

STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

2022–23 BUDGET ESTIMATES



**TRANSCRIPT OF EVIDENCE
TAKEN AT PERTH
WEDNESDAY, 22 JUNE 2022**

SESSION ONE

WESTERN AUSTRALIA POLICE FORCE

Members

**Hon Peter Collier (Chair)
Hon Samantha Rowe (Deputy Chair)
Hon Jackie Jarvis
Hon Nick Goiran
Hon Dr Brad Pettitt**

Hearing commenced at 9.45 am

Hon STEPHEN DAWSON

Minister for Emergency Services representing the Minister for Police, examined:

Mr CHRISTOPHER JOHN DAWSON

Commissioner of Police, examined:

Mr FRANCO PASQUALE

Executive Director, examined:

Ms KYLIE WHITELEY

Acting Deputy Commissioner, examined:

Mr BRAD ROYCE

Acting Deputy Commissioner, examined:

Ms SANTA CARDENIA

Director, Finance and Business Services, examined:

Mr ADRIAN WARNER

Road Safety Commissioner, examined:

Mr PETER ZAPPELLI

Principal Policy Adviser, Minister for Police, examined:

Ms KAREN ROBERTS

Director, Human Resources, examined:

The DEPUTY CHAIR: Good morning, everyone. Can I begin by acknowledging the traditional custodians of the ancestral lands on which we meet today and pay my respects to their elders past, present and emerging.

Could all witnesses please indicate—a nod of the head will do—that they have read, understood and signed the document titled “Information for Witnesses”.

[Witnesses nodded.]

The DEPUTY CHAIR: Thank you. The testimony before the committee must be complete and truthful to the best of your knowledge. This hearing is being recorded by Hansard and broadcast live on the Parliament’s website. The committee will place the uncorrected transcript of your evidence on the

internet a few days after the hearing. When the transcript is finalised, the uncorrected version will be replaced by the finalised version. This is a public hearing, but the committee can elect to hear evidence in private. If for some reason you wish to make a confidential statement, you should request that the evidence be taken in closed session before answering the question. Members, before asking a question, I ask that you provide the relevant page and paragraph number where possible.

Would the minister like to make an opening statement?

Hon STEPHEN DAWSON: No, thank you.

The DEPUTY CHAIR: We will move to questions, and I will start with the committee members, and the shadow Minister for Police, Hon Peter Collier.

Hon PETER COLLIER: At the outset, can I congratulate publicly the commissioner on his appointment as Western Australia's next Governor. I am very supportive of that on behalf of the opposition. I congratulate also Deputy Commissioner Col Blanch on his appointment as commissioner.

I turn to my first tranche of questions on police numbers and the extra 950 referred to on page 414 of the *Budget statements*. With regard to the numbers, if I go by the questions I submitted prior to the hearing, as of 30 April 2022, there were 6 961 authorised officers. Minister, do you know what the number was 12 months ago in March 2021?

Hon STEPHEN DAWSON: I do not have it available as at March; I do have it as at the end of June.

Hon PETER COLLIER: Of 2021?

Hon STEPHEN DAWSON: Yes. I am advised that number is 6 744.

Hon PETER COLLIER: We are looking at around 250 officers per year with 950 over the four-year tranche; is that correct?

Hon STEPHEN DAWSON: The information I have is that in 2021, the plan was to have 350 additional recruits, plus attrition. In 2021–22 it was 200 additional recruits, plus attrition. In 2022–23, it was 200 additional recruits, plus attrition; and in 2023–24, it was 200 additional recruits, plus attrition.

Hon PETER COLLIER: How many new recruits have there been since March last year?

Hon STEPHEN DAWSON: I am told it is 570 of the 950 program.

Hon PETER COLLIER: How many resignations in the past 12 months?

Hon STEPHEN DAWSON: I think that depends on the moment in time.

Hon PETER COLLIER: I am aware of that.

Hon STEPHEN DAWSON: Let me see what the most recent information is that we have at hand here. That will change on a daily basis. I am advised that in an answer that was provided to you in questions that were lodged prior to the hearing today the information was that between 1 July 2021 and 30 May 2022, there have been 296 resignations.

Hon PETER COLLIER: Thanks, minister. That is 296 since July. Can you tell me how many there have been since 1 January, of that 296? There is a reason for this question. I am not being pedantic; you will see in a moment.

