

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

## DEDICATED SOURCE UNIT MONTHLY REPORT – MARCH 2006

### 1 Outcomes

The Dedicated Source Unit is responsible for:

- the management of high risk human sources on behalf of the organisation
- targeted human source recruitment

The monthly outcomes of those responsibilities are highlighted below.

Monthly Reporting Details					
	Mar-06				Yearly Total
<b>Sources</b>					█
New	█				
Current	█				
De-activated	-				
<b>Contact Reports</b>	█				█
<b>Information Reports</b>	█				█
<b>Requests for assistance</b>					
	Assessment	Recruitment	Management		
Crime Department	█	█	█		█
Regions					
Other					
<b>Reward Applications</b>	█				█

### Presentations

The DSU did provided the following presentations during March 2006:

- OPI Investigators Course;
- Region 5 detectives seminar;
- Bendigo regarding a Homicide investigation.

### 2 Issues and emerging risks

#### Staffing during March 2006

The DSU was critically understaffed during March 2006 with only █ members working at the unit for the majority of the month. This was as a result of a member on leave and a member on unforeseen personal leave. This placed considerable pressure and stress on those members required to be responsive to the handling of all the human sources.

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### **Contact Reports**

The requirement of the DSU is to compile contact reports detailing the nature and content of the involvement with human sources. Due to the extensive nature of the involvement the contact reports are very detailed. Accordingly it is taking considerably longer for the contact reports to be completed in accordance with policy. Unfortunately due to limited staffing the completion of contact reports is considerably deficient and this will become a compounding problem as more human sources are managed by the DSU. Whilst the details of the involvement with human sources are being documented the conversion into contact reports is 'lagging' behind. DSU members have to spend an inordinate amount of time on the computer converting documented human source involvements into contact reports. This is reducing the effectiveness of the DSU.

It is necessary to employ a data processor/administrative assistant at the DSU to ensure that the productivity of the DSU is optimised. An issue cover sheet will be submitted in due course to explore the ability of the DSU to employ a suitable person to fulfil this role.

### **Identification of new premises**

The DSU is immediately in need of new [REDACTED]. The current premises are not suitable as it:

- was inherited from the [REDACTED] Unit and is too widely known as a [REDACTED]
- there is insufficient accommodation for the additional personnel that are due to arrive in May 2006
- it does not meet the needs of the Dedicated Source Unit

Property Services has engaged a contractor to source a suitable premises. On 31 March 2006, the contractor [REDACTED] commenced the process to locate a premises with a response date from interested parties of mid April 2006.

The Dedicated Source Unit will inspect the premises with the contractor to assess their suitability.

It is anticipated that the earliest date of acquiring new premises will be June 2006. This will have severe accommodation implications for the DSU until this issue is resolved.

The DSU has raised its concerns with Property Services regarding the [REDACTED] of the practices adopted to [REDACTED] of the premises as a property occupied by Victoria Police. Whilst assurances have been given the issue is that the leases are signed in the name of the [REDACTED] and clearly would identify the premises as a government premises. The DSU concerns are that it may be possible for Real Estate Agents or their employees to identify that the DSU occupy the premises. This is a significant organisational risk considering the nature of the intelligence that will be held within the unit. Before any lease is signed it is requested that this issue is considered at Departmental level to assess the appropriateness of the arrangements adopted by Property Services.

### **[REDACTED] Training Course**

Sandy White-O [REDACTED] is responsible for providing operational and theoretical expertise and knowledge in the development of the [REDACTED] Training Course that is due to be implemented during 2006.

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It is anticipated that the DSU will be integral to the development and delivery of the course as well as being involved as participants.

#### **Australian Human Source Working Group**

The Australian Human Source Working Group will convene in Melbourne on 2 & 3 May 2006. Sandy White-O is a member of the working group and will be involved in the seminar. It is anticipated that members of the DSU will also be involved as participants or presenters during the seminar.

#### **Recruitment Team for the DSU**

The future direction of the DSU is the recruitment of human sources. This is a specialised skill requiring a significant development of tradecraft for the DSU. Whilst the DSU has effectively been allocated another team for the handling of human sources, the ability of the unit to fulfil its organisational responsibilities will be severely restricted. If the additional resources are not achieved the risk to the organisation is that significant intelligence and operational knowledge will be continually lost. It is necessary to consider whether an internal funding submission should be progressed to achieve the organisational requirements of the unit.

### **3 Business issues**

Total expenditure YTD	\$	% over/under pro-rata budget
Salaries and overtime	\$	% over/under pro-rata budget
Sworn salaries	\$	% over/under pro-rata budget
Unsworn salaries	\$	% over/under pro-rata budget
Operating expenditure	\$	% over/under pro-rata budget

# The details of the Dedicated Source Unit budget are currently under review and will be reported on directly to divisional management.

