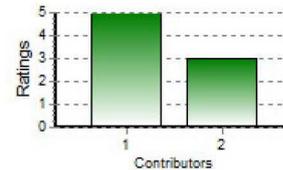
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LEADERSHIP

| Evidence Summary / Validation | | | | | |
|-------------------------------|---|----------------------|-----------|---|---------------------------------|
| Date | Item | Name & No. | Validated | Validation Comments (Required if Evidence is Not Valid) | Last updated by |
| 20 Aug 2010 | During this PDA cycle Greer was a role player on the [REDACTED] HSM Course held at [REDACTED]. During these courses, Greer used his experience to assist the development of students in the practical realities of handling human sources. This instruction was provided in a realistic environment where students were provided with all available resources to [REDACTED]. Greer assisted student development by attending meetings as well as providing ongoing, honest feedback. This course aims to improve the confidence and competence of students. It is hoped that they will then use that experience in their workplaces and support the organisation's aim to increase the number of quality human sources and community contacts. Without Greer contribution, the successful learning outcomes would not have been achieved. Greer participation is evidence of his commitment to achieving high quality results and sharing his wealth of experience to teach others. | D/Insp John O'Connor | Yes | | [REDACTED] on 24 Aug 2011 20:43 |

Supports others - Actively supports individuals through significant change with empathy and providing a positive role model.

| # | Capability/Competency Ratings | Relationship Average |
|---|-------------------------------|--------------------------|
| 1 | Assessor | Consistently Above Level |
| 2 | Self | At Level |



RELATIONSHIP

| Evidence Summary / Validation | | | | | |
|-------------------------------|---|-----------------|-----------|---|---------------------------------|
| Date | Item | Name & No. | Validated | Validation Comments (Required if Evidence is Not Valid) | Last updated by |
| 12 Nov 2010 | During this PDA cycle Greer was a role player on the [REDACTED] HSM Course held at [REDACTED]. During these courses, Greer used his experience to assist the development of students in the practical realities of handling human sources. This instruction was provided in a realistic environment where students were provided with all available resources to [REDACTED]. Greer assisted student development by attending meetings as well as providing ongoing, honest feedback. This course aims to improve the confidence and competence of students. It is hoped that they will then use that experience in their workplaces and support the organisation's aim to increase the number of quality human sources and community contacts. Without Greer contribution, the successful learning outcomes would not have been achieved. Greer participation is evidence of his commitment to achieving high quality results and sharing his wealth of experience to teach others. | D/Insp O'Connor | Yes | | [REDACTED] on 24 Aug 2011 20:44 |

| | | | | | | |
|-------------|--|----------------------------|-----|--|------------------|------------------------------------|
| | <p>equipment and security measures which were not normally part of their charter - provided prompt security measures which assisted in both coverage of the victim and piece of mind of the victim,</p> <p>SSU - After an unplanned and unexpected request on late on a Friday afternoon, provided and made allowances to provide a full 48 hour coverage of a target - deployed to conduct initial drive overs as investigators were not available</p> <p>SPU / Info Services - Some associated T.I.'s were fast tracked to ensure all available intelligence (op Condor) was captured, Info services also assisted and guided investigators in complicated CCR requests which involved data on a PABX system which contained in excess of 2000 numbers.</p> <p>Please pass on our thanks to those involved</p> <p>Doug</p> <p>Doug Fryer Detective Superintendent Tasking @ Coordination Operations (Crime Department (Victoria Police))</p> <p>email: [REDACTED] mobile: [REDACTED] phone: (03) [REDACTED] address: 412 St Kilda Road, Melbourne, Vic 3004 DX210094</p> | | | | | |
| 15 Dec 2010 | <p>Gree is performing well in delivering service to the investigators at the Crime Dept. he is held in high regard and investigators regularly seek his advice as to how best to utilise human sources in criminal investigations. Gree performed a major role at the [REDACTED] HSMC in 2010 whilst still managing his human sources to a high level. This was evidence of his commitment to Victoria Police and the SDU.</p> | D/Insp O'Connor | Yes | | MANAGERIAL SKILL | [REDACTED] on 24 Aug 2011 20:41 |
| 20 Aug 2010 | <p>During this PDA cycle Gree was a [REDACTED] on the [REDACTED] HSM Course held at [REDACTED]. During these courses, Gree used his experience to assist the development of students in the practical realities of handling human sources. This instruction was provided in a realistic environment where students were provided with all available resources to [REDACTED]. Gree assisted student development by attending meetings as well as providing ongoing, honest feedback. This course aims to improve the confidence and competence of students. It is hoped that they will then use that experience in their workplaces and support the organisation's aim to increase the number of quality human sources and community contacts. Without Gree contribution, the successful learning outcomes would not have been achieved. Gree participation is evidence of his commitment to achieving high quality results and sharing his wealth of experience to teach others.</p> | D/Insp John O'Connor | Yes | | LEADERSHIP | [REDACTED] on 24 Aug 2011 20:43 |
| 12 Nov 2010 | <p>During this PDA cycle Gree was a [REDACTED] on the [REDACTED] HSM Course held at [REDACTED]. During these courses, Gree used his experience to assist the development of students in the practical realities of handling human sources. This instruction was provided in a realistic environment where students were provided with all available resources to [REDACTED]. Gree assisted student development by attending meetings as well as providing ongoing, honest feedback. This course aims to improve the confidence and competence of students. It is hoped that they will then use that experience in their workplaces and support the organisation's aim to increase the number of quality human sources and community contacts. Without Gree contribution, the successful learning outcomes would not have been achieved. Gree participation is evidence of his commitment to achieving high quality results and sharing his wealth of experience to teach others.</p> | D/Insp O'Connor | Yes | | RELATIONSHIP | [REDACTED] on 24 Aug 2011 20:44 |
| 12 Nov 2010 | <p>Gree has performed well over this PDA cycle. He has paid attention to the strategic focus and action plan of the CSD / SDU and has</p> | D/Insp O'Connor | Yes | | STRATEGIC FOCUS | [REDACTED] on 24 Aug 2011 20:46 |

delivered some excellent work whilst acting as a handler .

