

## Royal Commission

### into the Management of Police Informants

#### STATEMENT OF EMMETT DUNNE

1. My name is Emmett Dunne. I am a retired member of Victoria Police, having attained the rank of Assistant Commissioner (AC).
2. I provide this statement pursuant to a request from the Commissioner of the Royal Commission into the Management of Police Informants dated 19 March 2019.
3. In preparing this statement, I have not had the opportunity to review all of my diaries for the relevant period of time. Due to the sensitive nature of the matters referred to in my completed diaries I lodged them in a secure storeroom at the Professional Standards Command (PSC) when I commenced long service leave approximately 12 months before retiring from Victoria Police in August 2015. After receiving the request of the Commissioner, I attended PSC and searched the secure store however I was unable to locate my diaries.
4. As I remained a sworn member of the police during my long service leave, I retained my last diary in case there was a need for me to record any relevant matters that may have arisen whilst I took this leave. This diary is for the period commencing 8 May 2013.
5. My last active day of service with Victoria Police was more than five years ago and the issues and events that the Commissioner has requested me to respond to occurred up to 10 (and possibly more) years ago. In all the circumstances which include not having access to all of my diaries and the lengthy lapse in time, the information I have included in my statement is to the best of my recollection and belief at this time.

### **Educational background and employment history (Q1)**

6. I graduated from the Victoria Police Training Academy in July 1976. A summary of

my education and employment history with Victoria Police is set out in Annexure A

to this statement.

### **Involvement or association with any investigation which had dealings with Ms Gobbo (Q2)**

7. As the Assistant Commissioner, Ethical Standards Department (ESD) (later PSC)

from February 2010 until approximately August 2013 my role included:

- (a) strategic management of, and ultimate accountability for, investigations into criminality, corruption and misconduct of current serving police and a range of management tasks associated with that command. In addition, I had responsibility for a number of policies related to integrity risks. I also had a wide range of other formal obligations and commitments as a senior member of Victoria Police. This accounted for the vast majority of my time;
- (b) initiating and leading a large-scale strategic and structural review of the ESD's operational and analytical capacities. As a result of this review, the ESD was

restructured, including the creation of the Risk Mitigation Division (RMD) and the appointment of additional analysts. Additionally, ESD was rebranded as the PSC and a tasking and coordination process was introduced;

- (c) being a member of a Victoria Police rewards committee, which was responsible for determining the recognition of the assistance provided by human sources; and
  - (d) sitting on Steering Committees at various times for Petra, Driver and Briars Taskforces, and for Operation Loricated.
8. As a member of the rewards committee, I do not recall ever considering any application involving Ms Gobbo. I also do not recall ever considering any application involving any other human source who I knew, believed or suspected to be a lawyer.

Steering Committee involvement

9. I have been informed that a statement provided by AC Luke Cornelius states that I assumed the role as chair of the Briars Taskforce when I commenced with ESD. I believe that AC Cornelius may be mistaken as I attended many Steering Committee meetings for the Briars Taskforce, however I do not recall having chaired this Taskforce or its Steering Committee.
10. I was a member of the Petra, Driver, Briars and Loricated Steering Committees because I was the AC of ESD/PSC. My role in these Steering Committees was to deal with any allegations of corruption, criminality or misconduct of any current serving police members that may have been identified through these investigations.
11. I understood that the Petra Taskforce had been established years before I sat on that Steering Committee and, therefore, I did not have the detailed background knowledge that was necessary to make informed operational decisions about this Taskforce or that of Driver or Briars, or Operation Loricated. Further, had I involved myself in the day to day management and operational decisions for these investigations, I would have compromised my ability to fulfil the role described in the previous paragraph impartially.