#### **Dedicated Source Unit Budget**

The operating budget for the Dedicated Source Unit was sourced from the 2005/06 Organised Crime Strategy ERC Submission. This is defined in 3.1 *Intelligence Gathering Capacity*. The Dedicated Source Unit has been allocated funds under 3.1 *Capital Assets – Supporting Equipment*, this equated to \$400,000 each year from 2005/06 to 2008/09, totalling \$1.6m over 4 years.

In December 2005, the *Capital Assets* funding was converted by Acting Superintendent Cowlshaw, State Intelligence Division into operating funding to support the Dedicated Source Unit. This conversion was reported to the Financial Services Division.

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The conversion of the funds equated to \$360,000 operating and \$40,000 assets for 2005/06 and \$370,000 and \$30,000 assets for the remaining 3 years 2006/07 – 2008/09.

The 2005/06 Organised Crime Strategy ERC Submission did not provide any financial plan for the expenditure or allocation of funding to the Dedicated Source Unit. The submission did not provide for any human resources or funding for allocated positions to the Dedicated Source Unit.

**The implication for the DSU is that beyond 2008/09 there is no allocation of funding for the unit. It is imperative that consideration be given to identifying the most appropriate manner to secure long term funding for the DSU. Either an internal funding submission or an ERC submission will have to be developed during the next financial year to ensure the continued funding of the unit.**

## 4 People

### 1 4.1 Resources

	Number	Females	Males
Sworn	█	█	█
Unsworn	PII	PII	PI
Total	█	█	█

Appointments this month	PII	
Seconded to other departments – Total		% of workforce
Sworn	PII	%
Unsworn	█	%
Vacancies – Total	Number	% of workforce
Sworn	PII	% of vacancies
Unsworn		% of vacancies
Vacancies advertised		% of vacancies
Vacancies with recommended applicants	█	% of vacancies

# The resources of the Dedicated Source Unit are detailed below.

#### **Personnel**

Paige-O

█ Region 1 █ was attached to the Dedicated Source Unit from the inception of the pilot project. In █ 2006, █ was involved in an off duty motor vehicle accident. He did not receive any injuries as a result of the accident. The circumstances of the accident are being

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investigated by ESD. Paige is currently [REDACTED] his welfare is being managed by Sandy White-O

[REDACTED] had requested a Regulation 21 Transfer into a position at the Dedicated Source Unit however he has indicated that he will withdraw this request. It is anticipated that Paige will return to Region 1 [REDACTED] when he returns from [REDACTED]

### Secondments

The following personnel have been seconded from the Crime Department to the Dedicated Source Unit since the inception of the pilot project and are currently at the Dedicated Source Unit.

Sandy White-O - [REDACTED]

Peter Smith-O - [REDACTED]

Green-O - [REDACTED]

Black-O - [REDACTED]

The Crime Department has advised that it will identify a [REDACTED] and [REDACTED] positions so that they can be converted to Gazetted positions at the Dedicated Source Unit. The funding will be allocated to those positions from the Crime Department. This process will be delayed whilst the Crime Department restructuring under the Major Crime Management Model is finalised.

Inspector McWhirter has been seconded from the Intelligence and Covert Support Department to manage the Dedicated Source Unit. The period of secondment has not been determined.

### Gazetted Positions

There are currently [REDACTED] Gazetted positions attached to the Dedicated Source Unit. These positions were recently advertised and the selections were in the Gazette on [REDACTED] 2006.

[REDACTED] Black-O

[REDACTED] Anderson-DS

[REDACTED] Richards-O

[REDACTED] Fox-O

[REDACTED] Haven-O

[REDACTED] - position not filled

[REDACTED] - position not filled

Richards-O

Richards-O commenced duty at the Dedicated Source Unit during [REDACTED] 2006 by agreement with the Crime Department. This was arranged due to a lack of resources at the Dedicated Source Unit.

Ms Alley

Ms Alley was seconded from the State Intelligence Division to the Dedicated Source Unit since the inception of the pilot project. It was the unit understanding that Ms Alley was attached to a position at the Dedicated Source Unit via an expression of interest. It was expected that the position would be [REDACTED]. However, HRM identifies the position being filled by a member, [REDACTED] from the Operations Intelligence

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Unit. Enquiries are being made with Inspector Cowlshaw and Tina Angelucci, HRCSG to clarify the situation.

It is intended that [REDACTED] will be re-advertised at the earliest opportunity.

