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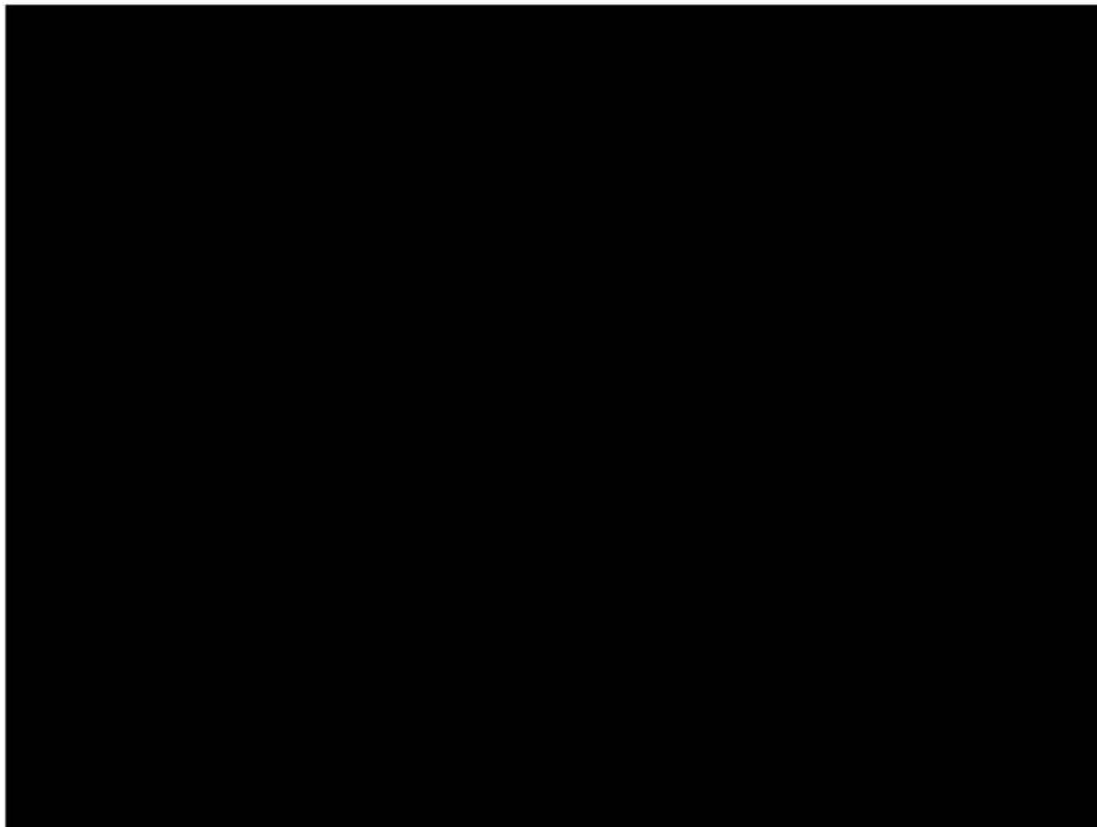
The Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings
Commission of Inquiry
GPO Box 229
Hobart Tas 7001

Email only: contact@commissionofinquiry.tas.gov.au

Dear Commissioner

POLICE ASSOCIATION OF TASMANIA – SUBMISSION TO THE COMMISSION OF INQUIRY

I. I am the President of the Police Association of Tasmania (“PAT”), and substantively an Inspector of Police within Tasmania Police. Prior to my role as the PAT President which I commenced on 1 January 2019, I occupied certain management roles within Tasmania Police, including:





2. My role as President, among other things, is guided by clause 43 of the Rules and Constitution of the Police Association of Tasmania.

3. The PAT is a registered organisation under the Industrial Relations Act 1984 to represent Police Officers in Tasmania. The PAT is affiliated with the Police Federation of Australia (“PFA”) and undertakes advocacy work for and on behalf of its members to improve working conditions and welfare. I was elected as the Vice President of the PFA in September 2021.

