

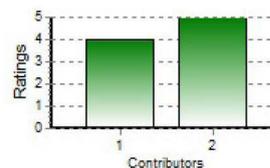
Performance Discussion

Performance Discussion

Date of Meeting	30 Aug 2010
Summary of Meeting	PDA and Career discussion held with D/Insp O'Connor. Currently enjoying the role as [REDACTED] at the SDU. Sandy White considering promoting to [REDACTED]
Last updated by	[REDACTED] on 31 Aug 2010 8:46 AM

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	Sometimes Above Level
2 Self	Consistently Above Level



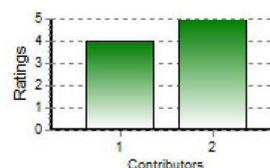
MANAGERIAL SKILL

Evidence Summary / Validation

Date	Item	Name & No.	Validated	Validation Comments (Required if Evidence is Not Valid)	Last updated by
30 Aug 2010	A major role that I undertake as a Controller at the SDU is to manage high risk Human Sources on behalf of Victoria Police. During this PDA cycle I have had a number of challenging Human Sources to that my handlers and I have had to manage. Each Human Source presents different challenges but due to the skills that I have taught staff on the [REDACTED] Human Source Management Course and the experience I have gained I have been able to overcome a number of operational and ethical dilemmas. A major part of my focus when dealing with these high risk Human Sources in managing the risk that they pose to the Victorian community versus the assistance they can give to Victoria Police in disrupting organised crime and preventing and solving crimes. In this PDS cycle a number of the human sources have provided very valuable intelligence to Victoria Police and it is through my ability to manage their expectations that they have remained valuable sources of information and the relationship with Victoria Police is ongoing. Again, due to the sensitive nature of the work undertaken by the SDU, I am unable to disclose the results that I have helped achieved in this PDA cycle, however my superiors can corroborate the work that I have done in helping our primary stake holders, the Crime Dept and Regional investigators in disrupting Organised Crime.		Yes		[REDACTED] on 31 Aug 2010 08:19

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	Sometimes Above Level
2 Self	Consistently Above Level



Performance Discussion

Performance Discussion	
Date of Meeting	31 May 2010
Summary of Meeting	<p>D/Insp O'Connor taken over as assessor from D/Insp Glow on 3/5/10.</p> <p>Meeting held with Sandy White</p> <p>Member enjoying his role as a Controller at the SDU</p> <p>Performing well and considering applying for promotion.</p> <p>Member has very good skills in relation to organised crime investigation management techniques, as well as being a subject matter expert in relation to human source management.</p>
Last updated by	██████ on 19 Jan 2011 4:52 PM

	the results that I have helped achieved in this PDA cycle, however my D/Insp can corroborate the work that I have done in helping our primary stake holders, the Crime Dept and Regional investigators in disrupting Organised Crime.					
31 Mar 2010	In my role as a Controller at the SDU the work that I carry out in leading and managing staff who handle High Risk Human Sources and gathering vital intelligence from them, which is subsequently passed on to investigators, helps disrupt organised crime, prevent and detect major criminal offences. This work falls in line with the Intell and Covert Support Dept Business Plan and ultimately the Victoria Plan Business Plan "They Way Ahead" in providing a safer Victoria and in reducing crime by 12%. Due to the sensitive nature of the work undertaken by the SDU, I am unable to disclose the results that I have helped achieved in this PDA cycle, however my superiors can corroborate the work that I have done in helping our primary stake holders, the Crime Dept and Regional investigators in disrupting Organised Crime.	Sandy White	Yes		EMPLOYEE'S CONTRIBUTION TO THE ACTION PLAN	██████ on 23 Jan 2011 16:18

Folder sign-off

Sandy

Date signed-off: 21 Jan 2011
 Comments:



JOHN TIMOTHY O'CONNOR

Date signed-off: 23 Jan 2011
 Comments:



Sandy White is performing well in his role as a controller at the SDU. He has a wealth of experience in criminal investigations and the management of organised crime investigations particularly in the drug field. He is very operationally focussed and the ████████ and ████████ at the SDU benefit from his ability to think outside the square especially in relation to tasking of human sources. His skills and experience could easily be transferred in to an ████████ role at the Crime Department, Detective Training School or Regional areas if he chooses to promote or seek upgrading outside the ICSD/SDU.