12. Crime Command had primacy for these investigations and, as a consequence, the operational decisions relating to the investigations were made by members of that Command.
13. Steering Committee meetings generally ran through three phases. Firstly, discussions focussed on the current status and findings of investigations. Secondly, any current intelligence or advice received was considered. Thirdly, there was discussion of what activities would be undertaken in the next period.
14. I was present during Steering Committee meetings when conversations took place regarding Ms Gobbo's safety. As a consequence of my role as the Manager, Operational Safety & Tactics Training I attended the scene of a number of police shooting incidents and then I have either provided statements for inquest briefs or given evidence in the resultant inquests. Given this experience and observing first-hand the implications for the loved ones of both the deceased and the involved police, and the direct impact on the involved police, concerns about safety in respect to Ms Gobbo (and any other witness) were front of mind for me.
15. I recall that the conversations about Ms Gobbo were predominantly about the risks to her as she refused to enter the witness security program (WitSec). In particular, we were extremely concerned that she was circulating in public places. I was not involved in <sup>PI</sup> [REDACTED] Ms Gobbo and WitSec, however I was aware that there had been <sup>PI</sup> [REDACTED] her to enter into the program and that she continued to refuse to do so.
16. I have been shown an email dated 5 May 2010 from Detective Inspector Steve Smith to AC Cornelius, the Director of Victoria Police Legal Services Department (LSD) Fin McRae and me indicating that Witness F wanted to make a statement and provide information.<sup>1</sup> McRae responded to Smith's email, stating "*Please do not proceed until I have confirmed our position with the DPP.*" I do not independently recall receiving this email, however I have no reason to suspect that I did not. I do not now know or recall what, if anything, further occurred in relation to DI Smith's email, however I do not believe that I responded to the email.

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<sup>1</sup> VPL.0005.0003.3069

17. On 11 August 2010, I attended a mediation between police members and the State of Victoria and Ms Gobbo. I have addressed this in detail at paragraphs 44 to 54 below. The settlement reached at the mediation included a recital that <sup>PI</sup> [REDACTED]  
<sup>PI</sup> [REDACTED]
18. I attended a Petra Taskforce Steering Committee meeting on 23 August 2010.<sup>2</sup> Minutes of that meeting record that AC Pope was to write to VGSO to seek legal advice about the viability of prosecution for perjury by Dale at an ACC hearing. Those minutes do not record, and I do not recall discussion about, whether Ms Gobbo would be a witness in that proceeding.
19. I have been shown minutes of the Driver Taskforce Steering Committee meeting on 1 November 2010. Those minutes include that “[Doug Fryer] advised that Nicola Gobbo is poss witness re matter & discussion held re use of NG as witness” in relation to a perjury brief against Paul Dale. Those minutes do not record me as an attendee. I have no recollection of attending that meeting and believe I did not. However, I believe that if I had been present when this was discussed, I may have raised a concern about using Ms Gobbo as a witness as I was aware of the recital in the settlement agreement reached at the mediation on 11 August 2010 that <sup>PI</sup> [REDACTED]  
<sup>PI</sup> [REDACTED]
20. However, I believe I was at a Driver Taskforce Steering Committee meeting on 3 December 2010.<sup>3</sup> According to the minutes of that meeting, there was discussion of the Dale ACC perjury brief, but the minutes do not record, and I do not recall discussion about, using Ms Gobbo as a witness in that matter.
21. I also attended a meeting of the Driver Steering Committee on 16 September 2011.<sup>4</sup> The minutes for that meeting recorded:

*4.1 Raised the issue of the use of witness F in the upcoming ACC Commonwealth prosecution of DALE. Commonwealth were of the opinion the brief was reasonably strong. When submitted for authorisation in Dec 2010, opinion via senior counsel was the brief was*

<sup>2</sup> VPL.0100.0046.1833.

<sup>3</sup> VPL.0100.0048.1493.

<sup>4</sup> VPL.6071.0047.9216.