4. The PAT is comprised of members of the Police Service appointed pursuant to the Police Service Act 2003 and includes the Secretary and Assistant Secretary, whether members of the Police Service or not.

5. The objective(s) of the Police Association of Tasmania are set out in clause 4 of the Rules and Constitution and include(s) among other things:
 - a. To protect and advance the interests of members.
 - b. To seek redress for grievances on behalf of members.
 - c. To seek fair and reasonable outcomes for members.
 - d. Take action in matters affecting the welfare of members.
 - e. To assist members with workers compensation matters.
 - f. My functions as President are supported by a Vice-President and Deputy Vice-President who save for the position(s) of Secretary and Assistant-Secretary are elected officials of the Police Association Executive Board.

6. The main functions of the PAT include:
 - a. providing information and advice to members concerning the Work Health and Safety Act 2012 and the Workers Rehabilitation and Compensation Act 1988:
 - b. assisting in the resolution of –
 - i. work health and safety issues at workplaces; and
 - ii. workers compensation claims disputes.
 - c. advocating for improved return to work outcomes with the Injury Management and Advisory Service (IMAS). of Tasmania Police; and
 - d. advancing improved working arrangements and workplaces for members throughout Tasmania; including but not limited to the following issues:
 - i. vehicle acquisition and management
 - ii. fatigue-management
 - iii. roster reform and safe workplace.

7. There are three key areas that the PAT would like to make a submission to be considered by the Commission of Inquiry i.e.:
- a. Adequacy of Tasmania Police information systems to eliminate issues with human error
 - b. Workload stresses in the victim of crime teams [responsible for investigating crimes against the persons, predominantly sexual assault crimes]
 - c. Adequacy of Tasmania Police policy regards sexual assault investigations.

Adequacy of Tasmania Police information systems to eliminate issues with human error

The Information Data Management (IDM) system that operated at the time that in part caused this issue, is no longer being operated by Tasmania Police. The introduction of the system and associated training of the workforce, had partial effectiveness, with some members not fully understanding of all the features that the system provided for. Additionally, this system did not have the ability for once a manager or supervisor allocated the matter for investigation, when it was 'closed and filed' by the chosen investigator, there was no mechanism for the supervisor or manager to validate that decision to file the matter. This provided for no redundancy in the decision making by the investigator. The system had previously become 'unstable' and over an extended period of time, a number of Child Safety Service (CSS) referrals had failed to be transmitted to CSS for attention and appropriate action. Once this failure was identified, those CSS referrals were transferred to the other agency for attention.

The IDM is no longer in operation and the government has provided \$46M in funding for a more contemporary and effective information management system. Phase I of the roll out of the new 'ATLAS' system and COMPASS interface commenced in early 2020 and focused on the introduction of an intelligence management system. The Association surveyed all members as to the system's effectiveness and provided the results of that survey to Tasmania Police on 12 August 2020. In summary:

- 638 police officers responded to the survey of a workforce at the time which was approximately 1300 in strength
- The majority of respondents identified with Southern District (44%) with over half of all survey respondents identifying as a first responder (53%). Overwhelmingly, respondents were concerned at an inability to quickly access key operational intelligence that is required by them to do their job safely. A snapshot of the results is:

Label Q9 'one-word description'	Responses	Q10 key word in 'comments'	Training	System	Reports
Negative	631	Negative	76	457	113
Positive	7	Positive	1	3	
Grand Total	638	Grand Total	77	460	113

- Overwhelmingly respondents (92%) identified a negative response to questions concerning the operation of Atlas and Compass as a means to seamlessly access information. Coincidentally, there has been a significant reduction in the number of information reports and search returns submitted since the rollout of Atlas and Compass. This is concerning as it has the potential to diminish the intelligence gathering

and holding capability of the service to proactively develop risk mitigation engagement(s).

It is noted that this was only phase I of the ATLAS and COMPASS roll out, however, the Association is wary of the impact of the later phases of the roll out and how they will impact on interagency interoperability.

