



VICTORIA POLICE

**Professional Standards Command  
Office of the Assistant Commissioner**

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**Mr Alistair Maclean  
Chief Executive Officer  
Independent Broad-based  
Anti-corruption Commission**

Dear Mr Maclean,

### **Audit of Victoria Police complaints handling systems.**

I am writing regarding Victoria Police's progress in implementing IBAC's recommendations from the above audit.

Victoria Police will acquit **Recommendations 1, 2, 6 and 8** through implementing recommendation 20 of the VEOHRC's Independent Review into sex discrimination and sexual harassment, including predatory behaviour (the VEOHRC Review) which calls for a review of Victoria Police's complaint handling and discipline system.

Regarding the outstanding recommendations, I advise that:

#### **Recommendation 3 – Complaint History.**

Completed. All complaint files forwarded to investigators now have a complaint history attached. A project team has been established to undertake a full review of all matters related to probity, including the structure, content and application of the probity, or complaint history, report. The interim arrangement is that a complaint history is attached before the file is allocated.

#### **Recommendation 4 – Investigation plans, Logs and Checklists.**

In progress. These documents are being reviewed to ensure they comply with current policy, the Charter of Human Rights and legislation. Victoria Police is currently piloting the use of Interpose to manage complaint investigations in Western Region which will enable better scrutiny by supervisors around timeliness and use of investigation plans. Initial results are positive with reduced timeframes achieved between investigation commencement and conclusion.

**Recommendation 5 – Conflict of Interest Declaration.**

Completed. A Conflict of Interest document is now attached to all hard-copy files or uploaded to the relevant Interpose investigation.

**Recommendation 7 – Reporting of Complaint Statistics.**

In progress. Professional Standards Command is working with the internal unit which prepares Victoria Police's annual reports with a view to publishing complaint statistics in the next annual report.

**Recommendation 9 – Clearer information and training on human rights for complaint investigators.**

In progress. The Integrity Management Program was recently suspended pending improvements, including a more detailed component on human rights in the context of complaint investigation. Work is also underway to improve the content in final investigation reports and the content of our intranet resources relating to human rights.

Yours sincerely,



**Brett Guerin APM  
Assistant Commissioner  
Professional Standards Command**

27 / 4 / 2017