## 2 4.2 Leave

Planned leave		
Leave target	Days	Days
% of leave target taken		%

Personal leave			
Average of days personal leave per person		Corporate benchmark:	days per person
Sworn employees	0	0.00	days personal leave by employees
Unsworn employees			days personal leave by employees

# The leave entitlements of the DSU are being managed in accordance with the resource restrictions.

## 3 4.4 Workcover

None Reported...	This month	Comparison with 2004	
		Number	%
Current active claims			
New files			
Active files			
Rehabilitation cases	Nil		
Completed files	Nil		
Types of incidents			
Bruising			
Sprains/strains			
Stress			
Claim costs this month	\$	\$	

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Claim costs YTD	\$	\$	
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*# There are no work cover issues for the Dedicated Source Unit.*

Dean McWhirter  
Inspector  
Dedicated Source Unit

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## DEDICATED SOURCE UNIT MONTHLY REPORT – APRIL 2006

### 1 Outcomes

The Dedicated Source Unit is responsible for:

- the management of high risk human sources on behalf of the organisation
- targeted human source recruitment

The monthly outcomes of those responsibilities are highlighted below.

Monthly Reporting Details					
	Apr-06				Yearly Total
<b>Sources</b>					
New					
Current					
De-activated					
<b>Contact Reports</b>					
<b>Information Reports</b>					
<b>Requests for assistance</b>					
	Assessment	Recruitment	Management	New Ops <sup>1</sup>	
Crime Department					
Regions					
Other					
<b>Reward Applications</b>					

### Presentations

The DSU provided the following presentations during April 2006:

- MDID Assignee Program

### 2 Issues and emerging risks

#### Staffing during April, 2006

█ selections made for new staff at the DSU are the subject of █ Black-O █, Haven-O █ and Fox-O █. The █ dates are listed for █ 2006. Arrangements have been

<sup>1</sup> New taskings from investigators for sources already under management by DSU

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made with for the early release of Haven who will commence duty at the DSU on [REDACTED] 2006. Of the [REDACTED] not [REDACTED] one, Richard commenced duty at the DSU on [REDACTED] 2006 whilst Anderson will commence duty on [REDACTED] 2006.

The delay in arrival of staff continues to impact on the ability of the DSU to provide the full level of service to members and also limits the ability of the current handlers to adequately complete relevant paperwork.

### **Workload**

The need for administrative support at the DSU is urgent. The number of contact reports will steadily increase with the arrival of new staff. The current Inspector at the DSU is on sick leave and will not return until early June. The current workload for the new Controller Black-O who is required to prepare an inquest brief and an appeal brief, limits his ability to perform the role of Controller. These factors increase the workload for the remaining [REDACTED] [REDACTED] and impacts on the ability of the DSU to maintain current administrative processes including source management files.

The lack of administrative support at the DSU severely impacts on the ability of the current staff to maintain contemporary Source Management Files.

### **Identification of new premises**

DSU staff and property consultant [REDACTED] have identified two premises suitable for relocation of the DSU. Property Services are working with [REDACTED] to negotiate a lease for one of these premises. Despite the urgent need for the DSU to relocate (refer monthly report March, 2006), this process will take considerable time having regard for the government requirements of having the premises valued and then 'signed off' by the relevant Minister.

DSU staff continue to have serious concerns re the potential of compromise of the leasing arrangements of these [REDACTED] premises. (Refer March 2006 monthly report).

### **Forthcoming Commitments**

The DSU staff participate in the delivery of the [REDACTED] Human Source Training Program which will commence on 15 May, 2006. This is a [REDACTED] training program which requires the presence of at least two DSU members each day, [REDACTED] of the course.

The Australian Human Source Working Group will convene in Melbourne on 2 & 3 May 2006. Sandy White-O is a member of the working group and will be involved in the seminar. It is anticipated that members of the DSU will also be involved as participants or presenters during the seminar.

With the arrival of new staff at the DSU, it is intended that the staff will conduct a workshop aimed at reinforcing and reviewing the SOP's, developing tradecraft and discussing proactive source recruiting techniques. This workshop will take place in Echuca Victoria over a three day period between 8 May and 10 May, 2006 and will incorporate team building exercises.

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The DSU provides an ongoing commitment to the ██████████ in the conduct of Operations ██████████ and ██████████ Sandy White-O Sandy White-O participated in two such exercises during the month of April, 2006.

### **██████████ Recruitment Team for the DSU**

During the month of April, 2006, members of the DSU assisted in ██████████ successful source recruitment operations. One of these has led to a major breakthrough in the Operation PURANA investigation and is an excellent example of the potential of 'proactive' targeted source recruitment.

Despite the fact that the additional personnel required to progress ██████████ recruitment strategies are unavailable, (refer March monthly report), the DSU will continue to develop these strategies in line with the charter, on an 'ad hoc' basis, resources permitting.

### **Controlled Operations Legislation**

The impending Controlled Operations legislation is currently under review by Superintendent BLAYNEY, Crime Department. Sandy White-O Sandy represents the DSU in workshops with the ██████████ and Crime Department regarding this matter. The legislation will have serious impact on the operations of the DSU and will substantially limit the flexibility of operations.