*very good. This was then authorised by Crime (GUERIN) from Vicpol's end.*

*4.2 Finn McRae raised original agreement and the merits of that and using witness F and notwithstanding the original agreement it may give rise to "new hurt" in a civil claim for damages.*

*4.3 Sir Ken Jones sought advice early on and there was no impediment to F being called by the Commonwealth that would breach the agreement.*

*4.4 Conceded by all that there were significant PII issues that need to be considered that may give rise to risk associated with this and other unrelated witnesses and prosecutions Subpoena has not been received from Hargraves as yet but it is expected to be large & all encompassing."*

22. From my perspective, and doing the best I can to recall in all the circumstances, the issues relating to whether to use Ms Gobbo as a witness in the perjury case against Paul Dale were the question of compliance with the terms of settlement and concerns for her safety should she be called as a witness again. I note the references in item 4.4 of the above minutes. However, I do not recall that this, or any other discussion, contemplated withdrawing Ms Gobbo's evidence in order to hide her role as a human source or avoid potentially compromising other prosecutions.
23. I have been shown minutes of the Driver Taskforce Steering Committee meeting on 21 October 2011 which refer to, among other things, risks to Ms Gobbo if she was called to give evidence.<sup>5</sup> The minutes record that I attended, though I do not have an independent recollection of doing so. The minutes reflect my recollection about the continuing conversations and concerns about Ms Gobbo's safety around this time.
24. I have been shown minutes of the Driver Taskforce Steering Committee meeting on 27 October 2011. The minutes record:

*Discussion regarding matter raised by Witness F to Boris Buick, which a transcript of the conversation was completed by Buick. It was asserted in the*

<sup>5</sup> VPL.6071.0007.5072 at item 4.2.

*conversation to Buick that Witness F had previously engaged in a sexual relationship with a current A/C (POPE).*

25. The minutes record me as an apology for that meeting and I believe I was not present.
26. I have been shown a letter dated 27 November 2011 from Deputy Commissioner Tim Cartwright to the Assistant Commissioner ESD and the Chief of Staff to the Chief Commissioner.<sup>6</sup> To the best of my recollection, I reported to DC Cartwright at the time. The letter states that in reaching a decision not to act on the allegations, ADC Cartwright had discussions with the Director of the OPI and had obtained legal advice.
27. After receiving DC Cartwright's letter, on 29 November 2011, I sent an email to Supt Andrew Humberstone and S/Sgt Kel Pearson, who worked in the PSC unit that "triaged" complaints, requesting that they advise me if any complaints were made by Ms Gobbo against any member.<sup>7</sup>
28. I have been shown meeting minutes from a Briars Steering Committee meeting held on 18 October 2012<sup>8</sup> which record "*AC Dunne requested Briars TF to forward IR's to ESD (Superintendent Zammit) identifying current VicPol employees that associate with Briars T/F targets.*" I do not independently recall this meeting or the request. However, I may have requested intelligence reports be forwarded to ESD for intelligence purposes, including ESD's focus on networks of potentially corrupt or problematic relationships between current and former serving members.
29. I believe Operation Loricated commenced on 29 January 2013 and its Steering Committee comprised senior representatives from various Commands. I was named on the Steering Committee. I recall little about my involvement in Operation Loricated. In August 2013, I became the AC of the Eastern Region of Victoria. After this time, I believe I would have had no further involvement in Operation Loricated. AC Stephen Leane took over my role at PSC when I transferred to the Eastern Region.

