
HUMAN SOURCE MANAGEMENT PROJECT

Background

On 27 July, 2003, Assistant Commissioner Crime OVERLAND provided a commissioning statement to Superintendent BIGGIN, the officer in charge of the Major Drug Investigation Division, to initiate a project to '*Review and Develop Best Practice Human Source Management Policy*'. (Appendix A)

The need to develop best practice in the management of informer handling was identified as a key issue in the development of the Crime Department's five year plan. The collection of real time criminal intelligence is recognised as a corner stone of the Crime Department's ability to contribute to the strategic plan key value area of Intelligent policing.

The Major Drug Investigation Division contains two proactive investigation units and is undoubtedly the biggest user of human sources in the Victoria Police. At the time of the writing of this report, 28% of all registered human sources for the Victoria Police were being managed by MDID handlers¹. Approximately 80% of MDID investigations are driven by human source intelligence.

It is observed that the corruption which festered in the former Drug Squad was the direct result of improper relationships between police investigators and criminal human sources.

Terms of Reference

This project was to examine the way in which the Crime Department currently uses human source information and compare this with national and if necessary international best practice in human source management, with an emphasis on:

- Using human source information as an organisational resource
- The identification and use of human sources in defined areas of need, based on intelligence and operational requirements,
- Tasking human sources with specific requirements to further tactical and operational objectives,
- The tradecraft required to leverage human source information as a major intelligence and investigation tool, and
- The consequences for current policy, practices, procedures and training that flow from the findings.

¹ State Intelligence Division – March 2004 Monthly Report

Exclusions

It was not intended that the project team:

- Review current Victoria Police Informer Management Policy
- Implement appropriate training
- Implement recommendations

The Victoria Police Informer Management Policy was promulgated on 22 September, 2003. This policy was assumed by the project team to be a workable policy which would not be affected by tradecraft, strategic needs or training issues. (Appendix B)

Project Team Composition

The Project Director was nominated as Commander PURTON and the steering committee consisted of:

Assistant Commissioner OVERLAND
 Commander PURTON
 Commander MOLONEY
 Superintendent BIGGIN

The project team was selected and was comprised of the following members:

Superintendent Anthony BIGGIN - Major Drug Investigation Division
 Inspector Paul NAYLOR – Ethical Standards Department
 Detective Inspector Steve CLARK – Armed Offenders Squad
Sandy White-O – Major Drug Investigation
 Division
Cruze - DSS – Undercover Unit
 Detective Sergeant Glen OWEN – Informer Management Unit
 Detective Senior Constable Paul WALSHE – Australian Crime Commission
 (secondment from VICPOL)

Methodology

Literature Review

The Drug Squad Review conducted by Commander PURTON and others which concluded in September 2001 made a total of 144 recommendations. 17 of these recommendations pertained to informer management. (Appendix C) All but one of these recommendations has been implemented. The outstanding recommendation pertains to the development of training courses in human source handling. This item