Hon STEPHEN DAWSON: We are just checking through.

Hon PETER COLLIER: I can take it on notice if need be.

Hon STEPHEN DAWSON: We do not have it at the moment. I am happy to see whether it can be got and provided later in the hearing.

There are a number of illnesses in agencies at the moment, too, so I do not propose to take millions of question on notice if I do not need to; so, if I can get you answers here for this session, I will give them to you now.

Hon PETER COLLIER: I appreciate that. I just would be very keen to know how many resignations there have been since January—that is all—and how much of that cohort comprises the 296. While we are looking for that one, I will move on. What is the average resignation rate in WAPOL? Do you keep those figures?

Hon STEPHEN DAWSON: Can I clarify: you said the average resignation rate over which period of time?

Hon PETER COLLIER: If you keep those figures, I would like them over the last five years, if possible—the average resignation rate. Not just the average, I would like the resignation rate for the last five years, and that includes from 1 January this year.

Hon STEPHEN DAWSON: Let us see what we can give you now. I will hand over to Acting Deputy Commissioner Whiteley.

Ms WHITELEY: In relation to police officer attrition over the last three years, I can provide that: 522 police officer resignations from May 2019 to April 2022. The number of police officer resignations in the last 12 months until April was 221. We are currently tracking 44 people leaving a month in terms of attrition in the last six months. On average, it is 33 a month.

Hon PETER COLLIER: Has there been an unusual level of resignations particularly over the last six to 12 months?

Hon STEPHEN DAWSON: I will hand over to the commissioner for this one.

Mr DAWSON: In terms of attrition, the resignation rate for this current calendar year is, as Acting Deputy Commissioner Whiteley said, proportionally above the average. Part of that, we attribute to the strong labour market and the opportunities in the broader labour market. In my time as a senior executive for the last 20 years, I have seen this cycle happen on three prior occasions when we see an uptick, if I can express it that way, with members who at times seek further employment, better opportunities—in some cases, higher remuneration; and in other cases, there are family choices and reasons. We do actually survey reasons why that changes from time to time, but I think it is fair for me to summarise that over the last six months, it is a reflection of what has been happening across many employment sectors.

Hon PETER COLLIER: Before I move on from there, can I get the resignations from WAPOL for last the five years. I do not mean for the last three up until now, but I mean for the last calendar years, and that includes up to today's date for 2022?

Hon STEPHEN DAWSON: No, I have not agreed to that yet, so before you actually tell the chair that. We have given a figure for three years. We said we would get you a figure from January, and we are going to try to get that in this session. We can give it to you now.

Hon PETER COLLIER: But I want it for the five years. You may need to take that on notice.

Hon STEPHEN DAWSON: I am just trying to work out exactly how much extra work it is. I am very conscious, honourable member, because there were plenty of questions before; people worked incredibly hard to get them in. I know some agencies did not. I am just loath to have a whole list of things.

Hon PETER COLLIER: Minister, thank you for that. I appreciate that and I appreciate the hard work that WAPOL does. I just do not think it is too onerous to ask for resignation numbers for one calendar year. That is not too much to ask.

Hon STEPHEN DAWSON: Let me see what I can get you for this session and we might come back to it later in this session.

The DEPUTY CHAIR: We will come back to that towards the end of the session.

Hon PETER COLLIER: Just on the questions prior to the hearing, I did ask for all metropolitan regional districts and divisions as of 30 April. I just have the actual number. Can I get this broken down—this will need to be on notice, I imagine —

Hon STEPHEN DAWSON: Sorry; can you refer to the question that you asked? What number was it, just so that I can find it?

Hon PETER COLLIER: Question one, where I have said for the police officers and police staff, the number of vacancies—sorry, the number of police officers and police staff allocated for all metropolitan regional districts. By that I meant a list of districts. I have been given this information before quite readily. I have just been given the total number; not broken down into the districts.

My wording is probably wrong. I said for “all” as opposed to “each”.

Hon STEPHEN DAWSON: I might ask the commissioner to comment on that.