Workload stresses in the victim of crime teams

There are approximately 238 measures of performance that are maintained by Tasmania Police and some of these are reported on publicly in monthly and annual Corporate Performance Reports.

Annex A reflects the key reporting criteria in the Tasmania Police annual reports for the last 9 years – these reports are the only ones publicly available on the department website. Of the 13 police divisions, the Launceston division has had and continues to have the highest numerical incidence and victimisation rate [per 10,000 population] over the majority of the crime categories reported on publicly by Tasmania Police. This pattern does not reflect the workload of the police officers in Launceston - in fact it reflects their higher work rate – but demonstrates a systematic under resourcing of police officer numbers in Launceston over a decade and potentially longer – particularly of investigators. This rate of crime has impacted on the workload of members in Launceston and has indirectly contributed to the issues that have been highlighted and brought to the attention of the inquiry. As a result of prolonged advocacy to remediate the workload issue, the PAT gained support from the Liberal government for an additional 50 police officers with an investigative focus at the 2021 state election – to be rolled out over 5 years. Advocating for 27 of those investigators to be placed in Launceston as follows:

- Criminal investigations – 6
- Computer and phone forensics - 1
- Surveillance Team – 8
- Serious Organised Crime – 5
- Cybercrime – 3
- Prosecutors – 2
- General duty dog and handler – 1
- Crash Investigation Services - 1

Additionally, by reviewing the Tasmania Police annual reports, it is evident that there are no measures with regards sexual assault complaints, child safety referrals or any associated clearance rates that relate to these matters. The sexual assault complaints are under the label of ‘serious crimes’ and ‘total person’ matters, which includes all matters listed in the Criminal Code.

What is measured is what is undertaken. By not measuring sexual assault complaints and child safety referrals and reporting on them, unintentionally deprioritises these matters in investigative workplaces that are resource poor and have not had any significant review of their workload in decades. If additional investigative capacity is required to immediately resolve a problem in another area of the criminal investigation portfolio, the resource is taken from the Victim of Crime Team to provide capacity for that urgent priority.

There are measures for lower priority crimes such as motor vehicle burglary, as a result, these gain greater investigative effort.

This has the unintended consequence of taking investigators who are passionate about investigating offenders - who have allegedly committed sexual assaults and abuse of children - and contributing to their exhaustion and burnout as they try their best to achieve a quick outcome to interdict the continuing offending behaviour. Resulting in these members seeking less demanding roles in the investigative area. As a result, constantly deskilling the investigative pool that investigates these types of crimes that requires highly skilled investigators to discover the 'truth' as to allegations and seeking corroboration of such. Unfortunately, there is no mechanism in place to quantify the workload of investigators and therefore, as to whether the workload is unreasonably onerous or not – this impacts on the quality of the investigations.

The training of these specialist investigators has significantly improved in recent years with a partnership between the University of Tasmania, Griffiths University [REDACTED] and Tasmania Police. This has facilitated the delivery of investigative interviewing into a range of investigative programs delivered by Tasmania Police to police officers.

At present, Victim of Crime Team work is spread across eight criminal investigation workplaces state-wide. To enhance the retention and effectiveness of these specialised investigators, a review should be conducted to ascertain the viability of concentrating them in three regional workplaces in Hobart, Launceston and on the NW coast. This will ensure that they are fully focused on sexual assault and abuse of children investigations and facilitating more effective interagency interoperability.

Adequacy of Tasmania Police policy regards sexual assault investigations

Memorandums of understanding exist between government agencies, however, at the tactical level, there are repeated issues with 'front end' workers at a range of government agencies that are not sure about information sharing that could aid with timely resolution of investigations. This is a case of having policies that clearly allow sharing of information, but ambiguity at the front end as to how it applies.

