

detect  
**Investigate**  
& prevent  
police misconduct



**NSW Police Integrity Commission**

Corporate Plan 2007-2011



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 **key directives**

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## vision

Public Confidence in the integrity of the NSW Police Force

## mission

Contribute to the integrity of the NSW Police Force by detecting, investigating and preventing serious Police misconduct

## values

Integrity, Independence, Fairness, Accountability, Impartiality, Continuous Improvement

## key goal 1 objective 1

# Reduce incidence of serious police misconduct in NSW Police Force

Objective 1	Strategies	Indicators
<b>Effective strategies to detect serious police misconduct</b>	<p>Ensure that the public/other agencies are aware of available avenues to contact the Commission with information in relation to serious police misconduct.</p> <p>Critically assess information in relation to suspected serious police misconduct.</p> <p>Develop intelligence in relation to targeting serious police misconduct risks.</p> <p>Use objective criteria to assess intelligence to determine further action.</p>	<p>% of staff directly involved in detecting suspected police misconduct.</p> <p>% of total complaints that are non-referred.</p> <p>% of investigations which arise from sources other than referred complaints.</p>



## key goal 1 objective 2

# Reduce incidence of serious police misconduct in NSW Police Force

Objective 2	Strategies	Indicators
<b>Deter serious misconduct through effective investigation</b>	<p>Efficiently manage resources and processes to investigate suspected police misconduct.</p> <p>Make recommendations for consideration of disciplinary action and prosecution as a result of investigations.</p> <p>Oversight NSW Police's response to recommendations for disciplinary action.</p>	<p>% of investigations that resulted in recommendations for disciplinary action.</p> <p>% of investigations that resulted in recommendations for prosecution action.</p> <p>% of recommendations accepted for disciplinary action.</p> <p>% of recommendations accepted for prosecution.</p>

## key goal 1 objective 3

# Reduce incidence of serious police misconduct in NSW Police Force

Objective 3	Strategies	Indicators
<b>Exposure of serious police misconduct</b>	<p>Conduct public hearings as appropriate into serious police misconduct.</p> <p>Prepare reports following public hearings into serious police misconduct and make those reports available to Parliament.</p> <p>Make recommendations for consideration of changes to policies/practices, criminal charges and disciplinary action arising from investigations.</p>	<p>% of hearing days that are public.</p> <p>Number of investigation reports presented to Parliament.</p> <p>% growth in internet traffic to access the Commission website.</p>

## key goal 2 objective 1

# Prevent serious police misconduct by supporting improvements to NSW Police Force systems and practices

Objective 1	Strategies	Indicators
<b>Provide informed advice on improvements to NSW Police Force systems and practices.</b>	<p>Undertake research projects emphasising the prevention of suspected police misconduct, either as a single agency or jointly with others.</p> <p>Form research networks with other agencies to improve knowledge of corruption prevention practices and identify emerging corruption issues.</p> <p>Draw on the results of investigations and research to develop knowledge that will help the Commission develop advice in relation to preventing serious police misconduct.</p> <p>Where appropriate use investigations and hearings to examine polices and practices that may have contributed to serious police misconduct.</p> <p>Make recommendations in investigations and projects to improve systems or practices.</p>	<p>Number of recommendations to the NSW Police Force in relation to systems and practices.</p> <p>% of recommendations accepted.</p>

## key goal 2 objective 2

# Prevent serious police misconduct by supporting improvements to NSW Police Force systems and practices

Objective 2	Strategies	Indicators
<b>Regular consultation and feedback to NSW Police Force to improve the quality of Police investigations and accept reform recommendations</b>	<p>Oversight selected investigations and recommend improvements where deficiencies are identified.</p> <p>Work with senior NSW Police with a view to securing a commitment to Commission recommendations.</p> <p>Provide advice to NSW Police in relation to internal systems for managing and monitoring misconduct risk.</p>	<p>% of complaints received, which are oversighted.</p> <p>Number of consultations with senior NSW Police.</p> <p>% of requests for advice from the NSWPF, which are met.</p>

## **key goal 3** objective 1

### Promote a culture of learning and development in the Commission

Objective 1	Strategies	Indicators
<b>Continued accountability and efficiency</b>	<p>Further develop planning processes by aligning individual and business performance with the corporate plan.</p> <p>Maintain effective records and financial management systems.</p>	<p>Implement and maintain Individual performance agreements.</p> <p>Implement and maintain performance measures for each business unit.</p>

## **key goal 3** objective 2

### Promote a culture of learning and development in the Commission

Objective 2	Strategies	Indicators
<b>A safe, fair, equitable and productive working environment.</b>	<p>Continued commitment to safe and fair practices in the Commission.</p> <p>Implement and maintain a dedicated training and development program.</p> <p>Encourage our development as an organisation through the sharing of knowledge.</p>	<p>Continued compliance with OH&amp;S and recruitment practices.</p> <p>Successful implementation of a staff training and development program.</p> <p>Successful implementation of a communications framework.</p>

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