Mr DAWSON: The numbers can be provided in terms of districts. I will search for the information right here and now, as the minister outlined on the previous question. While you have the total, the breakdown can be provided on the 15 districts. But what I might add is that we got to also take into account those specialist services that, in fact, are deployed such as the traffic enforcement group, state crime—a whole lot of specialist portfolios that are not counted within a district number per se, but they spend the majority of their time in districts. We can provide that breakdown by district and we will have to get that during the course of this session.

[10.00 am]

Hon PETER COLLIER: Thank you. So it is just those two questions, but broken down into the districts.

Hon STEPHEN DAWSON: We are going to see what we can provide in session.

Hon PETER COLLIER: Thank you. With regard to the numbers et cetera, given the profile of the crime issues, particularly in the Kimberley, minister, can you explain or perhaps give some identification of what is actually being done, particularly in the Kimberley but also in the goldfields, in terms of elevated crime levels, and particularly with regard to staff? Has there been a comment on whether or not there has been a large staff turnover or whether there has been an increase in staff levels in those two districts in particular?

Hon STEPHEN DAWSON: I am going to hand over to Acting Deputy Commissioner Brad Royce.

Mr ROYCE: In response to the changing environment up there and the rising crime, I will talk to the Kimberley first. Operation Regional Shield has been funded at \$2.5 million across 2021–22 and then 2022–23. The staffing has been taken up on an as-needed basis. The crime type itself is difficult to police in the long term, waiting for numbers for housing and everything, so we are actually addressing it as a critical need. The staff are being taken up on four-weekly rotations. They are taken from a number of areas across the agency. They are mostly senior officers out of crime and regional operations units—those ones that have good experience in dealing with crime. In the 11 weeks of the Kimberley operation we saw a 30.9 per cent reduction in burglaries and a 17.1 per cent reduction in stolen motor vehicles. With most fighting of crime, it is an attribution of effort that brings it down, and we are working as hard as we can there. We will continue that.

In relation to the goldfields, we have an ongoing summer strategy there where we work with people that have come into the town site in the summer months. We work with local government to

provide food and shelter, and we work in the community. That is in its third year now. The name of that operation is the Summer Response Strategy.

Hon JACKIE JARVIS: Minister, on page 413, COVID-19 response, there is a total for COVID-19 emergency management—actual figures of \$38 million and then, in the planned budget for 2022–23, another \$22 million. What has been the total cost to date of the police response for COVID-19 activities? With easing restrictions, do you envisage that the budgeted figure will be enough, or is the spend likely to reduce as restrictions ease?

Hon STEPHEN DAWSON: I am happy to hand over to Mr Pasquale to answer that one.

Mr PASQUALE: In terms of the total cost since the inception of the pandemic, it has been just shy of \$290 million. That comprises two components. There is an effort that police have funded from the existing resource levels—that is, the use of police officers and their wages. That is not an additional cost; that was just a directed effort. That was in excess of \$114 million, and the balance was the additional funding provided to support the extra activities to support the response. The figures that I have provided are based on some assumptions in terms of the forward estimates allocations. At the time when we made the submission, we assumed that we may need to maintain operations at the intensity that we were maintaining back at the end of last year, till about December 2022. Clearly that is tapering off, so we expect the funding allocation that has been provided to be more than enough, unless there is a significant change in circumstances.

Hon JACKIE JARVIS: On the same page, 413, under spending changes, there is a line item “Implementation of Police Compensation Scheme”. There is a figure in there—the estimated actuals for this year—of 1.2, and it goes across into the out years. Because there is a spend in there as actuals, does that mean a number of police have already taken up the scheme? If so, how many police have taken up the scheme to date?

Hon STEPHEN DAWSON: I will ask Mr Pasquale to make a comment.

Mr PASQUALE: I will provide the details I have available with me. To date, the funding that is presented in the spending changes table is not representative of funding associated with payments at this stage. Whilst there have been numerous officers that have been subject to the medical assessment and various approvals, the payments are based on a recouping arrangement with government. I can talk about what costs have been forecast and how many officers from a particular point in time.

To support the system, funding that has been provided includes some additional resources to govern the system and administer the system—seven FTEs. In addition, there has been some funding provided for a computer system, the Health, Welfare and Safety Client Relationship Management System, to ensure that we can administer the system robustly. From 1 January, 22 officers have been recommended for medical retirement. As at 17 May, seven of those officers have been medically retired and five were due to be medically retired in the week commencing 23 May, and there were a further five officers at that time in the final stages of the medical retirement process. Of those 22 officers, 11 were eligible to receive compensation payments, which we anticipate to be occurring very, very shortly. Once those payments are finalised and determined—they have to go through an assessment process; we cannot estimate what that is—it is then on a recoup arrangement via a supplementary funding process with government.

