

REFEREE REPORT (2 page limit)

Crime Department – [REDACTED]

APPLICANT	
Name	Green-O
Rank	
No	
Current Station	Source Development Unit

REFeree	
Name	Sandy White-O
Rank	
Role	Supervisor/source controller
Relationship to Applicant	Source Development Unit Manager

RATING	
Please indicate your response to the following statements by placing an X in the selected competency area.	
HC	Highly Competent Consistently exceeds standard required to a very high degree
AC	Above Competent More often than not exceeds standard to a high degree
C	Competent Meets standard required
ND	Needs Development Shows potential but failed to demonstrate he/she has reached standard required
NC	Not Competent Failed to demonstrate he/she was competent in this criteria

1. Demonstrated experience in managing, planning and organising complex criminal investigations including a proven record of achievement as a criminal investigator, including experience in preparing high quality briefs of evidence and contributing to prosecutions	<input type="checkbox"/>	Highly Competent
	<input checked="" type="checkbox"/>	Above Competent
	<input type="checkbox"/>	Competent
	<input type="checkbox"/>	Needs Development
	<input type="checkbox"/>	Not Competent

Comments to justify:

This member has managed numerous complex criminal investigations during his time as a [REDACTED] at the [REDACTED] and whilst attached to the [REDACTED] Force. Whilst he does not compile briefs in his current role at the SDU, the service he provides to investigators in evidence and intelligence gathering has contributed to a number of recent major briefs of evidence, including those prepared by the Purana Task Force for offences of murder and large commercial quantity drug trafficking.

2. Having regard to the accountabilities of the position, demonstrate the ability to understand the philosophies underpinning Local Priority Policing, The Way Ahead and the Force Codes of Ethics, Conduct and Organisational Values in providing services to the Victorian community.	<input type="checkbox"/>	Highly Competent
	<input checked="" type="checkbox"/>	Above Competent
	<input type="checkbox"/>	Competent
	<input type="checkbox"/>	Needs Development
	<input type="checkbox"/>	Not Competent

Comments to justify:

This member has actively contributed to the development of 'best practice' in the area of source management, a force initiative which promotes Victoria Police and builds community confidence in the organisation. This member has an excellent appreciation of the true meaning of intelligence led policing. He conducts his current duties in an enthusiastic, open and honest manner and has passed the highest level probity checks in order to take his current position. He is very well informed and aware of the issues confronting supervisors in the position he is applying for. I believe he would be suitable to manage these issues.

3. Good working knowledge of evidence and intelligence gathering techniques, particularly as they relate to undertaking major criminal investigations, including the ability to allocate appropriate resources to investigations	X	Highly Competent
		Above Competent
		Competent
		Needs Development
		Not Competent
<p>Comments to justify: This member is at the cutting edge of the Victoria Police's response to the challenges of managing and gathering evidence and intelligence. His provides direction for high risk major criminal investigations and is intrinsically involved in the allocation of resources for these investigations. This member has had significant exposure to the operation of multi disciplinary taskforces such as the Purana Taskforce.</p>		
4. Demonstrated understanding of the Service Delivery Model and the ability to develop effective partnerships relevant to the role.		Highly Competent
	X	Above Competent
		Competent
		Needs Development
		Not Competent
<p>Comments to justify: As a member of a team responsible for servicing the needs of investigators, managers and sources, he has a good understanding of the principles behind service delivery. He has built effective partnerships both internally and externally and has had significant exposure to law enforcement agencies across the nation in his role as a source manager and through his long experience in the Crime Department. This member's role as a source manager has provided him with an appreciation of the role of being a support service to an investigator as opposed to a resource user. This experience is highly advantageous to those persons who have a need to utilise support services on a regular basis.</p>		
5. Knowledge of Force strategic planning requirements with the ability to prepare local plans and strategies		Highly Competent
		Above Competent
	X	Competent
		Needs Development
		Not Competent
<p>Comments to justify: This member has pioneered a new direction for the force in regards to source management. He has an excellent understanding of the value of intelligence led policing and an appreciation of how effective 'intelligence led' policing has the potential to feed into Force strategic planning requirements. The ability to recognise and plan for issues in line with organisational strategies is well within this member's ability. This member has participated in a level 1 Force project which has delivered significant cultural change to Victoria Police. He has had exposure to strategic issues concerning the intelligence processes and the organisational needs in this area.</p>		
6. Strong communication skills with the ability to represent the Crime Department at seminars and press conferences where necessary		Highly Competent
	X	Above Competent
		Competent
		Needs Development
		Not Competent
<p>Comments to justify: This member's communication skills are rated highly, which is one of the reasons he was chosen as a source handler with the Source Development Unit. He regularly assists in the delivery of the [REDACTED] Human Source Management Course, presenting risk management sessions and assisting in various role plays during this course. He also assists in the delivery of case studies to the [REDACTED] source management course. As a member of covert unit, this member should not be utilised to represent the crime department</p>		

at media conferences.

7. Sound working knowledge of current legislation, policy and guidelines relating to both criminal investigation and administration of the area.		Highly Competent
	X	Above Competent
		Competent
		Needs Development
		Not Competent

Comments to justify:
 This member's career has been focussed on crime investigation and his knowledge of current policy and legislation is very well suited to the area of secondment. His administration experience is based around the various portfolio's he has managed. This is an area of development he hopes to enhance by undertaking the proposed secondment.

Areas for Development

Please provide comment regarding areas that the applicant could develop
 This member performs his current administrative functions well, but will benefit from exposure to Crime Department administrative and personnel management issues.

OVERALL COMMENT

Please provide a word picture of this member. Comments should be relevant to the applicant's attitude to perform duties within the Crime Department

This member is a very experienced investigator who has had a great deal of exposure to organisational change and implementation of 'best practice' processes through his involvement in the human source project. Having performed duty within the Crime Department he is very familiar with Crime Department policies and procedures and should easily take on the administrative functions of a supervisor at the Drug Task Force. His experiences within the covert support division will make him an asset to the DTF.