For decades, Tasmanian Police has not had clear policies around whether a sexual assault complaint or a child safety matter should warrant the generation of an 'information report' or an 'offence report'. The latter feeds into agency reporting of the incidence of serious crime. By not submitting an 'offence report' and submitting an 'information report', this can reduce the incidences of serious crime and positively impact the associated clearance rate that is publicly reported on by Tasmania Police. In February 2021, Tasmania Police provided a report to investigators removing this ambiguity and provided support for submitting 'offence reports' for such matters. It is noted that since this time, the rates of serious crimes have increased state-wide and the associated clearance rates have decreased. The relationship between removing the reporting ambiguity and the serious crime rate and clearance rate is likely a linked occurrence.

I appreciate the complexity of issues when inquiring into this matter and I am willing to speak in person as to the content of this submission if deemed necessary.

Kind regards



**President
Police Association of Tasmania**

Annex A

Tasmania Police Corporate Performance Report Last 9-year comparisons

This report below highlights anomalies that demonstrate the crime issues with **Launceston over the last 9 years** – reflecting long term systemic under resourcing. [noting the impact from COVID-19 has reduced reported crime state-wide]. Of note:

- There are **3** geographic District in Tasmania: Southern, Northern and Western.
- There are **13** geographic divisions in 2020/21: Southern [Hobart, Glenorchy, Kingston, Bridgewater, Clarence and East Coast], Northern [Launceston, St Helens, Deloraine, North East] and Western [Burnie, Devonport and Central West]. There were 12 divisions in 2019/20, 11 divisions in 2012/13, 2013/14, 2014/15, 2015/2016, 2016/17, 2017/18 and 2018/19.
- Of the **13** divisions: The division of the **highest numerical incidence and victimisation rate [per 10,000 population] of the 13 Divisions** is highlighted in **yellow** [the second highest division is in brackets]. Key: L=Launceston. N=Northern

Matter	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21*
Total Offences*	Launceston 5,373 [2 nd : Hobart 3,444] L victimisation 822:10,000 State 459:10,000	Launceston 5,265 [2 nd : Hobart 3,851] L victimisation 797:10,000 State 481:10,000 N Clearance 45.8% State 42.9%	Launceston 7,120 [2 nd : Hobart 3,914] L victimisation 1062:10,000 State 538:10,000 N Clearance 41.1% State 42.9%	Launceston 6,541 [2 nd : Hobart 3,191] L victimisation 975:10,000 State 483:10,000 N Clearance 47.4% State 48.4%	Launceston 7,182 [2 nd : Hobart 3,424] L victimisation 1071:10,000 State 528:10,000 N Clearance 42.9% State 47%	Launceston 6,151 [2 nd : Hobart 3,703] L victimisation 917:10,000 State 506:10,000 N Clearance 46.4% State 50.9%	Launceston 7,841 [2 nd : Hobart 3,583] L victimisation 1,166:10,000 State 538:10,000 N Clearance 42.5% State 46.9%	Launceston 7,170 [2 nd : Hobart 3,433] L victimisation 1,063:10,000 State 517:10,000 N Clearance 42.5% State 48.8%	Launceston 5,909 [2 nd : Hobart 3,045] N District victimisation 532:10,000 State 456:10,000 N Clearance 44.7% State 50.8%
Public Place Assaults	Hobart 215 [2 nd : Launceston 210] L victimisation 31:10,000 State 16:10,000	Hobart 202 [2 nd : Launceston 164] L victimisation 25:10,000 State 16:10,000	Hobart 242 [2 nd : Launceston 189] L victimisation 28:10,000 State 16:10,000	Hobart 183 [2 nd : Launceston 178] L victimisation 27:10,000 State 16:10,000	Hobart 188 [2 nd : Launceston 169] L victimisation 28:10,000 State 16:10,000	Hobart 183 [2 nd : Launceston 176] L victimisation 26:10,000 State 16:10,000	Hobart 219 [2 nd : Launceston 191] L victimisation 29:10,000 State 17:10,000	Launceston 195 [2 nd : Hobart 158] L victimisation 29:10,000 State 15:10,000	Launceston 181 [2 nd : Hobart 168] N District victimisation 17:10,000 State 16:10,000