During this PDA Cycle he coordinated the ████████ Human Source Management Course which was run over a ████████ week period in ████████ and ████████ 2010. H worked very hard at to ensure that the course was of great benefit to the ████████ students from ████████ and ████████ that attended the course.

PAUL ANTHONY SHERIDAN

Date signed-off: 24 Jan 2011
 Comments:



Performance Development Unit (PDU)

Date signed-off: 24 Jan 2011
 Action: Close Folder
 Comments:

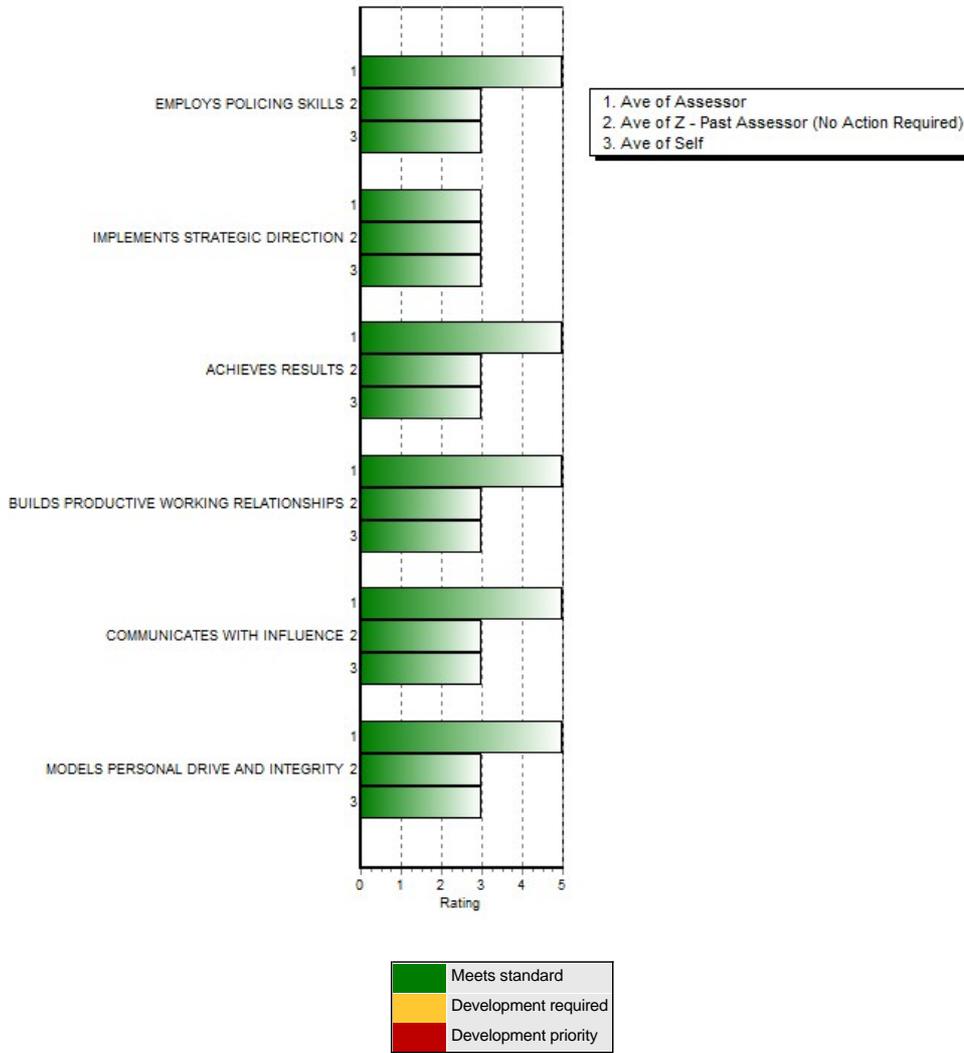


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Performance Discussion

Performance Discussion	
Date of Meeting	23 May 2011
Summary of Meeting	Sandy White is on secondment to Briars TF reporting to D/Insp Waddell from 10/4/2011. Evidence required for performance objectives
Last updated by	██████████ on 21 Jun 2012 4:03 PM
Date of Meeting	21 Jun 2012
Summary of Meeting	Sandy White ██████████ on LSL to September 2012. Has been on a long term secondment to TF PII prior to this under D/Insp Steve Waddell. ██████████ will be required to complete his PDA on return from LSL
Last updated by	██████████ on 21 Jun 2012 4:03 PM Sandy White
Date of Meeting	25 Jan 2013
Summary of Meeting	Sandy White ██████████ has been managing the operational side of Taskforce PII for almost 2 years. He has demonstrated himself to be a natural leader who enjoys the respect of his peers, subordinates and supervisors. He is a committed and dedicated individual who is an excellent tactician and has superior communication skills. His policing experience, knowhow and skills have been vital in trying developing and implementing strategies at the Taskforce. He has brought together and welded a cohesive investigative group and created a harmonious and productive work environment. If anyone can bring a positive resolution to the issues confronting that taskforce then Sandy White can.
Last updated by	██████████ on 26 Jan 2013 1:34 PM

Employee/Assessor Rating Comparison



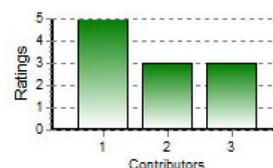
Your capability ranked

# Capabilities / Competencies	Relationship Average	Rating
1 MODELS PERSONAL DRIVE AND INTEGRITY	4.00	Sometimes Above Level
2 EMPLOYS POLICING SKILLS	4.00	Sometimes Above Level
3 COMMUNICATES WITH INFLUENCE	4.00	Sometimes Above Level
4 BUILDS PRODUCTIVE WORKING RELATIONSHIPS	4.00	Sometimes Above Level
5 ACHIEVES RESULTS	4.00	Sometimes Above Level
6 IMPLEMENTS STRATEGIC DIRECTION	3.00	At Level