Hon JACKIE JARVIS: Where do those funds come from under that recoup arrangement?

Mr PASQUALE: The government made a provision for those funds a number of years ago in general provision. From the top my memory, it was in excess of about \$8 million a year. Those funds have been set aside, and, as I said, when the final determinations are made as to the extent of the

compensation payment then police make an application to draw down from that fund to be reimbursed for those payments.

Hon JACKIE JARVIS: Just a follow-up to that, through the minister, are there any new programs or existing programs in place to help mitigate the risks of PTSD and mental health impacts on police officers?

Hon STEPHEN DAWSON: I will ask Ms Roberts if she can provide an answer to that.

Ms ROBERTS: There are a number of programs that we have in place to support the health, wellbeing and resilience of our police officers. Some of the more recent initiatives include our post-critical incident rest period, which was implemented in August 2020 to provide 72 hours of compulsory rest for officers, following exposure to a critical incident. That opportunity means that the officers, whilst they are not deemed to be on sick leave, do not have to bear the burden of actually being on duty but can remain engaged with their colleagues and their work units. Since its inception, we have had 70 officers who have been on the post-critical incident rest period, over about 53 incidents, and we are currently in the process of evaluating the effectiveness of that as a measure, as a protective factor against becoming acutely unwell. So that is a recent initiative.

Hon Dr BRAD PETTITT: My question also refers to page 413, around spending changes and new initiatives. I want to start with a question about the Criminal Law (Mental Impairment) Bill and ask why there is no budget allocation for 2022–23 or future out-years to progress this bill.

[10.10 am]

Hon STEPHEN DAWSON: I will ask Mr Pasquale if he can make a comment.

Mr PASQUALE: The \$145 000 relates to a previous commitment of \$2.9 million to support the planning and policy development activities for the criminal law (mental impairment) bill across the Departments of Justice and Communities, the Mental Health Commission and the Western Australia Police Force. The \$145 000 that is in the spending changes table was allocated to WA police to appoint a project officer, who will prepare an impact assessment on resources required ahead of the implementation operation of the proposed new legislation. That is my understanding. It is basically the tail end of the police's component to that initiative.

Hon Dr BRAD PETTITT: Does that mean a complete draft of the bill has been presented to the Minister for Police?

Hon STEPHEN DAWSON: I cannot comment on what has been presented to the Minister for Police.

Hon Dr BRAD PETTITT: The drafting is complete, maybe?

Hon STEPHEN DAWSON: I understand it is still being drafted.

Hon Dr BRAD PETTITT: Okay. But there is no further involvement for police? The reason I am asking is obviously there is no future budget allocation for this.

Hon STEPHEN DAWSON: It is active. My understanding is it still being drafted. You would imagine, though, upon the introduction and indeed passing of the bill that there would be a requirement to provide funding to agencies to implement the bill, but because we do not know yet—as Mr Pasquale pointed out, the money that is in there now is the tail end of kind of project funding essentially to get us to a stage where there was a bill—so there is still some the police have had—but in terms of future looking, depending on where we land —

Hon Dr BRAD PETTITT: I guess it just raised some questions for me what the future of that bill is because as you indicated, there is some money in the budget for the implementation phase of that.

Hon STEPHEN DAWSON: It is still under consideration.

Hon Dr BRAD PETTITT: I move on—same page—but in this case to Operation Regional Shield. What, if any, resources under Operation Regional Shield have been dedicated to youth policing officers or supports?

Hon STEPHEN DAWSON: Honourable member, the state government has provided an additional \$2.5 million across 2021–22 and 2022–23 to fund Operation Regional Shield with the allocation of additional policing effort into regional WA. It is fair to say it is mostly targeted at young people. I mean, you would have seen the media reports but I am told as part of Operation Regional Shield, there were strategies to focus on juveniles identified as at risk and to date the has operation engaged 989 children and conveyed 687 to either a safe police or a police station. But you would have seen in media reports, I mean there has been TikTok videos of kids doing all sorts of things that has then driven other kids to kind of compete with them. I am told as a result of operation shield, it was determined to increase deployment numbers from 12 to 42 officers, which has simultaneously provided operation shield's resources to Newman, South Hedland, Broome, Derby, Fitzroy Crossing, Halls Creek and Kununurra.