*Other matters arising during this time*

<sup>6</sup> VPL.6133.0002.1863

<sup>7</sup> VPL.6133.0027.5103

<sup>8</sup> VPL.0100.0048.1932

30. I have been shown an email dated 19 January 2011 from Acting Superintendent Chris Gawne on behalf of DC Jones (as Chair of the Driver Taskforce) to John Nolan who at that time was a member of the Office of Police Integrity (OPI) to which I was copied.<sup>9</sup> The email refers to an ESD file relating to allegations made by Paul Dale against DI Smith and Detective Sergeant Solomon, including an allegation that DS Solomon had committed perjury by giving evidence that Ms Gobbo was able to give evidence, when (allegedly) he was aware that she could not give evidence due to a medical condition. I do not now recall this matter, but it is possible I was aware of it at a high level at the time.
31. In around March 2011, the Office of Police Integrity (OPI) advised Victoria Police that an investigation into the alleged mismanagement of funds in relation to Witness F (Ms Gobbo) had been conducted and had concluded that "*OPI has made every effort to provide Witness F with an opportunity to substantiate his/her allegations and has failed to do so*".<sup>10</sup> The OPI also requested, for the sake of completeness, that Victoria Police conduct an audit of expense claims submitted by the Petra Taskforce personnel or WitSec in relation to Witness F.
32. In October 2011, it came to my attention that although Chief Commissioner Overland had tasked Deputy Commissioner Jones to attend to this audit, the audit had not occurred. I then arranged for an audit to be undertaken by the PSC's Financial Investigations Unit (FIU). I have been shown a copy of the audit report prepared by the FIU, which provides in part:<sup>11</sup>
- (a) "*All discovered transactions relating to expenses met by Victoria Police in relation to Witness F have been correctly recorded, correctly approved and paid*"; and
  - (b) "*there is little or no likelihood of fraud having occurred.*"<sup>12</sup>

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<sup>9</sup> VPL.6133.0053.1594

<sup>10</sup> VPL.6133.0032.8384 at .8386

<sup>11</sup> VPL.6078.0033.0337.

<sup>12</sup> VPL.6078.0033.0337 at .0340.

### Provision of information or assistance by Ms Gobbo to Victoria Police (Q3)

33. I have no independent recollection of when I became aware that Ms Gobbo had been providing information or assistance to Victoria Police. It is possible that AC Cornelius advised me of this, and that I would have become a member of the Petra Steering Committee around the time he briefed me, when I replaced him as AC ESD in early 2010.
34. I recall being surprised to hear of Ms Gobbo's involvement as I had never heard of a lawyer becoming a human source before. I do not recall discussing my surprise with anyone at that time, other than during the briefing that I recall having with AC Cornelius discussed above. I do not recall passing on the information that Ms Gobbo had been a human source or was a witness to any other person.
35. When I learned that Ms Gobbo had provided information and assistance to the police, I have a vague recollection of thinking (from my prosecuting days) about how legal professional privilege might apply in this very unusual situation. I think I considered whether one of the exceptions to legal professional privilege might have applied. However, given the involvement of high-ranking members and particularly the OPI in the Petra Taskforce, I assumed that these matters would have been canvassed at the time, or before, Ms Gobbo was registered as a human source and / or when she became a witness. At the time that I became involved, there were discussions about Ms Gobbo being used as a witness, and it may have been around that time that I became aware she had been deregistered as a human source around 13 months earlier. However, I cannot recall when or how I learned that she had been deregistered.
36. Between 2004 and 2006, I undertook occasional periods of upgrading as the Acting Commander of the Legal Services Department (**LSD**) in place of then-Commander Cornelius when he took recreational leave and after he transferred on promotion as AC ESD and before Mr McRae was appointed to this role. I performed this role from 5 September to 16 October 2004, from 15 May to 2 July 2005 and from 4 December 2005 to 8 April 2006.

37. It was usual that requests for legal advice were made via LSD. Accordingly, if legal advice was sought regarding Ms Gobbo providing information and assistance to police during the periods of my upgradings, I may have become aware of it. However, I do not have any recollection of such advice being sought or provided at that time, or at any other time.
38. Given the need to maintain confidentiality of the matters being investigated by the Petra Taskforce, if legal advice was required, I believe it was probable that direct approaches would have been made to the VGSO or to an external legal firm without reference to the LSD.