Matter	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21*
	N Clearance 84.3% State 83.2%	N Clearance 83.5% State 83.9%	N Clearance 79.4% State 84.2%	N Clearance 93.3% State 90.1%	N Clearance 83.3% State 88%	N Clearance 86% State 87.9%	N Clearance 79.8% State 82.3%	N Clearance 78% State 82.7%	N Clearance 74.7% State 81.1%
Offences against the person	Launceston 791 [2 nd : Hobart 573] L victimisation 123:10,000 State 71:10,000 N Clearance 93.4% State 91.9%	Launceston 807 [2 nd : Hobart 634] L victimisation 122:10,000 State 73:10,000 N Clearance 92.1% State 91.1%	Launceston 902 [2 nd : Hobart 635] L victimisation 135:10,000 State 73:10,000 N Clearance 93.4% State 92.9%	Launceston 910 [2 nd : Hobart 672] L victimisation 136:10,000 State 79:10,000 N Clearance 96.3% State 95.0%	Launceston 955 [2 nd : Hobart 670] L victimisation 142:10,000 State 83:10,000 N Clearance 92.2% State 93.4%	Launceston 1025 [2 nd : Hobart 699] L victimisation 153:10,000 State 89:10,000 N Clearance 93.5% State 95.5%	Launceston 953 [2 nd : Hobart 737] L victimisation 142:10,000 State 90:10,000 N Clearance 92.1% State 92.1%	Launceston 984 [2 nd : Hobart 577] L victimisation 146:10,000 State 86:10,000 N Clearance 89.1% State 90.8%	Launceston 1,012 [2 nd : Hobart 645] N District victimisation 95:10,000 State 92:10,000 N Clearance 85.3% State 86.8%
Serious Crime*	Launceston 92 [2 nd : Hobart 84] L victimisation 14:10,000 State 9:10,000 N Clearance 71.6% State 73.3%	Launceston 92 [2 nd : Glenorchy 69] L victimisation 14:10,000 State 10:10,000 N Clearance 74.2% State 77.6%	Launceston 88 [2 nd : Hobart 80] L victimisation 13:10,000 State 9:10,000 N Clearance 80.0% State 82.9%	Launceston 114 [2 nd : South east 74] L victimisation 17:10,000 State 9:10,000 N Clearance 84.4% State 86.4%	Launceston 132 [2 nd : South East 64] L victimisation 20:10,000 State 11:10,000 N Clearance 79.4% State 84.2%	Launceston 98 [2 nd : Bridgewater 62] L victimisation 15:10,000 State 9:10,000 N Clearance 83.5% State 88%	Launceston 118 [2 nd : Bridgewater 75] L victimisation 17:10,000 State 11:10,000 N Clearance 73.9% State 82.7%	Launceston 108 [2 nd : Bridgewater 74] L victimisation 16:10,000 State 10:10,000 N Clearance 80.6% State 86.7%	Launceston 109 [2 nd : Clarence 80] N District victimisation 11:10,000 State 13:10,000 N Clearance 78.8% State 78.7%
Robbery	Hobart 38 [2 nd : Glenorchy 33] L victimisation 4:10,000	Launceston 24 [2 nd : Glenorchy 21]	Launceston 21 [2 nd : Hobart 19] L victimisation 3:10,000	Launceston 27 [2 nd : Hobart 13] L victimisation 4:10,000	Launceston 37 [2 nd : Glenorchy 17]	Launceston 28 [2 nd : Hobart 21] L victimisation 4:10,000	Launceston 41 [2 nd : Glenorchy 18]	Launceston 36 [2 nd : Southeast 13]	Launceston 20 [2 nd : Hobart 10] N District victimisation 1:10,000

