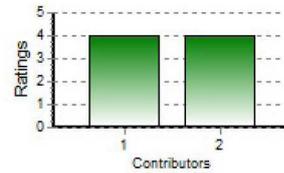


SERVICE DELIVERY

Evidence Summary / Validation					
Date	Item	Name & No.	Validated	Validation Comments (Required if Evidence is Not Valid)	Last updated by
24 Aug 2010	I am a founding member of the SDU During my time at the SDU I have managed numerous high risk Human Sources. In this PDA cycle I have managed a number of Human Sources that have presented various ethical and management issues. Through my experience as a Human Source handler I have been able to successfully manage and provide leadership within the SDU office - passing on my expertise to members who have had less experience in dealing with high risk Human Sources. I take pride that in this last cycle I have been able to manage high risk Human Source and deliver service to investigators whom are primarily attached to the Crime Department, in order to contribute to the goals of The Way Ahead. I regularly receive positive comments from Investigators and superiors as to the level of service provided in my role as a Handler of Human Sources at the S.D.U.		Yes		██████ on 30 Aug 2010 13:59

Promotes service excellence - Encourages & demonstrates personal growth in technical skills and achievement of organisational service delivery standards through evaluation and continual improvement.

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

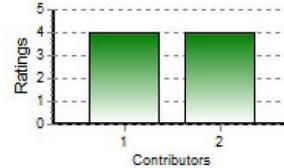


EMPLOYEE'S CONTRIBUTION TO THE ACTION PLAN

Evidence Summary / Validation					
Date	Item	Name & No.	Validated	Validation Comments (Required if Evidence is Not Valid)	Last updated by
24 Aug 2010	Through my role as a Handler of high risk Human Sources at the S.D.U. I contribute to preventing and solving crimes in obtaining timely and relevant intelligence, sanitising the information, and passing this on to clients in the Crime Department and the Regions. This assists in reducing crime and making a safer Victoria.		No		██████ on 24 Aug 2010 14:11

Contribution to the Action Plan - The employee has actively contributed to the action plan (evidence required)

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



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	to members who have had less experience in dealing with high risk Human Sources. I take pride that in this last cycle I have been able to manage high risk Human Source and deliver service to investigators whom are primarily attached to the Crime Department, in order to contribute to the goals of The Way Ahead. I regularly receive positive comments from Investigators and superiors as to the level of service provided in my role as a Handler of Human Sources at the S.D.U.				
24 Aug 2010	Through my role as a Handler of high risk Human Sources at the S.D.U. I contribute to preventing and solving crimes in obtaining timely and relevant intelligence, sanitising the information, and passing this on to clients in the Crime Department and the Regions. This assists in reducing crime and making a safer Victoria.	No		EMPLOYEE'S CONTRIBUTION TO THE ACTION PLAN	██████ on 24 Aug 2010 14:11

Folder sign-off

Peter Smith



Date signed-off: 24 Aug 2010

Comments:



Sandy



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:



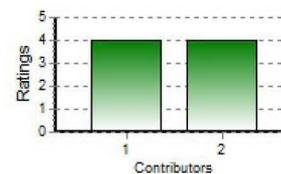
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LEADERSHIP

Evidence Summary / Validation					
Date	Item	Name & No.	Validated	Validation Comments (Required if Evidence is Not Valid)	Last updated by
24 Aug 2010	I am a founding member of the SDU. During my time at the SDU I have managed numerous high risk Human Sources. In this PDA cycle I have managed a number of Human Sources that have presented various ethical and management issues. Through my experience as a Human Source handler I have been able to successfully manage and provide leadership within the SDU office - passing on my expertise to members who have had less experience in dealing with high risk Human Sources. I take pride that in this last cycle I have been able to manage high risk Human Source and deliver service to investigators whom are primarily attached to the Crime Department, in order to contribute to the goals of The Way Ahead. I regularly receive positive comments from Investigators and superiors as to the level of service provided in my role as a Handler of Human Sources at the S.D.U.		Yes		██████ on 30 Aug 2010 14:09

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

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



Folder sign-off**Peter Smith**

O

Date signed-off: 30 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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Performance Discussion