The legislation has gone beyond the point of being rectified prior to implementation. The working group are primarily focussed on streamlining the administrative processes relevant to the legislation. It is intended that the legislation be reviewed after twelve months of operation.

A commencement date has not been determined at this stage.

## **3 Business issues**

### **Dedicated Source Unit Budget**

The operating budget for the Dedicated Source Unit was sourced from the 2005/06 Organised Crime Strategy ERC Submission. This is defined in 3.1 *Intelligence Gathering Capacity*. The Dedicated Source Unit has been allocated funds under 3.1 *Capital Assets - Supporting Equipment*, this equated to \$400,000 each year from 2005/06 to 2008/09, totalling \$1.6m over 4 years.

In December 2005, the *Capital Assets* funding was converted by Acting Superintendent Cowlshaw, State Intelligence Division into operating funding to support the Dedicated Source Unit. This conversion was reported to the Financial Services Division.

The conversion of the funds equated to \$360,000 operating and \$40,000 assets for 2005/06 and \$370,000 and \$30,000 assets for the remaining 3 years 2006/07 - 2008/09.

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## Vehicles

The DSU has submitted a business case for the acquirement of [REDACTED] vehicles from the Transport Branch. This business case has been approved at Department Head level. The DSU currently sources its vehicles from [REDACTED] at a discount rate on 'Private Loan Vehicle' arrangements authorised by the Transport Branch.

As a consequence of Government rules regarding ERC spending, it has been determined that the ERC funding available for the DSU cannot be utilised for vehicle leasing costs. Consequently, this matter needs to be reviewed at Department Head level. Should the leasing arrangement with [REDACTED] continue on an indefinite basis, it is highly likely that the leasing costs will be reviewed. The leasing costs were initially negotiated for short term leases which suited [REDACTED]. I anticipate that the costs may increase upon review.

## **4 People**

### **1 4.1 Resources**

	Number	Females	Males
Sworn	[REDACTED]	[REDACTED]	[REDACTED]
Unsworn	0	0	0
Total	[REDACTED]	[REDACTED]	[REDACTED]

Appointments this month	[REDACTED]	
Seconded to other departments – Total		% of workforce
Sworn	0	%
Unsworn	0	%
Vacancies – Total	<i>Number</i>	% of workforce
Sworn	[REDACTED]	% of vacancies
Unsworn	0	% of vacancies
Vacancies advertised	0	% of vacancies
Vacancies with recommended applicants	[REDACTED]	% of vacancies

# The resources of the Dedicated Source Unit are detailed below.

## Personnel

Paige-O

Paige-O [REDACTED] has withdrawn his request for a Regulation 21 Transfer to the DSU and will return to duty at the [REDACTED] on [REDACTED], 2006 after a period of [REDACTED]. Paige-O [REDACTED] is no longer a welfare issue.

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## Secondments

The following personnel remain seconded from the Crime Department to the Dedicated Source Unit:

Sandy White-O  
Peter Smith-O  
Green-O  
Black-O

- [REDACTED]  
- [REDACTED]  
- [REDACTED]  
- [REDACTED]

The Crime Department has advised that it will identify a [REDACTED] and [REDACTED] positions so that they can be converted to Gazetted positions at the Dedicated Source Unit. The funding will be allocated to those positions from the Crime Department. This process will be delayed whilst the Crime Department restructuring under the Major Crime Management Model is finalised.

Inspector McWhirter has been seconded from the Intelligence and Covert Support Department to manage the Dedicated Source Unit. The period of secondment has not been determined.

## Gazetted Positions

There are currently [REDACTED] Gazetted positions attached to the Dedicated Source Unit. These positions were recently advertised and the selections were in the Gazette on [REDACTED] 2006.

[REDACTED] Black-O  
[REDACTED] Anderson-DS  
[REDACTED] Richards-O  
[REDACTED] Fox-O  
[REDACTED] Haven-O  
[REDACTED] - position not filled  
[REDACTED] - position not filled

[REDACTED] and [REDACTED] are all subject to appeal.

## Ms Alley

The confusion (refer [REDACTED] 2006 monthly report) regarding the correct position of Ms Alley [REDACTED] has now been rectified. As a consequence of an administrative error, Ms Alley [REDACTED] was matched to the incorrect position number. She is now recorded as holding position number [REDACTED]

[REDACTED]

This vacant position was advertised on [REDACTED] 2006. Sandy White-O Sandy [REDACTED] will convene panels for this position.

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## 2 4.2 Leave

### Annual Leave

The DSU leave roster will be reviewed at the DSU Workshop allowing for the arrival of new staff on 1 May, 2006.

