



**DELIVERING
FOR ALL VICTORIANS**



FACT SHEET KEEPING THE COMMUNITY SAFE

SUPPORTING OUR POLICE & PSOs TO KEEP VICTORIANS SAFE

The Andrews Labor Government is making the biggest ever investment in Victoria Police in our state's history, recruiting and deploying an extra 3,135 police. The Police Academy is full and will be for years. There are more than 1,500 additional sworn police officers on the beat now than when Labor came to office, with thousands more rolling out in the coming years.

In contrast, the previous Liberal National Government cut \$100 million from Victoria Police and sacked 350 support staff including forensic officers. They didn't fund one single additional police officer.

Labor is making sure our police have everything they need – the powers, protections and technology to keep Victorians safe.

Labor's work has included:

- Establishment of the Staffing Allocation Model (SAM) as an agreed process between the Government, Victoria Police and the Police Association to fund and allocate new police officers. This agreement underpins the unprecedented investment in 2,729 new police officers made in the Victorian Budget 2017/18, bringing Labor's total investments in new frontline police recruits to 3,135
- Record investment in policing over the course of four Labor Budgets
- Significant new legislative reforms to give police greater powers relating to counter-terrorism, illegal firearms and organised crime
- Establishment of the Emergency Worker Harm Reference Group to oversee strong new laws that ensure offenders who injure police and emergency workers will face the consequences.

The Police Association has been a crucial partner in developing and implementing these reforms. A re-elected Labor Government will continue to consult with and engage closely with the Police Association, including on further criminal law and policing reforms.

There has been a significant work agenda across the first term of the Labor Government, but there remains more to do. That's why a Labor will deliver on the following key police and community safety priorities.

PROPERLY RESOURCING OUR POLICE – THE STAFFING ALLOCATION MODEL (SAM)

The SAM is a new approach to police resourcing and allocation that moves beyond the boom-bust approach that characterised past investment, and is instead informed by evidence and policing experts. Through the SAM funding model and the \$2 billion investment made in 2017, the Labor Government is delivering the well-resourced police force that Victorians deserve.

Labor will continue to back the Victoria Police SAM and, consistent with the 2016 police resourcing agreement, continue to invest in policing in a sustained and sustainable way.

Labor will work with Victoria Police and the Police Association over the course of 2019 to incorporate agreed minimum service standards into baseline measures for the SAM. These minimum service standards will be accommodated within the existing investment made in 2017 for new police officers.

This will involve working with Victoria Police and the Police Association on agreed minimum police service standards to:

- Ensure continued access and accessibility to all 24-hour police stations by providing two members for counter service
- Respond to calls for service and provide an appropriate 24-hour response capability
- Support crime prevention and local community engagement
- Allow for appropriate supervision and custody management
- Ensure police members are applying the operational safety frameworks and requirements to keep them safe.



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Realising the minimum police service standards will be contingent on the ongoing deployment of the 2,729 new police officers as they are trained, allocated and deployed over the course of the next four years. The minimum police service standards and the SAM baseline will be re-assessed by Victoria Police on an annual basis in consultation with the Police Association, as part of the annual allocation process.

In addition, delivery of these standards will be publicly reported within the Community Safety Statement policy framework.

Labor will also consider publicly measuring police response times, once the new Police Assistance Line (PAL) and Online Reporting (OLR) are fully implemented and triaging non-urgent requests.

GIVING OUR POLICE THE BEST EQUIPMENT

The Andrews Labor Government has equipped police officers and PSOs with the equipment they need to police in the 21st century. This has included rolling out mobile devices and body-worn cameras across the force, procuring new vests to protect officers, funding for longarm firearms, and state-of-the-art new equipment to give specialist units the edge they need in the operational environments they face.

Labor will continue to ensure that police are equipped with the equipment they need to perform their duties safely and effectively, including:

- Considering training needs and the merit of an uplift in tyre deflation training and equipment across our police force
- Considering further ways to address the policy, operational and legal constraints in issuing infringements and suspension of licenses for relevant drug-driving offences on-the-spot
- Assessing the need for additional detection dogs
- Considering future roll-outs of CEDs (tasers) across metropolitan frontline response units.

PROMOTING THE SAFETY AND WELLBEING OF OUR HARDWORKING POLICE

The Andrews Labor Government has embarked on significant reforms to protect the health and wellbeing of our hardworking police and PSOs.