Hon Dr BRAD PETTITT: On a follow-up to that one—you may need to take this on notice—are you able to provide a breakdown of how many young people by age, gender and Aboriginality who had contact with police, provided a caution by police or were charged by police?

Hon STEPHEN DAWSON: I will ask the commission to make a comment.

Mr DAWSON: Of the numbers that the minister has already responded—that is, 989, just under 1 000 children at the time that this briefing was prepared—they would be dominated, regrettably, be Aboriginal children. There are some non-Aboriginal but it is almost entirely a cohort of Aboriginal children that we are dealing with in the Kimberley and Pilbara and some in the goldfields. We can provide a breakdown of the ages, because we particularise that on cautions that are issued, those that are charged criminally before the Children's Court, but we will not have this information right here and now. It will be up to the minister.

Hon Dr BRAD PETTITT: Only if it is not onerous. It would be good to take that on notice if it was —

Hon STEPHEN DAWSON: The commissioner indicated he is happy to provide that. Let us just clarify what we are getting.

Hon Dr BRAD PETTITT: How many young people broken down by age, gender and Aboriginality had contact with police, provided a caution by police or charged by police.

Hon STEPHEN DAWSON: What particular time frame? I presume you are asking for the last financial year.

Hon Dr BRAD PETTITT: Over the scope of this operation, I guess, until the latest data you have got available, if that is manageable.

Hon STEPHEN DAWSON: The operation commenced on different dates in different communities, which makes it hard.

Hon Dr BRAD PETTITT: Would for the last financial year be the simplest way?

Hon STEPHEN DAWSON: The commissioner has indicated that we can get that info.
[*Supplementary Information No A1.*]

Hon Dr BRAD PETTITT: Is any data being collected around the component of prevention and diversion?

Mr DAWSON: There is a comprehensive multiagency approach being dealt with this because the administration of diversion schemes is largely driven through the Department of Justice and then,

of course, the Department of Communities has the same. When police come into contact, apprehend and caution and/or charge, they are diverted primarily through the juvenile justice process. There are a number of initiatives provided either by government services directly or a lot of not-for-profits that are engaged primarily through the Department of Communities and the Department of Justice. Police have obviously some involvement through the police and citizens PCYC and so with those police community initiatives as well, we endeavour to try and stream any children at risk through those various opportunities. But if they are referred to a caution then they are streamed under the administration of another department. Acting Deputy Commissioner Whitely may be able to expand further because I know that she has had heavy involvement.

Hon STEPHEN DAWSON: Did you hear the question?

Ms WHITELEY: No.

Hon Dr BRAD PETTITT: The question was around what data was being collected around prevention and diversion through Operation Regional Shield.

Ms WHITELEY: The data and information collected during the process?

Hon Dr BRAD PETTITT: Yes, around prevention and diversion strategies.

Ms WHITELEY: There is a variety of opportunities that we use when we are dealing children, particularly in regional locations. Of course, what is open to us is being able to caution individual children depending on what the circumstances are in which we have contact with them. We also do have Target 120 programs, which are in place across the state, which is an early intervention program that is in conjunction with the Department of Communities. What we do in those locations is look for those opportunities for those children and their extended families for us to actually engage the families and redirect those children so that they have the best opportunity in terms of, I guess, integrating into the community without being engaged in any sort of criminal activity. In terms of the data that we collect, we would have some information as a consequence of cautions. It may be referrals, so we do have our youth policing officers who are involved in identifying young children that may be involved in certain offending or at risk of offending, and so we may have referrals, which we would prefer to forward to the Department of Communities as part of Target 120 or as part of other intervention programs. We do have that process in place. In terms of other data, of course, arrests and summons and those other sort of things are part of the normal processing of juveniles. But more significantly, we work with our youth policing officers and the broader Department of Communities to make sure that we try to get ahead of the process in terms of diverting those youth away from that sort of lifestyle.

The DEPUTY CHAIR: We are going to move on now.