### Sick Leave

Inspector Mc.WHIRTER commenced sick leave on 18 April, 2006 and is not anticipated to return to work until late May/early June. He has not been replaced, nor is upgrading available as a consequence of insufficient Inspector positions within the Division.

## 3 4.4 Workcover

None Reported...	This month	Comparison with 2004	
		Number	%
Current active claims			
New files			
Active files			
Rehabilitation cases	Nil		
Completed files	Nil		
Types of incidents			
Bruising			
Sprains/strains			
Stress			
Claim costs this month	\$	\$	
Claim costs YTD	\$	\$	

# There are no work cover issues for the Dedicated Source Unit.

Sandy White-O

Dedicated Source Unit

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## SOURCE DEVELOPMENT UNIT MONTHLY REPORT – MAY 2006

### 1 Outcomes

The Source Development Unit is responsible for:

- the management of high risk human sources on behalf of the organisation
- targeted human source recruitment

The monthly outcomes of those responsibilities are highlighted below.

Monthly Reporting Details					
	May-06				Yearly Total
<b>Sources</b>					█
New	█				
Current	█				
De-activated	-				
<b>Contact Reports</b>	█				█
<b>Information Reports</b>	█				█
<b>Requests for assistance</b>					
	Assessment	Recruitment	Management	New Ops <sup>1</sup>	
Crime Department	█	█	█		█
Regions					
Other					
<b>Reward Applications</b>	█				█

### Unit Name Change

On 29 May 2006, the name of the unit was changed to the Source Development Unit. The name change was published in Gazette No 11 2006. The name change was a result of a recommendation by Sandy White-O in the review of the pilot of the Dedicate Source Unit.

### Presentations

The SDU provided the following presentations during May 2006:

- █ Human Source Training Program
- Australian Human Source Working Group
- Crime Management Conference, Newcastle NSWPOL

<sup>1</sup> New taskings from investigators for sources already under management by SDU

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### **SDU Workshop**

On 8-10 May 2006, the SDU conducted a unit workshop at [REDACTED] and was attended by current and recently selected personnel. The workshop was directed at:

- Orientating new personnel to the SDU
- introducing and developing tradecraft
- reviewing and amending the unit SOP's
- discussing proactive source recruiting techniques
- team building exercises
- identification and allocation of tasks for the relocation to a new premises

The workshop was a very productive and informative process that will enable to unit to build on and to further develop its direction and capacity.

## **2 Issues and emerging risks**

### **Police Appeals Board**

The appeal dates for the SDU selections of Black-O [REDACTED] Haven-O [REDACTED] and Fox-O [REDACTED] are listed for [REDACTED] and [REDACTED] 2006.

### **Workload**

Administrative Support – the SDU has no administrative support. The importance of this issue is increasingly becoming relevant with the additional members now attached to the unit. The unit has the ability to generate more work and increase its service delivery to the organisation however this means that investigators are required to spend a considerable amount of time transcribing meetings with sources. This reduces their productivity and delays the units ability to comply with policy issues on the compilation and transmission of Contact Reports to the HSMU. The allocation of funding for an administrative support personnel at [REDACTED] level is requested to assist in the professional development of the SDU.

Analytical Support – although there are [REDACTED] analyst positions at the SDU, the SDU has only had [REDACTED] analyst during its infancy. Ms Alley [REDACTED] has been selected for the [REDACTED] and will be leaving on or about [REDACTED] 2006. Ms [REDACTED] Ms Boulevard [REDACTED] is the recommended applicant for [REDACTED] analyst position, however it is anticipated that Ms Boulevard [REDACTED] will not commence duty until late [REDACTED] 2006. Effectively the SDU will not have any analytical support for approximately one month, this will impact on the efficiency and productivity of the SDU in the short term.

### **Identification of new premises**

A suitable [REDACTED] premises has been identified by the SDU in consultation with the property consultants [REDACTED] Property Services are working with [REDACTED] to negotiate a lease for the premises with an anticipated commencement date of **1 July 2006**. The lease on the current premises will continue for 1 month beyond the commencement of a lease on new premises to facilitate a smooth relocation process.

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The SDU personnel retain some concerns regarding the potential compromise of the [REDACTED] premises during the leasing process and the out fitting of the premises.

Whilst the processes for electrical and computer fit out of a new premises has been planned for it is expected that actual implementation of this work may impact on the timeframe of the occupation of the premises by the SDU.

### **3 Business issues**

#### **Source Development Unit Budget**

The specific terms of use of the SDU budget requires clarification to enable efficient use of the funding allocation. This is particularly relevant for the allocation of funds from the operating budget for vehicles. Any budget projections for the 2006/07 year cannot be validated without a firm direction from the FSD on the manner in which the allocated funding can be used.