#### Awareness of others (Q4)

39. I believed it may have been known within the legal profession that Ms Gobbo had been providing information or assistance to police however I cannot recall if this was known either before the end of 2012 or thereafter.
40. From the time of my involvement as AC ESD, I was aware that the members of the Petra, Briars and Driver Steering Committees, and the taskforce investigators, analysts, and other related members, would have known that Ms Gobbo had provided information or assistance to Victoria Police. I believe that Mr McRae would also have known about Ms Gobbo's assistance to police. I also assume that at least some members of Executive Command (meaning the Chief Commissioner of Police and Deputy Commissioners) may have known that Ms Gobbo had provided information and assistance to police.
41. The OPI also knew that Ms Gobbo had provided information or assistance to Victoria Police as they were represented on the Petra Steering Committee.
42. The minutes of the Petra Steering Committee meeting on 23 August 2010 refer to the OPI wanting to change to it having an oversight role and that Petra would no longer be a "joint investigation".

#### Authorisation of Ms Gobbo (Q5)

43. I do not know who authorised or continued to authorise the use of Ms Gobbo as a human source. I believe that she was registered in 2005, which was approximately 5 years before my transfer to ESD and membership of the Petra Steering Committee. I also believe she was deregistered in January 2009 which was approximately 13 months prior to my transfer to ESD and the commencement of my membership of the Petra Steering Committee.

#### Personal contact with Ms Gobbo (Q6)

44. To the best of my knowledge and recollection, my only contact with Ms Gobbo was at a mediation hearing on 11 August 2010 pursuant to civil action she took against Victoria Police.
45. On 23 June 2010 I received an email from Superintendent Peter Lardner of the Civil Litigation Division advising that I was to attend this mediation.<sup>13</sup> Supt Lardner's email states that I was the "*... right frontman ...*" and that "*We need a high profile sworn member who was not really involved in order to demonstrate our commitment and who has an understanding of how to work through such an issue*". In addition, Supt Lardner stated that "*Counsel would obviously be leading the negotiation*". In response to the email, I stated "*No problem. Will need a good briefing*".<sup>14</sup>
46. The minutes of the Petra Steering Committee meeting on 26 May 2010<sup>15</sup> record that I was in attendance and refer to DC Jones stating that the OPP would be withdrawing murder charges against Paul Dale on 4 June 2010. The minutes also record that a

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<sup>13</sup> VPL.6133.0057.7995

<sup>14</sup> VPL.6133.0057.7995

<sup>15</sup> VPL.0100.0046.1835

letter would be sent to Ms Gobbo that day advising her (among other things) that she was no longer required as a witness.

47. Similarly, the minutes of the Petra Steering Committee meeting on 9 August 2010<sup>16</sup> record that I was in attendance and also mention that the statement of Ms Gobbo had been assessed by the OPP and that she would not be required as a witness in the Petra matters.
48. As a consequence, going into the mediation on 11 August 2010 I would have known that Ms Gobbo would not be called as a police witness in the relevant matters.
49. The mediation was also attended by Supt Lardner, who was in charge of the Civil Litigation Division, counsel for Victoria Police and solicitors from VGSO. My recollection is that Supt Lardner and counsel led the mediation from the perspective of Victoria Police. I recall taking little part in the mediation, other than attending the opening joint session between all parties, and as set out below.
50. The matter was resolved quite late in the evening when an agreement was reached between the parties. I have been informed that Supt Lardner's diary refers to a phone conversation between DC Jones and me which took place in Supt Lardner's presence and hearing prior to the resolution being reached. The excerpt refers to me making the comment to DC Jones that Ms Gobbo was of limited value as witness in Petra and Briars.
51. I do not have a clear or independent recollection of the conversation with DC Jones, however I have no reason to believe that it did not occur or that I did not make the above comment. I believe the comment that was attributed to me in Supt Lardner's diary may have been based on the advice provided at the Petra Steering Committee meetings of 26 May 2010 and 9 August 2010 that Ms Gobbo would not be called as a witness. I believe my thinking at this time was that formalising the decision not to call Ms Gobbo as a witness in the settlement would not eliminate the risk to her, however it would mitigate that risk somewhat.
52. In preparing for this Royal Commission I have been shown the terms of settlement for the civil action which includes a clause that <sup>PII</sup> [REDACTED]

Aside from

<sup>16</sup> VPL.0100.0046.1831

Supt Lardner's diary entry, my belief that the phone call with DC Jones did take place is based on the fact that I did not have the authority to approve such a clause. DC Jones did have this authority, as the relevant Deputy Commissioner and Chair of the Petra Steering Committee. As a consequence, I would have needed to seek that authority from him.