Hon STEPHEN DAWSON: Sorry. On that, I do have some information here. Operation Heat Shield, for regional WA, as at the end of March 2022, have the following outcomes: 570 retail engagements; 1 253 community engagements, with 36 move-on notices issued; 44 juvenile conveyances to another place; 474 licensed premises patrolled; 281 stealing charges; 111 Misuse of Drugs Act offence charges; 284 burglary charges; 161 stealing motor vehicle charges; 36 disorderly behaviour charges; 10 breach of notice charges; and 779 curfew checks.

Hon NICK GOIRAN: Thank you, deputy chair. At the outset, I also add my congratulations to the Commissioner on his pending appointment, after a longstanding career not only with the Western Australia Police Force, but also with the Australian Crime Commission. Congratulations, commissioner.

Mr DAWSON: Thank you.

Hon NICK GOIRAN: If I can ask the minister and the commissioner to turn to page 414 of the budget papers, there is reference to significant issues impacting the agency—specifically, COVID-19 response. Reference is made there to the fact that the Commissioner of Police also provides leadership as the State Emergency Coordinator. Commissioner, in your time as Commissioner of Police, how many state of emergency declarations have you made and, if possible, are you able to identify how many pertain to the COVID–19 pandemic, and how many do not relate to COVID–19?

Hon STEPHEN DAWSON: Can I ask the commissioner to respond to that?

Mr DAWSON: Thank you. In the time that I have been the Commissioner of Police we have never issued—in fact, in my role as State Emergency Coordinator I do not actually make any declarations personally myself; I advise the Minister for Emergency Services. Of course, once, there was a declaration in March 2020. There have been 54 extensions—in fact, it would now be 55—to the Emergency Management Act because, every 14 days, that is subject to further assessment and renewal. Prior to March 2020, any emergencies through—the way the legislation describes them is hazards—of course, the pandemic being now the current hazard we are dealing with. The previous hazards that I have dealt with in my time as commissioner and the State Emergency Coordinator have been declared emergency situations—a different category. They are typically categorised by hazards such as cyclones, floods and other such hazards. They are generally confined to a shorter period of time, in a specific area. I would refer to, for instance, a Pilbara cyclone. I would take advice from whichever combat agency—if it is police, then clearly one of my deputy commissioners would advise me, and I would make an emergency situation. Most commonly, the Commissioner for Department of Fire and Emergency Services would give me advice and say, “Look, I have got a large bushfire.” For example, the one at Wooroloo. That has now escalated to a level 3, under the scheme; that would then be declared an emergency situation.

In terms of answering your question, it is quite distinct when it becomes a declaration of a state of emergency. From March 2020, it has been that continuous extension process, where I take advice from the Chief Health Officer. I then make an assessment on whether in fact there is sufficient cause for me to advise the minister of the day who has the portfolio for emergency services, as to whether that should be maintained or it should cease.

Hon NICK GOIRAN: Thank you for that comprehensive response. With respect to emergency situations, is that also a scenario where you then provide advice to the minister of the day and he or she then declares an emergency situation?

Mr DAWSON: It is a case where the act does require me to keep the minister informed. The immediacy of the situation—for example, if it is an earthquake or a terrorist event—depending on what the hazard is, can be made without the minister’s concurrence, given the immediacy of a particular emergency. At all times, I must and do keep the Minister for Emergency Services, and of course my own Minister for Police—if it escalates further, then, depending on the nature of what you are facing, it would escalate to the Premier. In the present situation—the Premier of course being Chair of the State Disaster Council, which is invoked once that declaration is made—then that goes through a comprehensive State Disaster Council process. They have met in excess of 50 times since the current matter.

Hon NICK GOIRAN: The power to declare an emergency situation resides with you, as distinct from the power to declare a state of emergency, which resides with the minister.

Mr DAWSON: That is correct.

Hon NICK GOIRAN: Right. Now, at the moment, you have indicated that we have had one state of emergency declaration, which was made in March 2020 and it has been now extended 55 times. As

I understand, it has become routinely the case that you provide verbal briefings to the minister of the day. The last declaration that was made, was a verbal briefing provided?

Hon STEPHEN DAWSON: Yes. I will have to ask the commissioner because the last extension was with the acting Minister for Emergency Services so I cannot answer what took place. I will ask the commissioner to answer that.