I have researched the background of the funding for the SDU and have established that the operating budget for the Source Development Unit was sourced from the 2005/06 Organised Crime Strategy ERC Submission. This is defined in 3.1 *Intelligence Gathering Capacity*. The Source Development Unit has been allocated funds under 3.1 *Capital Assets - Supporting Equipment*, this equated to \$400,000 each year from 2005/06 to 2008/09, totalling \$1.6m over 4 years.

In December 2005, the *Capital Assets* funding was converted by Acting Superintendent Cowlshaw, State Intelligence Division into operating funding to support the Source Development Unit. This conversion was reported to the Financial Services Division.

The conversion of the funds equated to \$360,000 operating and \$40,000 assets for 2005/06 and \$370,000 and \$30,000 assets for the remaining 3 years 2006/07 - 2008/09.

#### **Vehicles**

The DSU has submitted a business case for the acquirement of [REDACTED] vehicles from the Transport Branch. This business case has been approved at Department Head level. The DSU currently sources its vehicles from [REDACTED] at a discount rate on 'Private Loan Vehicle' arrangements authorised by the Transport Branch.

As a consequence of Government rules regarding ERC spending, it has been determined that the ERC funding available for the DSU cannot be utilised for vehicle leasing costs. Consequently, this matter needs to be reviewed at Department Head level. Should the leasing arrangement with [REDACTED] continue on an indefinite basis, it is highly likely that the leasing costs will be reviewed. The leasing costs were initially negotiated for short term leases which suited [REDACTED]. I anticipate that the costs may increase upon review.

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## 4 People

### 1 4.1 Resources

	Number	Females	Males
Sworn	█	█	█
Unsworn	PII	PII	PII
Total	█	█	█

Appointments this month		
Seconded to other departments – Total		% of workforce
Sworn	PII	%
Unsworn		%
Vacancies – Total	<i>Number</i>	% of workforce
Sworn	PII	% of vacancies
Unsworn		% of vacancies
Vacancies advertised		% of vacancies
Vacancies with recommended applicants		% of vacancies

# The resources of the Source Development Unit are detailed below.

#### Personnel

##### **Secondments**

The following personnel remain seconded from the Crime Department to the Source Development Unit:

Sandy White-O  
Peter Smith-O  
Green-O  
Black-O

On 12 June 2006, the following positions will be advertised in the Gazette:

█

These positions were allocated by the Crime Department and converted to positions at the Source Development Unit. The funding for the positions will be moved across from the Crime Department.

These positions are in effect for the existing members of the SDU and the original members of the Dedicated Source Unit pilot. It is anticipated that Sandy White-O, Peter Smith-O and Green-O will apply for the positions.

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Inspector McWhirter has been seconded from the Intelligence and Covert Support Department to manage the Source Development Unit. The period of secondment has not been determined.

### **Gazetted Positions**

There are currently [REDACTED] Gazetted positions attached to the Source Development Unit.

[REDACTED] Black-O  
 [REDACTED] Anderson-DS  
 [REDACTED] Richards-O  
 [REDACTED] Fox-O  
 [REDACTED] Haven-O  
 [REDACTED] - position not filled  
 [REDACTED] - position to be filled

\* [REDACTED] and [REDACTED] are all subject to appeal.

[REDACTED]

[REDACTED] has been selected for the [REDACTED]. It is anticipated that [REDACTED] will cease duty at the SDU on about [REDACTED] 2006, commence leave for 4 weeks and then commence training. [REDACTED] has a [REDACTED] with the [REDACTED] for [REDACTED]. [REDACTED] will relinquish her position at the SDU and the position [REDACTED] will be able to be advertised in due course.

[REDACTED]

During May 2006, Sandy White-O [REDACTED] convened a selection panel for this position. Two applicants were interviewed and the recommended applicant is [REDACTED], Region 2 [REDACTED]. It is anticipated that selection of [REDACTED] will be in the Gazette on [REDACTED] 2006 and will commence duty in [REDACTED] 2006.

## **2 4.2 Leave**

### **Annual Leave**

The DSU leave roster has been reviewed and amended for the remainder of 2006 as a result of the new members selected for the SDU.

### **Sick Leave**

Inspector McWhirter remained on sick leave during May 2006 and it is anticipated that he will return to work during June 2006. McWhirter has not been replaced, nor is upgrading available as a consequence of insufficient Inspector positions within the Division.

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

### 3 4.4 Workcover

None Reported...	This month	Comparison with 2004	
		Number	%
Current active claims			
New files			
Active files			
Rehabilitation cases	Nil		
Completed files	Nil		
Types of incidents			
Bruising			
Sprains/strains			
Stress			
Claim costs this month	\$	\$	
Claim costs YTD	\$	\$	

# There are no work cover issues for the Source Development Unit.

Dean McWhirter  
Inspector  
Source Development Unit

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## SOURCE DEVELOPMENT UNIT MONTHLY REPORT – JUNE 2006

### 1 Outcomes

The Source Development Unit is responsible for:

- the management of high risk human sources on behalf of the organisation
- targeted human source recruitment

The monthly outcomes of those responsibilities are highlighted below.