Your capability in detail

EMPLOYS POLICING SKILLS

# Capability/Competency Ratings	Relationship Average
1 Assessor	Consistently Above Level
2 Z - Past Assessor (No Action Required)	At Level
3 Self	At Level

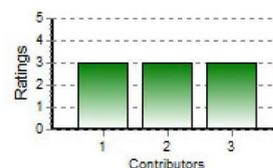


Evidence Summary / Validation

Date	Item	Name & No.	Validated	Validation Comments (Required if Evidence is Not Valid)	Last updated by
26 Jan 2013	White Sandy is a very effective supervisor. He garners the respect of subordinates through his breadth and depth of policing knowledge and his friendly, open and engaging personality. He is very adept at creating the right balance between supervision and personal growth. He ensures that personnel are accountable and is unafraid to give frank and constructive feedback. His communication and interpersonal skills are very well developed and is an excellent role model.	Detective Inspector Waddell	Yes		██████ on 26 Jan 2013 12:50

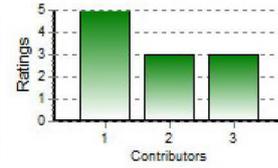
IMPLEMENTS STRATEGIC DIRECTION

# Capability/Competency Ratings	Relationship Average
1 Assessor	At Level
2 Z - Past Assessor (No Action Required)	At Level
3 Self	At Level



BUILDS PRODUCTIVE WORKING RELATIONSHIPS

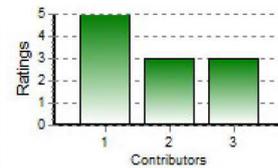
Capability/Competency # Ratings	Relationship Average
1 Assessor	Consistently Above Level
2 Z - Past Assessor (No Action Required)	At Level
3 Self	At Level



Evidence Summary / Validation					
Date	Item	Name & No.	Validated	Validation Comments (Required if Evidence is Not Valid)	Last updated by
26 Jan 2013	Sandy White is respectful of others and treats people how they treat him. He is very good at breaking down barriers through his open honest and engaging communication style. Having built a relationship he is always working at maintaining and improving that relationship. He is very committed to his staff, is a very good teacher and is always available and willing to provide advice, guidance or counsel. He has a small team that although is operating under difficulties, is very productive, cohesive and morale is high. Sandy White is in no small way responsible for that. Encourages his personnel to have a go, be creative and innovative.	Detective Inspector Waddell	Yes		██████ on 26 Jan 2013 13:17

COMMUNICATES WITH INFLUENCE

Capability/Competency # Ratings	Relationship Average
1 Assessor	Consistently Above Level
2 Z - Past Assessor (No Action Required)	At Level
3 Self	At Level



