



## VICTORIA POLICE

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Mr Chris Kennedy  
 Industrial Relations Manager  
 The Police Association  
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Dear Chris

**Covert Services Division Review – Intelligence & Covert Support Command (ICSC)**

On 28 March 2012 we wrote to advise you that Assistant Commissioner Jeff Pope, commissioned a review into the Covert Services Division (CSD).

The purpose of the review is to examine the structure of the CSD to ensure that the division was best placed for future challenges within the operational environment.

An additional component of the review was to assess the efficiency of the current intelligence flow from the CSD to the wider intelligence holdings of Victoria Police, in particular those within ICSC.

A review Steering Committee was established and chaired by Assistant Commissioner Pope and comprised of Detective Superintendents' Biggin, Sheridan and Paterson within ICSC. Human Resource Department representation was Mr Stuart Ensor and Ms Brigitte Santucci of Workplace Relations. Dr. [REDACTED] of the Force Psychology Unit was a committee member providing advice pertaining to health and wellbeing issues within covert policing.

Additional support regarding the assessment of the Intelligence phase of the Review was provided by Detective Inspector Paul Millett and Senior Sergeant [REDACTED] of the State Surveillance Unit (SSU) and Ms Kirsten Williams of the State Intelligence Division (SID).

Consultation with CSD members has been continuous throughout the review process and at the conclusion of extensive consultation with members, clients and key stakeholders, the review team identified a number of significant risks to the organisation.

Key findings and recommendations were presented to the Steering Committee which has endorsed the following:

- [REDACTED]
- Relevance
1. [REDACTED]

2. Relevance
3. MTIP supports contemporary policing skills to ensure that members stay connected to the general policing environment. This is consistent with organisational, national and international best practice.
4. Relevance

#### Source Development Unit (SDU)

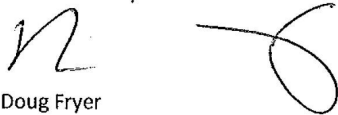
5. A review of SDU has identified a number of significant issues such as disconnection from police identity and the organisation borne of long term exposure to covert policing. Consequently, it has been determined that the SDU will be disbanded and closure of the unit will take affect within two (2) weeks of the formal announcement.
6. Within that two week period, existing 'client base' will be reassigned to appropriately qualified Victoria Police personnel.
7. Current SDU members will be offered the opportunity to consider and nominate their preference for temporary short term assignments to another unit within the Department where they will be given time to consider their longer term options.
8. A transition plan in consultation with affected members will be tailored to meet individual preference, where possible. It is anticipated that all members would have transitioned out of their current owned positions within six months.

Superintendent Paul Sheridan and I will be scheduling a meeting for next Tuesday 12 February at 9.00am to communicate the review findings and recommendations to all affected members. We request that you do not contact members until this meeting has concluded.

It is on this basis that management will focus on SDU issues solely for a three week period following the formal announcement. At the conclusion of the three week period management, will commence discussions surrounding the MTIP with affected members.

In the meantime, if you have any queries, please do not hesitate to contact me on [REDACTED] or Superintendent Paul Sheridan on [REDACTED]

Yours sincerely



Doug Fryer  
Commander  
Intelligence & Covert Support Command  
Victoria Police

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