Monthly Reporting Details					
	June-06				Yearly Total
<b>Sources</b>					
New					
Current					
De-activated					
<b>Contact Reports</b>					
<b>Information Reports</b>					
<b>Requests for assistance</b>					
	Assessment	Recruitment	Management	New Ops <sup>1</sup>	
Crime Department					
Regions					
Other					
<b>Reward Applications</b>					

### Presentations

The SDU provided the following presentations during June 2006:

- Undercover Course (2 presentations)
- Investigations Management Course
- Drug Investigation Assignees Program

<sup>1</sup> New tasking from investigators for sources already under management by SDU

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## **2 Issues and emerging risks**

### **Re-alignment of Source Development Unit**

As of 1 July 2006, the Source Development Unit will be transferred to the Covert Support Division. This decision was made at departmental level and approved by Commander Moloney, Intelligence and Covert Support Department.

Superintendent Biggin has decided that the unit will be managed by Detective Inspector Hardie as of early July 2006.

### **Police Appeals Board**

On [REDACTED] 2006, the appeal against the selection of Black-O was dismissed.

On [REDACTED] 2006, the appeal against the selection of Haven-O and Fox-O was dismissed.

### **Workload**

Administrative Support – the SDU has no administrative support. The importance of this issue is increasingly becoming relevant with the additional members now attached to the unit. The unit has the ability to generate more work and increase its service delivery to the organisation however this means that handlers are required to spend a considerable amount of time transcribing meetings with sources. This reduces their productivity and delays the unit's ability to comply with policy issues on the compilation and transmission of Contact Reports to the HSMU. This issue was further acknowledged by Superintendent Nolan, SID during and audit report in June 2006, *'Risk management of issues is exceptional, and documentation professional and concise. However, the appropriate management of files is clearly affected by the lack of administrative assistance. This lack of administrative assistance is impacting on the timeliness of report and form submission both at the local level as well as at the Informer Management Unit...At this stage, the unit is managing, however if this is allowed to continue, then morale and work pressures may become evident. Given the high stress and risk nature of the unit, priority should be given to providing administrative support as soon as practicable'*.

The allocation of funding for an administrative support personnel at [REDACTED] level is requested to assist in the professional development of the SDU.

Analytical Support – although there are [REDACTED] analyst positions at the SDU, the SDU has only had one analyst during its infancy. Ms Alley was selected for the [REDACTED] and commenced leave on [REDACTED] 2006. Ms Boulevard Ms [REDACTED] is the recommended applicant for the other vacant analyst position, however it is anticipated that Ms Boulevard will not commence duty until late [REDACTED] 2006. Effectively the SDU will not have any analytical support for approximately six weeks, this will impact on the efficiency and productivity of the SDU in the short term.

### **Identification of new premises**

A suitable covert premises had been identified by the SDU in consultation with the property consultants [REDACTED]. It was anticipated that the commencement date of the lease would be **1 July 2006**. However, on 27 June

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2006, Superintendent Biggin indicated that the location of the premises was not appropriate and the progression of the lease arrangements was not pursued.

The SDU personnel have identified another premises that is considered suitable and is available for lease. Property Services will make further enquiries on these premises to ensure that it is suitable for the purposes of the SDU. Superintendent Biggin will be consulted on the suitability of the premises.

The anticipated timeframe for re-locating to new premises for the SDU cannot be determined at this stage. The SDU will continue to occupy the current premises on a month by month basis.

Property Services have agreed that they will re-allocate the lease funding for the premises currently occupied by the SDU to new premises for the SDU. This is approximately \$56,000 per annum.

### **3 Business issues**

#### **Source Development Unit Budget**

The specific terms of use of the SDU budget requires clarification to enable efficient use of the funding allocation. This is particularly relevant for the allocation of funds from the operating budget for vehicles. Any budget projections for the 2006/07 year cannot be validated without a firm direction from the FSD on the manner in which the allocated funding can be used.

I have researched the background of the funding for the SDU and have established that the operating budget for the Source Development Unit was sourced from the 2005/06 Organised Crime Strategy ERC Submission. This is defined in 3.1 *Intelligence Gathering Capacity*. The Source Development Unit has been allocated funds under 3.1 *Capital Assets – Supporting Equipment*, this equated to \$400,000 each year from 2005/06 to 2008/09, totalling \$1.6m over 4 years.