Recognising the risks that police and emergency workers are exposed to, a re-elected Labor Government will enact significant reforms to the WorkCover system. These reforms will re-orientate WorkCover into a provisional liability model that means mentally injured officers get the support they need from the moment they put their hand up for help.

Commencing in 2019, Labor will conduct a 12 month pilot of the provisional acceptance model for police, and emergency workers and volunteers suffering from mental injuries, covering medical expenses.

Within two years of the re-election of a Labor Government, Labor will introduce legislation to put in place a provisional acceptance scheme for mental injuries for all workers in Victoria, in relation to medical expenses.

With funding of \$6 million, Labor will also introduce a Specialist Network of Clinicians who are experts in dealing with mental health injuries of police and emergency workers, and establish a Centre of Excellence for Emergency Worker Mental Health in partnership with Beyondblue.

A \$6 million Prevention and Early Intervention Fund will also be established to support innovative programs run by Victoria Police to strengthen resilience and reduce the likelihood of mental health injuries to Victoria Police employees.

Further, a re-elected Labor Government will:

- Continue the successful Emergency Worker Harm Reference Group, to ensure emergency workers are properly protected
- Discuss, through the Police Harm Working Group, the issue of protecting the identity of police who respond or work on terror-related cases and other serious offending from inappropriate identification.



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SUPPORTING OUR PROTECTIVE SERVICES OFFICERS (PSOS)

PSOs are an essential component of Victoria Police's law enforcement capability. Across the public transport network and major sites of public importance, PSOs are responsible for keeping people safe.

The Labor Government values the role and work of PSOs, and over the last four years has both expanded the transit workforce and the powers they can exercise.

A re-elected Labor Government will continue work on the expansion of the role and function of PSOs beyond the public transport network, and into other places of mass gathering.

Labor will work with Victoria Police and the Police Association to consider a new PSO career structure for the Transit PSO workforce in the next enterprise bargaining round. This will include consideration of PSO capability and training needs and consideration of a new pathway for a PSO supervisory role. This work will also create opportunities to consider better and more efficient workforce integration measures between the PSO and police workforces.

BARGAINING IN GOOD FAITH WITH OUR POLICING WORKFORCE

The 2015 Victoria Police Enterprise Agreement acknowledged the invaluable work of police and PSOs, underpinned a fairer and more equitable culture across the force, and drove service improvements that are necessary for modern and contemporary policing.

Labor will build on the experience of 2015 and will bargain with the Police Association in good faith for a fair enterprise agreement for the policing workforce, with bargaining commencing in 2019.

This will include considering, in consultation with Victoria Police and the Police Association, the need for a work value assessment of the sub-officer role, with discussion to occur in bargaining.

REVIEWING THE PRIVATE SECURITY LICENCING AND REGULATORY REGIME

The safety and security of Victorians has been the number one priority of the Andrews Labor Government.

Labor has been doing all it can to respond to an ever-changing security threat, including giving law enforcement agencies the resources, capabilities and laws they need to keep Victorians safe. Private security continues to play an important role in ensuring that our community is safe.

Unfortunately, there continue to be some unscrupulous employers in the private security industry and a lack of quality training provided to security workers.

A re-elected Andrews Labor Government will conduct a Review of the Private Security Licencing and Regulatory Regime to ensure that the security sector continues to support our private security workers and businesses to do the work they do – helping to keep Victorians safe.

The review will consider a range of issues, including training and competency requirements, probity, professional development, compliance, enforcement and regulatory costs.

Labor will work closely with the Victorian Security Industry Advisory Council on the review. It is expected the review will be completed within the first 24 months of a re-elected Labor Government.



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REFORMING OUR FIRE SERVICES

Labor remains committed to reforming and modernising our fire services, which are still operating under a system that has remained largely unchanged since the 1950s.

Victoria continues to grow faster than any other state and the Labor Government's proposed reforms give more independence and more funding to volunteers to ensure Victorians are kept safe.

Labor's fire services reforms will:

- Restore the Country Fire Authority to a volunteer and community focused organisation
- Establish Fire Rescue Victoria (FRV) to lead firefighting in major regional cities and Melbourne
- Plan and build for the future, by establishing an independent Fire District Review Panel for future reviews of the FRV fire district
- Value our firefighters by introducing presumptive rights to cancer compensation for both career and volunteer firefighters.

A re-elected Labor Government will continue to pursue the reforms of our fire services outlined in the Firefighters' Presumptive Rights Compensation and Fire Services Legislation Amendment (Reform) Bill.