Matter	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21*
	State 3:10,000 N Clearance 72.4% State 70.5%	L victimisation 4:10,000 State 2:10,000 N Clearance 66.7% State 70.1%	State 2:10,000 N Clearance 79.2% State 74.4%	State 2:10,000 N Clearance 90% State 89.7%	L victimisation 6:10,000 State 2:10,000 N Clearance 61% State 66.7%	State 2:10,000 N Clearance 71% State 75%	L victimisation 6:10,000 State 2:10,000 N Clearance 78.6% State 81.5%	L victimisation 5:10,000 State 2:10,000 N Clearance 70% State 78.5%	State 1:10,000 N Clearance 66.7% State 74.4%
Offences against property	-	Launceston 4,272 [2 nd : Hobart 3,068] L victimisation 122:10,000 State 115:10,000 N Clearance 36.3% State 32.5%	Launceston 5,968 [2 nd : Hobart 3,123] L victimisation 135:10,000 State 105:10,000 N Clearance 31.7% State 33.6%	Launceston 5,422 [2 nd : Hobart 2,374] L victimisation 136:10,000 State 84:10,000 N Clearance 37.5% State 37.8%	Launceston 5,986 [2 nd : Hobart 2,550] L victimisation 142:10,000 State 124:10,000 N Clearance 33.6% State 36.9%	Launceston 4,863 [2 nd : Hobart 2,795] L victimisation 153:10,000 State 95:10,000 N Clearance 34.6% State 40%	Launceston 6,549 [2 nd : Hobart 2,617] L victimisation 142:10,000 State 123:10,000 N Clearance 33.4% State 36.2%	Launceston 6,549 [2 nd : Hobart 2,666] L victimisation 865:10,000 State 406:10,000 N Clearance 32.8% State 38.6%	Launceston 4,615 [2 nd : Hobart 2,291] N District victimisation 413:10,000 State 342:10,000 N Clearance 33.8% State 39.8%
Home Burglary*	Launceston 306 [2 nd : South East 282] L victimisation 47:10,000 State 31:10,000 N Clearance 37.5% State 28.4%	Launceston 269 [2 nd : Hobart 235] L victimisation 41:10,000 State 29:10,000 N Clearance 28.4% State 27%	Launceston 427 [2 nd : South East 322] L victimisation 64:10,000 State 38:10,000 N Clearance 26.9% State 30.6%	Launceston 315 [2 nd : South East 202] L victimisation 47:10,000 State 27:10,000 N Clearance 37.8% State 32.5%	Launceston 274 [2 nd : Glenorchy 156] L victimisation 41:10,000 State 22:10,000 N Clearance 24.9% State 29.9%	Launceston 293 [2 nd : Glenorchy 193] L victimisation 44:10,000 State 25:10,000 N Clearance 35.4% State 34.1%	Launceston 325 [2 nd : Glenorchy 207] L victimisation 48:10,000 State 26:10,000 N Clearance 28.3% State 30.6%	Launceston 311 [2 nd : Glenorchy 151] L victimisation 46:10,000 State 23:10,000 N Clearance 23.0% State 27.8%	Launceston 249 [2 nd : Glenorchy 161] N District victimisation 22:10,000 State 20:10,000 N Clearance 28.0% State 29.2%
Business Burglary*	Launceston 186	Launceston 180	Launceston 313	Launceston 224	Launceston 218	Launceston 156	Launceston 216	Launceston 187	Launceston 182

