

From: Gleeson, Steve
Sent: Thu, 2 Feb 2012 15:30:29 +1100
To: Pope, Jeff
Cc: McRae, Findlay
Subject: FW: Provide terms to jeff. We have spoken...
Attachments: Steve's Draft Review Proposal 2-2-12.doc

Jeff, Fin advised that he has spoken to you re this.

Given our conversations on Tuesday, and my subsequent conversations with Neil Comrie, ^{Hotham-O} and with VGSO I have had a crack at revising the draft TORs as to tighten the focus to the critical and discrete issues identified as of greatest concern.

I am not at all precious about this and would welcome your feedback as to if it is what you have in mind.

I can include timelines and administrative arrangements etc in due course once we are all (you / Fin / Neil Comrie etc) happy with the intended focus.

Steve Gleeson

██████████

-----Original Message-----
From: McRae, Findlay
Sent: Thursday, 2 February 2012 3:12 PM
To: Gleeson, Steve
Subject: Re: See terms to jeff. We have spoken...

Yep and discuss if you wish

Sent using BlackBerry

----- Original Message -----
From: Gleeson, Steve
Sent: Thursday, February 02, 2012 03:11 PM
To: McRae, Findlay
Subject: Re: See terms to jeff. We have spoken...

Do you mean send them via email to him?

----- Original Message -----
From: McRae, Findlay
Sent: Thursday, February 02, 2012 03:09 PM
To: Gleeson, Steve
Subject: See terms to jeff. We have spoken...

Sent using BlackBerry

PROTECTED

Revised Draft Review Proposal

Policing jurisdictions worldwide utilise informers (human sources) and recognise this to be a legitimate and effective means to gather investigative information and intelligence.

Victoria Police is cognisant of the complexities and potentially significant risks associated to the use of human sources and has a suite of policies, procedures and instructions in place to provide guidance for their effective and accountable usage and to mitigate risk.

Victoria Police has established a "Human Source Management Unit with responsibilities for the registration of all sources and oversight of associated polices and training. The full time management of those human sources deemed to be of a high risk becomes the responsibility of a dedicated unit known as the Source Development Unit (SDU).

Human source 3838 (from here on in referred to as 3838) was a high risk source being utilised by Victoria Police under the primary management of the SDU. A Victoria Police Task Force conducting a high profile investigation required 3838 to become a witness and to give evidence. This meant that 3838 would transition from the category of a human source, to that of a (protected?) witness.

Outcomes envisaged from the utilisation of 3838 as a witness were not achieved. This was due to various reasons including the availability of evidence from other sources and consideration of competing priorities, including the balancing of risks to particular individuals. Complexities also arose as a consequence of the particular professional standing of 3838. Disentanglement from 3838 was a complicated and costly process which also involved 3838 commencing civil action against Victoria Police.

Victoria Police now seeks an independent review to consider and provide advice upon specific aspects of this 3838 matter. This review is to focus on:

1. The process whereby a human source may transition to become a witness including the adequacy of controls and risk recognition arrangements for such instances.
2. The adequacy of existing human source policies, procedures, instructions and arrangements having regard to the particular professional standing of 3838.

Whilst this review is primarily focussed on the 3838 matter, in order to provide a balanced and objective assessment of process it will also entail consideration of a sampling of other high risk human source files.

This review may also involve consideration of specific human source management arrangements in place in other jurisdictions with a view to determining best practice for such aspects for Victoria Police.