Folder sign-off

Green-O

Date signed-off: Not provided Folder sign-off
Comments:



Sandy White

Date signed-off: 27 Sep 2011
Recommendation: Close Folder
Comments:



Performance Development Unit (PDU)

Date signed-off: 27 Sep 2011
Action: Close Folder
Comments:



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Performance Discussion

| Performance Discussion | |
|---------------------------|--|
| Date of Meeting | 21 Feb 2013 |
| Summary of Meeting | This is a back capture due to change in management. Green-O has been performing extremely well over a long period of time. Green shos his leadership skills and knowledge and has been a great mentor to junior members. |
| Last updated by | ██████ on 21 Feb 2013 1:07 PM |
| Date of Meeting | 21 Feb 2013 |
| Summary of Meeting | This is a back capture due to change in management. Green-O has been performing extremely well over a long period of time. Green shos his leadership skills and knowledge and has been a great mentor to junior members |
| Last updated by | ██████ on 21 Feb 2013 1:07 PM |
| Date of Meeting | 21 Feb 2013 |
| Summary of Meeting | This is a back capture due to change in management. Green-O has been performing extremely well over a long period of time. Green shos his leadership skills and knowledge and has been a great mentor to junior members |
| Last updated by | ██████ on 21 Feb 2013 1:07 PM |

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Performance Discussion

| Performance Discussion | |
|---------------------------|---|
| Date of Meeting | 16 Jun 2012 |
| Summary of Meeting | Considering Gree length of service, he is still very motivated and passionate about human source management. Gree has a wealth of knowledge into old intelligence. I encourage Gree to seek further professional development over the next 12 months. Good work. |
| Last updated by | ██████ on 19 Jun 2012 6:38 PM |
| Date of Meeting | 18 Nov 2012 |
| Summary of Meeting | Gree is performing above the standard level and is an excellent mentor to junior members at the office |
| Last updated by | ██████ on 19 Jun 2012 6:34 PM |
| Date of Meeting | 26 Nov 2012 |
| Summary of Meeting | <i>'The assessment cycle for this PDA folder has been altered to comply with Sub-clause 62.1 Victoria Police Force Enterprise Agreement 2011, which requires certain employees promoted prior to 1 August 2001 be assigned an anniversary date of 7 December. For further information please contact the Performance & Development Unit 9247 3580.'</i> |
| Last updated by | PDU on 26 Nov 2012 12:00 AM |

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Performance Discussion

| Performance Discussion | |
|---------------------------|--|
| Date of Meeting | 20 Dec 2013 |
| Summary of Meeting | Start Cycle Discussion for 13-14 PDA: Met with Green at [REDACTED] CIU during his attendance for Op Poets & Op Zoltan. Congratulated him on the results he achieved in leading the investigation and planning search warrant & arrest phase for Op Whittacker on 27.11.2013. |
| Last updated by | [REDACTED] on 21 Jan 2014 4:31 PM |
| Date of Meeting | 21 Jan 2014 |
| Summary of Meeting | Met with Gree at [REDACTED] HQ while he was attending Fire Awareness Training. Noted and commented on his drive and commitment as he is currently on Night Shift 550 duties but attended the training for his own PD as it was the last course available for the 13-14 fire season. Finalised his 12-13 PDA and discussed Performance Focus Objectives to be agreed & documented in his 13-14 PDA. |
| Last updated by | [REDACTED] on 21 Jan 2014 4:36 PM |
| Date of Meeting | 1 Apr 2014 |
| Summary of Meeting | Met with Gree @ [REDACTED] I & R Forum. He is currently assigned at [REDACTED] CIU & continues to perform at a high level. |
| Last updated by | [REDACTED] on 6 Apr 2014 5:21 AM |
| Date of Meeting | 11 Jul 2014 |
| Summary of Meeting | Green-O [REDACTED] officially retires from Victoria Police [REDACTED] 2014. He has been a member of [REDACTED] CIU on and off for a period of 12 months whilst assigned to [REDACTED] Gree has continued to perform at a high standard and will be a massive loss for VICPOL. His experience and commitment to duty is lost to the organisation, however he has provided a high level of mentoring and coaching in his time at [REDACTED] CIU. I'm sure there are members that will exercise some of the learnings he has provided, I know I will. Gree communication and rapport with members is second to none, and I only hope when his vacancy is filled I obtain a Sgt with the same qualities. I wish Gree the very best in his future, wherever that may take him. In the off chance he re-apply's to join VICPOL, the organisation should welcome that application. Since deciding to retire, Gree has continued to show a strong commitment and provide that high level of leadership he is renowned for. |
| Last updated by | [REDACTED] on 11 Jul 2014 9:59 AM |
| Date of Meeting | 14 Jul 2014 |
| Summary of Meeting | Received an email from Adele Francis from HR on 27/6/2014 informing us that member has resigned effective 12/7/2014. |
| Last updated by | PDA closed off accordingly. md [REDACTED] on 14 Jul 2014 11:30 AM |

| | |
|---|----------------------|
|  | Meets standard |
|  | Development required |
|  | Development priority |

Your capability in detail

**EMPLOYS POLICING SKILLS
SUPPORTS UNIT STRATEGY**