Matter	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21*
	[2 nd : South East 110] L victimisation 30:10,000 State 16:10,000 N Clearance 35.4% State 37.4%	[2 nd : South East 152] L victimisation 27:10,000 State 16:10,000 N Clearance 38.5% State 37.3%	[2 nd : Hobart 116] L victimisation 47:10,000 State 19:10,000 N Clearance 28.8% State 32.5%	[2 nd : Devonport 81] L victimisation 33:10,000 State 13:10,000 N Clearance 50.8% State 51.8%	[2 nd : Devonport 86] L victimisation 32:10,000 State 15:10,000 N Clearance 34.8% State 37.7%	[2 nd : Hobart 114] L victimisation 23:10,000 State 13:10,000 N Clearance 34.7% State 44.1%	[2 nd : Hobart 96] L victimisation 32:10,000 State 14:10,000 N Clearance 40.3% State 38.8%	[2 nd : Devonport 106] L victimisation 28:10,000 State 14:10,000 N Clearance 32.2% State 35.4%	[2 nd : Devonport 87] N District victimisation 16:10,000 State 12:10,000 N Clearance 25.3% State 36.6%
Motor vehicle burglary*	Launceston 378 [2 nd : Hobart 168] L victimisation 57:10,000 State 21:10,000 N Clearance 28.5% State 25.4%	Launceston 310 [2 nd : Hobart 252] L victimisation 47:10,000 State 26:10,000 N Clearance 37.2% State 24.3%	Launceston 480 [2 nd : Hobart 217] L victimisation 72:10,000 State 29:10,000 N Clearance 21.3% State 23.8%	Launceston 428 [2 nd : Hobart 152] L victimisation 64:10,000 State 24:10,000 N Clearance 24.4% State 26.3%	Launceston 469 [2 nd : Glenorchy 201] L victimisation 70:10,000 State 27:10,000 N Clearance 16.5% State 23.9%	Launceston 350 [2 nd : Hobart 239] L victimisation 52:10,000 State 26:10,000 N Clearance 16.3% State 26.4%	Launceston 610 [2 nd : Devonport 194] L victimisation 91:10,000 State 33:10,000 N Clearance 10.9% State 18.7%	Launceston 452 [2 nd : Southeast 240] L victimisation 67:10,000 State 31:10,000 N Clearance 14.1% State 25%	Launceston 282 [2 nd : Hobart 169] N District victimisation 25:10,000 State 23:10,000 N Clearance 19.0% State 20.5%
Stolen Motor Vehicles	Glenorchy 227 [2 nd : South East 224] L victimisation 32:10,000 State 23:10,000 N Clearance 41.6% State 28.5%	Glenorchy 285 [2 nd : Hobart 188] L victimisation 24:10,000 State 24:10,000 N Clearance 35.8% State 23.9%	Launceston 289 [2 nd : Glenorchy 250] L victimisation 43:10,000 State 26:10,000 N Clearance 49.4%	Launceston 324 [2 nd : Glenorchy 178] L victimisation 48:10,000 State 22:10,000 N Clearance 42%	Launceston 413 [2 nd : South East 197] L victimisation 62:10,000 State 25:10,000 N Clearance 41.5% State 31.8%	Launceston 234 [2 nd : Glenorchy 203] L victimisation 35:10,000 State 20:10,000 N Clearance 45.2%	Launceston 267 [2 nd : Glenorchy 199] L victimisation 40:10,000 State 23:10,000 N Clearance 40.1%	Launceston 375 [2 nd : Glenorchy 167] L victimisation 56:10,000 State 22:10,000 N Clearance 36.2%	Launceston 315 [2 nd : Glenorchy 144] N District victimisation 29:10,000 State 20:10,000 N Clearance 42.0%

Matter	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21*
			State 37.9%	State 37.9%		State 39.4%	State 34.3%	State 37.8%	State 37.8%
Fraud	Not reported on	Not reported on	Not reported on	Not reported on	Not reported on	Launceston 194 [2 nd : Hobart 179] L victimisation 44:10,000 State 17:10,000 N Clearance 71.7% State 60.5%	Launceston 242 [2 nd : Hobart 187] L victimisation 48:10,000 State 18:10,000 N Clearance 67.2% State 59.8%	Launceston 237 2 nd : [Hobart 147] L victimisation 35:10,000 State 18:10,000 N Clearance 61.5% State 62.9%	Launceston 169 2 nd : [Hobart 88] N District victimisation 14:10,000 State 14:10,000 N Clearance 67.5% State 67.8%
State wide Response times: •Urban high priority •Rural high priority	12 min 25 min	13 min 25 min	14 min 25 min	14 min 26 min	15 min 29 min	14 min 29 min	22 min 35 min	14 min 26 min	13 min 31 min

*Operational Performance Target (OPT) linked to the budget chapter