53. I believe I was not otherwise asked for, nor did I give, my input into the negotiations or the terms of the settlement and I did not have the authority to approve the settlement.
54. I have no independent recollection of being shown the settlement document at the conclusion of the mediation and I had no need to see it or to provide my approval of it.

#### Information & assistance received (Q7 & Q8)

55. I knew that Ms Gobbo had provided information and assistance to police, however I did not know of its specifics, the date or dates it was provided, who it was provided to, its significance, how it was used or who was charged as a result of the investigations, other than Dale.
56. The Petra, Briars and Driver investigations were Crime Department investigations, rather than ESD/PSC investigations. I refer to paragraphs 10 to 12 above, where I have described my role on the Petra, Briars and Driver Steering Committees, and the implication for those roles if I became involved in operational decisions. Moreover, much of the detail of those investigations and the information provided by Ms Gobbo had occurred and been canvassed well before my involvement on the Steering Committees commenced.

**Concerns raised as to the use of a legal practitioner – and Ms Gobbo – as a human source (Q9**

**& Q10)**

57. I do not recall concerns being raised by members of Victoria Police (or anyone else) about the use of a legal practitioner or Ms Gobbo as a human source. As mentioned above, I believe Ms Gobbo was de-registered as a human source in January 2009 which was approximately 13 months prior to my transfer to ESD and the commencement of my membership of the Petra Steering Committee.
58. It is possible that AC Cornelius and I had a conversation about Ms Gobbo having providing information and assistance to the police during the course of his briefing to me when I replaced him as AC ESD. I am unable to recall what was said in the briefing on this subject.

**Awareness about disclosure in relation to Ms Gobbo (Q11)**

59. I have no recollection or awareness of any discussion within Victoria Police about the obligation of disclosure in relation to material concerning the use of Ms Gobbo as a human source. My recollection of the relevant law is that materials that are called for under a subpoena are provided to the court and any subsequent claims of legal professional privilege, public interest immunity or submissions on other objections to disclosure are subsequently determined by the court.

60. I have been shown meeting minutes which record that I attended Driver Taskforce meetings on 16 September 2011<sup>17</sup> and 21 October 2011.<sup>18</sup> The minutes record discussion of Victoria Police's response to any subpoenas that would be issued by Paul Dale in the prosecution against him.
61. I do not have any independent recollection of these discussions, other than as I have addressed in paragraphs 20 and 22 above.

#### Other human sources with obligations of confidentiality or privilege (Q12)

62. I have no knowledge of any other human source with an obligation of confidentiality or privilege providing information or assistance to police.

#### Training (Q13)

63. In September 1986, I undertook the Victoria Police Prosecutors' Training Course and performed prosecuting duties from December 1987 until December 1993. It is now approximately 33 years since I undertook the Prosecutors course and approximately 27 years since I completed my service as a prosecutor.
64. I also received training as described below:
- (a) It is now many years since I completed recruit training, however I believe that at least some of the issues listed in Question 13 may have been included in that training at an elementary level;
  - (b) I do not have a good recollection of the syllabus of the Prosecutor's course, however I do recall that a major focus of it was on the rules governing the

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<sup>17</sup> VPL.6071.0047.9216

<sup>18</sup> VPL.6071.0007.5072.

admissibility of evidence and court procedures. My understanding was that there were what were called “inclusionary” rules and “exclusionary” rules and that each rule had exemptions. I recall pursuant to legal professional privilege that unless there was an exemption, communications between solicitors, barristers and their clients were inadmissible as evidence. I have no recollection of receiving training in relation to obligations of disclosure to accused persons, prosecutions agencies and the courts. However, my understanding as to my disclosure obligations is set out at paragraph 59.