In December 2005, Acting Superintendent Cowlshaw, State Intelligence Division requested that the *Capital Assets* funding be converted into operating funding to support the Source Development Unit. This conversion was reported to the Financial Services Division.

The conversion of the funds equated to \$360,000 operating and \$40,000 assets for 2005/06 and \$370,000 and \$30,000 assets for the remaining 3 years 2006/07 – 2008/09.

The outcome of this request has not been confirmed by Financial Service Division.

The Source Development Unit is effectively unfunded beyond 2009. The allocation of funding from the existing ERC funding can not be considered as an accurate budget for the SDU as the SDU was never contemplated in the 2005/06 Organised Crime Strategy ERC Submission.

It is anticipated at the SDU will exceed the \$400,000 budget allocation during the period of the ERC funding, particularly as at least \$100,00 per annum will have to be used for leasing accommodation for the SDU.

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### **Imprest Account and Petty Cash Account**

A request has been made through the State Intelligence Division Business Manager to increase the Imprest Account from \$6000 to \$10000. This was approved by Superintendent Porter.

A request has been made through the State Intelligence Division Business Manager to increase the Petty Cash Account from \$200 to \$500. This was approved by Superintendent Porter.

### **Vehicles**

The DSU has submitted a business case for the acquirement of [REDACTED] vehicles from the Transport Branch. This business case has been approved at Department Head level. The DSU currently sources its vehicles from [REDACTED] at a discount rate on 'Private Loan Vehicle' arrangements authorised by the Transport Branch.

As a consequence of Government rules regarding ERC spending, it has been determined that the ERC funding available for the DSU cannot be utilised for vehicle leasing costs. Consequently, this matter needs to be reviewed at Departmental level. Should the leasing arrangement with [REDACTED] continue on an indefinite basis, it is highly likely that the leasing costs will be reviewed. The leasing costs were initially negotiated for short term leases which suited [REDACTED]. I anticipate that the costs may increase upon review.

## **4 People**

### **1 4.1 Resources**

	Number	Females	Males
Sworn	[REDACTED]	[REDACTED]	[REDACTED]
Unsworn	PII	PII	PII
Total	[REDACTED]	[REDACTED]	[REDACTED]

Appointments this month		
Seconded to other departments – Total		% of workforce
Sworn	PII	%
Unsworn	[REDACTED]	%
Vacancies – Total	Number	% of workforce
Sworn	PII	% of vacancies
Unsworn	[REDACTED]	% of vacancies
Vacancies advertised	[REDACTED]	% of vacancies
Vacancies with recommended applicants	[REDACTED]	% of vacancies

# The resources of the Source Development Unit are detailed below.

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## Personnel

### **Secondments**

The following personnel remain seconded from the Crime Department to the Source Development Unit:

Sandy White-O  
Peter Smith-O  
Green-O

- [REDACTED]  
- [REDACTED]  
- [REDACTED]

Inspector McWhirter has been seconded from the Intelligence and Covert Support Department to manage the Source Development Unit.

### **Gazetted Positions**

There are currently [REDACTED] Gazetted positions attached to the Source Development Unit.

[REDACTED] Black-O  
[REDACTED] Anderson-DS  
[REDACTED] Richards-O  
[REDACTED] Fox-O  
[REDACTED] Haven-O  
[REDACTED] - position not filled  
[REDACTED] - position to be filled  
[REDACTED] Ms Alley

On 12 June 2006, the following positions were advertised in the Gazette:

[REDACTED]

These positions were allocated by the Crime Department and converted to positions at the Source Development Unit. The funding for the positions was to be moved across from the Crime Department.

These positions are in effect for the existing members of the SDU and the original members of the Dedicated Source Unit pilot. It is anticipated that Sandy White-O, Peter Smith-O and Green-O will apply for the positions.

On [REDACTED] 2006, the positions were withdrawn because of inconsistencies in the position descriptions.

The position descriptions have been amended and the following positions will be in the Gazette on [REDACTED] 2006:

[REDACTED]

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Ms Alley

Ms Alley has been selected for the [REDACTED] Ms Alley ceased duty at the SDU on [REDACTED] 2006 and commenced leave for 4 weeks and will then commence [REDACTED] Ms Alley has a [REDACTED] with the [REDACTED] Ms Alley will relinquish her position at the SDU and the position [REDACTED] will be able to be advertised in due course.

[REDACTED]  
Ms Boulevard Region 2 [REDACTED] is the recommended applicant for this position. Her selection will be in the Gazette on [REDACTED] 2006.

## 2 4.2 Leave

### Annual Leave

The DSU leave roster has been reviewed and amended for the remainder of 2006 as a result of the new members selected for the SDU.

## 3 4.4 Workcover

None Reported...	This month	Comparison with 2004	
		Number	%
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New files			
Active files			
Rehabilitation cases	Nil		
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Types of incidents			
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