Evidence Summary / Validation					
Date	Item	Name & No.	Validated	Validation Comments (Required if Evidence is Not Valid)	Last updated by
26 Jan 2013	Sandy White has excellent communication skills which he uses to great effect, not only in managing the workplace but also in achieving results in the field of criminal investigation. He is acknowledged as this organisation's most skilled and accomplished source handler; which is strong evidence of his ability to influence. He is calm under pressure, he is engaging, and an active listener. He is just as adept in front of a group as he is one on one and he is always willing to provide honest and constructive feedback.	Detective Inspector Waddell	Yes		██████ on 26 Jan 2013 13:09

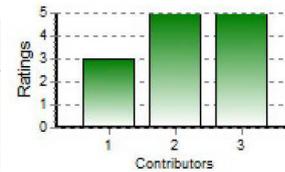
Your capability ranked

# Capabilities / Competencies	Relationship Average	Rating
1 MODELS PERSONAL DRIVE AND INTEGRITY	4.00	Sometimes Above Level
2 IMPLEMENTS STRATEGIC DIRECTION	4.00	Sometimes Above Level
3 EMPLOYS POLICING SKILLS	4.00	Sometimes Above Level
4 COMMUNICATES WITH INFLUENCE	4.00	Sometimes Above Level
5 BUILDS PRODUCTIVE WORKING RELATIONSHIPS	4.00	Sometimes Above Level
6 ACHIEVES RESULTS	4.00	Sometimes Above Level

Your capability in detail

EMPLOYS POLICING SKILLS

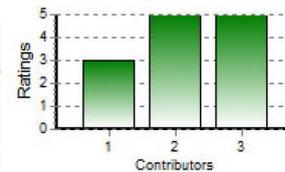
# Ratings	Capability/Competency	Relationship Average
1 Assessor		At Level
2 Z - Past Assessor (No Action Required)		Consistently Above Level
3 Self		Consistently Above Level



Evidence Summary / Validation				
Date	Item	Name & No.	Validation Comments (Required if Evidence is Validated Not Valid)	Last updated by
19 Jun 2012	Sandy White is a superior performer in all aspects of his work. He took operational control of Taskforce Briars on the 13th of April 2011. At the time the taskforce had been running for 4 years. Sandy White gave the investigation new impetus, direction and drive. He is a very hands on manager who is very interested in not only achieving excellent results but is also very focused on the development and welfare needs of his personnel. He has been able to implement creative and innovative strategies that have pushed the investigation to its limits and at the same time created a harmonious, vibrant and cohesive workforce.	Stephen Waddell Detective Inspector 20582	Yes	on 19 Jun 2012 08:42

IMPLEMENTS STRATEGIC DIRECTION

# Ratings	Capability/Competency	Relationship Average
1 Assessor		At Level
2 Z - Past Assessor (No Action Required)		Consistently Above Level
3 Self		Consistently Above Level



PROGRESSION CRITERIA AND ASSESSMENT

Legend

Capability/Competency Ratings	1 Consistently Below Level	2 Sometimes Below Level	3 At Level	4 Sometimes Above Level	5 Consistently Above Level
Progression Criteria Ratings	1 No (Unsatisfactory Performance)	2 No (Absent LWOP)	3 Deferred (As per PDA VPMG)	4 Yes	

Evidence Summary / Validation

Evidence Summary / Validation						
Date	Item	Name & No.	Validated	Validation Comments (Required if Evidence is Not Valid)	Linked Capability	Last updated by
19 Sep 2013	White Sandy recently presented a number of sessions at the Human Source Management Course. He did this at short notice, despite having other significant calls upon his time and despite his understandable disappointment with the closure of the SDU. Sandy White absolute commitment and passion for the professional management of human sources meant that despite all else he felt it was more important that he continue to contribute to the training of members in this risky field of policing endeavour. Sandy White expertise, not only as a presenter, but as a subject matter expert in this field was and is obvious. The course received outstanding reviews from students and this was due in no small part to the style, knowledge, professionalism and strength of character of Sandy White. I thank him for his ongoing support, commend him for his commitment and recognise his skill, knowledge and experience in the field of human source management. Thanks again Sandy White	Stephen Waddell Detective Inspector 20582	No		MODELS PERSONAL DRIVE AND INTEGRITY	on 19 Sep 2013 17:03

Folder sign-off

Sandy White

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



DALE FLYNN

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



Performance Development Unit (PDU)

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



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