- (c) I believe Victoria Police introduced an ethical decision-making model “SELF Test” in around 1998. Part of the Risk Management Division’s tasks was to conduct research and analysis of integrity risks and trends.
- (d) During my service at PSC, I published articles on ethical risks in the Police Gazette, and by virtue of an application called “Blue Tube”, I presented on these types of topics which were emailed to all Victoria Police members. I have a recollection that references to the “SELF Test” may have been made in either or both the Police Gazette and the “Blue Tube” emails. I also made presentations to the Sergeant’s promotional course (held approximately once a quarter) at the Police Academy on matters of integrity and it is likely that I would have referred to the “SELF Test” during those presentations.

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

**Other information (Q14)**

65. I do not have any further information to provide.

Dated: 26 November 2019

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



Emmett Dunne

## Annexure A

### Employment history

1. From February to July 1976, I was at the Victoria Police Training Academy

undertaking recruit training.

2. Between July 1976 and September 1983, I undertook general duties at Heidelberg,

Russell Street and Richmond Police Stations, first at the rank of Constable and then

Senior Constable.

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

3. From September 1983 until December 1987, I was a Drill Instructor at the Victoria

Police Training Academy, at the rank of Senior Constable.

4. From December 1987 until December 1993, I was a Police Prosecutor with the

Prosecutions Division, first at the rank of Senior Constable, then Sergeant.

5. From December 1993 until January 1995, I was Operational Supervisor at the

Prahran Police Station, at the rank of Sergeant.

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

6. From January 1995 until August 1998, I was Senior Supervisor at the Force

Response Unit, at the rank of Senior Sergeant.

7. From August 1998 until March 2001, I was Staff Officer at the Traffic & Operations

Support Department, at the rank of Inspector.

8. From March 2001 until June 2004, I was Unit Manager of the Education Department,

Operational Safety & Tactics Training Unit, at the rank of Inspector.

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

9. From June 2004 until December 2006, I was Divisional Manager of the Prosecutions

Division, at the rank of Superintendent.

10. During 2005, I attended the Australian Institute of Police Management as a Visiting

Fellow.

11. From December 2006 until August 2009, I was Divisional Manager of Region 5,

Division 2 (Frankston and Mornington Peninsula), at the rank of Superintendent.

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

12. From August 2009 until February 2010, I was Regional Commander of Region 4,

North West Victoria, at the rank of Assistant Commissioner.

13. From February 2010 until approximately August 2013 I was Department/Command

Manager of the Ethical Standards Department (later known as Professional

Standards Command), at the rank of Assistant Commissioner.

14. From 2010 to 2013 I was the Chair of the Australia New Zealand Policing Advisory

Agency, Integrity Forum.

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

15. From approximately August 2013 until approximately August 2014, I was Regional

Manager of the Eastern Region of Victoria, at the rank of Assistant Commissioner.

16. I took 12 months' long service leave from approximately August 2014 before retiring

in August 2015.

#### **Education & Training**

17. I undertook training as follows:

(a) Recruit Training at the Victoria Police Training Academy; and

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

(b) Prosecutors' Training Course in September 1986.

18. I hold the following qualifications:

(a) Graduate Diploma (Business Management) 2002;

(b) Diploma (Training & Assessment Systems) 2002;

(c) Cranlana Program, The Colloquium 2010;

(d) Vincent Fairfax Ethical Leadership Program 2011;

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(e) Leadership Victoria, Williamson Community Leadership Program 2006.

19. I have also completed various other operational, training, prosecutorial and

management roles in my 39+ year career.

#### Awards

20. I have received the following awards:

(a) Australian Police Medal;