Performance Discussion	
Date of Meeting	3 Jun 2012
Summary of Meeting	Peter Smith has not had a constant assessor over this period. His performance has been in line with expectations
Last updated by	[REDACTED] on 3 Jun 2012 6:12 PM
Date of Meeting	3 Jun 2012
Summary of Meeting	Peter Smith assessor was seconded away and since a large amount of change has occurred. His performance in this mid cycle time frame was in line with expectations
Last updated by	[REDACTED] on 3 Jun 2012 6:13 PM
Date of Meeting	3 Jun 2012 Peter Smith
Summary of Meeting	As stated [REDACTED] performance has been at level
Last updated by	[REDACTED] on 3 Jun 2012 6:14 PM
Date of Meeting	3 Aug 2012
Summary of Meeting	Met with DDI O'CONNOR. He is happy with my performance as a Source Handler at the SDU. In particular, my ability to work with [REDACTED] Human Sources in understanding the language and culture of ethnic [REDACTED] individuals.
Last updated by	[REDACTED] on 3 Aug 2012 11:42 AM

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	<p>Handlers were advised on best practice in dealing with Human Sources.</p> <p>I continue to manage long term Human Sources that provide valuable intelligence to Victoria Police. I do this utilising my expert abilities in maintaining relationships with Human Sources, whilst adhering to Victoria Police values and promoting ethical, value based leadership.</p>					
17 Sep 2010	<p>Assisted in prac exercise, ██████ HSM Course 22/07/10.</p> <p>Assisted in prac exercise ██████ HSM Course 05 to 10/09/10</p> <p>Assisted in prac exercise, ██████ HSM Course, 23/09/10</p>		Yes		CUSTOMER / COMMUNITY / STAKEHOLDER FOCUS	██████ on 3 Jun 2012 18:16
30 Aug 2010	Completed online Health, Safety & Wellbeing Course.		Yes		EMPLOYEE'S CONTRIBUTION TO THE ACTION PLAN	██████ on 3 Jun 2012 18:09
30 Aug 2010	<p>Email from a student of a ██████ HSM Course in 2010</p> <p>Having just completed the HS ██████ 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>	Detective Inspector John O'Connor 24870	Yes		CUSTOMER / COMMUNITY / STAKEHOLDER FOCUS	██████ on 30 Aug 2010 16:31
10 Sep 2010	<p>Between 5 September & 10 September, 2010 DS was a role player on the ██████ HSM Course held at ██████ During the course DS 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 ██████ DS 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 DS contribution, the successful learning outcomes would not have been achieved. DS participation is evidence of his commitment to achieving high quality results and sharing his wealth of experience to teach others.</p>	Hotham-O	Yes		LEADERSHIP	██████ on 3 Jun 2012 18:09
4 Apr 2011	<p>B/W 27 March & 1 April, 2011 DS was a syndicate leader at the HSMU ██████ course. This course involves instruction around advanced handling and controlling techniques. DS led a team of 1 x sgt & 2 x S/C's through a series of challenging practical scenarios which had a rolling theme around control. DS drew on his own extensive experience to provide honest feedback and direction. He challenged the students to identify and resolve issues arising out of their sources' behaviour and to balance this around trying to advance an investigation. DS mentoring ensured the students achieved the set learning outcomes. The course relies heavily on the expertise of members such as DS to be successful. The students gave a very favourable response to his participation.</p>	Hotham-O	Yes		LEADERSHIP	██████ on 3 Jun 2012 18:09

Folder sign-off

Peter



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Performance Discussion

Performance Discussion	
Date of Meeting	14 Oct 2011
Summary of Meeting	Start Cycle - Performance Meeting - Peter Smith is consistently performing his duties at an above average standard and is on track to achieving high ratings during this assessment cycle. Peter Smith is actively contributing to the strategic planning and future direction of the SDU. Developed personal performance objectives to be achieved in this cycle.
Last updated by	██████████ on 14 Oct 2011 9:32 AM
Date of Meeting	3 Jun 2012
Summary of Meeting	No face to face mid cycle meeting conducted by assessor due to constant change. End cycle to be given and recorded by me when Peter Smith returns from LSL
Last updated by	██████████ on 3 Jun 2012 6:28 PM
Date of Meeting	3 Aug 2012
Summary of Meeting	Met with DDI O'CONNOR. States that I am performing well in my role as a Human Source Handler at the SDU. Is happy with my continuing enthusiasm in all Source related issues, as well as contributing at a high level to the overall function of the SDU.
Last updated by	██████████ on 3 Aug 2012 11:47 AM
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, PDU</i>
Last updated by	PDU on 26 Nov 2012 12:00 AM