



VICTORIA POLICE

**PROGRESS REPORT IN RESPONSE TO
RECOMMENDATIONS MADE BY IBAC IN
THE 'SPECIAL REPORT CONCERNING
ILLICIT DRUG USE BY VICTORIA POLICE
OFFICERS'**

Operations Apsley, Hotham and Yarrowitch

30 June 2017



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**PROGRESS REPORT IN RESPONSE TO RECOMMENDATIONS
MADE BY IBAC IN THE 'SPECIAL REPORT CONCERNING ILLICIT
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Operations Apsley, Hotham and Yarrowitch

**TO: THE INDEPENDENT BROAD-BASED ANTI-CORRUPTION COMMISSION
(IBAC)**

In December 2016 IBAC published its report on findings of key investigations into serious police misconduct involving the use of illicit drugs, and broader consideration of Victoria Police systems and practices to detect and prevent illicit drug use by its officers. IBAC's Operations Apsley, Hotham and Yarrowitch raise serious concerns about illicit drug use by sworn police officers and also highlight potential systemic weaknesses in the Victoria Police approach to this issue.

Following the recommendation that Victoria Police provide a report by 30 June 2017 on its progress on a comprehensive review of the use of illicit drugs by Victoria Police officers, as well as associated policies, systems and practices to inform the development and implementation of a more robust framework to prevent and detect police illicit drug use, I am pleased to provide the interim response to the IBAC recommendations.

Rick Nugent
Acting Deputy Commissioner Capability

27 / 6 /2017

IBAC RECOMMENDATION 1

“The Chief Commissioner of Victoria Police to undertake a comprehensive review of the use of illicit drugs by Victoria Police officers, as well as associated policies, systems and practices to inform the development and implementation of a more robust framework to prevent and detect police illicit drug use. This review should consider, among other things:

- *the development of clear policy on the use of illicit drugs and the consequence of such use by officers, with reference to contemporary best practice*
- *strengthening recruitment processes and policies to more effectively identify and manage risks*
- *improving training and communication to clearly and regularly reinforce Victoria Police’s position and response to illicit drug use by its officers*
- *appropriate welfare and support arrangements for officers who appear to be using illicit drugs, including those who voluntarily disclose their use of illicit drugs.”*

From 1 January, 2017, the following activities have occurred as an interim response to *Recommendation 1*:

Preliminary research activities

- Identified:
 - existing Victoria Police (VP) illicit drug testing framework, policies and reference material;
 - 2015 Professional Standards Command (PSC) Development and implementation of VP Drug and Alcohol Testing Framework
 - current VP training and communications that reinforces VP’s position on illicit drug use
 - current VP recruitment processes and risk policies
- A coordinated search through ANZPAA for best-practice drug testing framework, policies, reference material and drug testing statistics. To date, responses received from New Zealand Police, Australian Federal Police, Northern Territory Police, Tasmania Police, Western Australia Police, South Australia Police, New South Wales Police, Queensland Police.
- Further literature research on illicit drug testing frameworks in overseas jurisdictions and other industries
- Sourced a draft copy of an external review of the management of internal illicit drug use
- A review of material has commenced to better understand the environment.
- Stakeholder engagement mapped
- Project governance and progress is reported bi-monthly within VP.

Key stakeholder engagement

- VP Drug and Alcohol Testing Unit - evaluation of current framework and opportunities for improvement

- VP People Development Command - training materials and opportunities
- VP Welfare Unit – understand the current welfare and support arrangements for officers using illicit drugs and opportunities relating to voluntarily disclosure of illicit drug use
- VP corporate communications
- VP Welfare Services' position relating to supporting impacted police officers.

To date, the following have been identified as opportunities for improvement include:

- Increase random drug testing (VP Medical Officer)
- Increase random drug testing (PSC Investigations)
- Centralised coordination of targeted drug testing
- Review designated workplaces - high risk areas
- Clarification of policy relating to illicit drug use by employees
- Communication and education
- A formalised approach for those who disclose drug use
- Exploration of the implications arising from the Mental Health Review
- Application of the random drug testing regime during training
- Examination of lessons-learnt relating to recruiting risks.

The following activities are planned to complete this project within the project time-line:

- Develop proposal for changes to:
 - illicit drug testing framework including policies and related material
 - recruitment processes and policies to identify and manage risks
 - training and communications re illicit drug use
 - welfare and support for police officers using illicit drugs
- Consult, review and seek feedback with identified stakeholders
- Submit recommendations
- Develop Implementation Plan to deliver approved actions including:
 - costing and resource requirements
 - draft documentation
- Approval
- Implementation
- Project finalisation / close.

IBAC RECOMMENDATION 2

“The Chief Commissioner of Victoria Police to provide IBAC with a progress report by 30 June 2017, and final report by 30 June 2018 on development and implementation of a more robust framework to prevent and detect police illicit drug use. These reports will be published on IBAC’s website.”

Interim IBAC liaison – 30 June 2017

- Prepared IBAC 'progress report'
- Liaised with IBAC re format and style of 'progress report'
- IBAC progress report reviewed and approved by Superintendent, Intelligence, Innovation & Risk Division (IIRD), PSC

- IBAC 'progress report' reviewed and approved by Assistant Commissioner (AC), PSC
- IBAC 'progress report' reviewed and approved by Acting Deputy Commissioner, Capability
- Submission of IBAC 'progress report'.

Final IBAC liaison – 30 June 2018

- Preparation of IBAC 'final report'
- Review and approval of IBAC 'final report' by Superintendent, IRRD, PSC
- Review and approval of IBAC 'final report' by AC, PSC
- Review and approval of IBAC 'final report' by Chief Commissioner's Office
- Approval of IBAC 'final report' by Chief Commissioner
- Submission of IBAC 'final report'.

Conclusion

As evidenced by this report, Victoria Police is on track to implement IBAC's recommendations by 30 June 2018.



Brett Guerin
Assistant Commissioner, Professional Standards Command

27 / 6 /2017



Rick Nugent
Acting Deputy Commissioner, Capability

27 / 6 /2017