Mr DAWSON: I last briefed the acting Minister for Emergency Services, Minister Buti, and I provided both a briefing in verbal and written form. I always bring my reports with me. I provide that to the minister and, subject to any questions from the minister, then it is his decision, in that case, as to whether he would grant any extension or whether he would cease it.

Hon NICK GOIRAN: To the best of your knowledge, did the acting minister declare a further state of emergency extension at that time?

Mr DAWSON: Yes. He did.

Hon NICK GOIRAN: You indicated that you provided also a written briefing. Can that information be tabled to the committee?

Mr DAWSON: I had my reports with me but I did not table them, specifically, and leave with the minister. I briefed the minister; I had all that available but I have retained those papers.

Hon NICK GOIRAN: So the documents are in your care and control at the moment? Are you able to provide them to this committee?

Mr DAWSON: I do provide them to the State Disaster Council when they meet. I provide a comprehensive report each and every time. I understand—we have taken advice from State Solicitor's as to whether the status of those is kept in confidence. I would have to take advice as to whether that is able to be tabled because I do furnish that to the State Disaster Council as well. I am happy to—if I am not going to breach cabinet-in-confidence on those types of papers.

Hon NICK GOIRAN: To be clear, at the moment, those documents have not been provided to the Council; they are only retained by you. I think that has been taken on notice—the prospect of them being tabled.

Hon STEPHEN DAWSON: I think what the commissioner will investigate is the status of those documents, because my understanding is you go to State Disaster Council and the security and emergency management committee of cabinet. Anyway, we will check the status of the documents, noting Hon Nick Goiran's request.

[Supplementary Information No A2.]

Hon NICK GOIRAN: Yes. Now, commissioner, at the start of this state of emergency declaration process in March 2020, I take it you would have also then provided some form of verbal briefing to the minister at that time. Did that also involve a written briefing in any way?

Mr DAWSON: Look, my recall—that was back obviously two and a half years ago, in March 2020. We were receiving information—there was some verbal reports and some written reports, primarily through the Chief Health Officer. There was a discussion at the office of the Premier. The then Minister for Health was Deputy Premier, Minister Cook. My recall was Minister Fran Logan was the then emergency services minister. I certainly briefed all those ministers and the Premier. As to what documentation—I would have to go back and check my records, but it was quite a dynamic situation because we were getting early information about that. Certainly, I do recall, and I would have documentation of some sort.

Hon NICK GOIRAN: Perhaps we could take that on notice.

Hon STEPHEN DAWSON: What was the question?

Hon NICK GOIRAN: The tabling of those original documents.

Hon STEPHEN DAWSON: It would be the captured by the same number as earlier. It is the same issue. My understanding is that they are captured by cabinet-in-confidence.

[Supplementary Information No A3.]

The DEPUTY CHAIR: Hon Nick Goiran we have probably got time for one more and then we will move on to the next question. So, last question.

Hon NICK GOIRAN: Commissioner, you indicated that you provided information in March 2020 and also most recently, and it has been taken on notice the possibility of some of this written documentation being provided to the committee. The reason I ask for this information is because I would like to think that there is at least concurrence in the room here that the state is in a different position now than what they were in March 2020. So, I am keen to know what criteria you are currently using to determine whether or not it is reasonable and appropriate to continue extending the state of emergency. Do such criteria exist?

Hon STEPHEN DAWSON: I do not think criteria exists. However, I am happy for the commissioner to answer essentially what drives him to recommend to the minister of the day the extension.

Mr DAWSON: The broad approach I take is that it encompasses both written and verbal, oral, advice provided to me. It has been my practice to seek written advice from the Chief Health Officer each and every 14-day period. While it may be succinct in its form, it is also complemented by daily reports I receive. In the most recent briefing my recall again of it is that—in fact, I have today's figures, 28 770 active cases. When I briefed acting minister, Minister Buti, it was in the space of some 29 000 current active cases in Western Australia. That, of course, is a matter that I take advice from the Chief Health Officer given it is a public health emergency, and that is then coupled up with how many active cases per day. By way of example, today there are 5 770 new cases and of those cases, 259 are in hospital. So, what I am doing is weighing up the information that is provided by the Chief Health Officer; the capacity for the state to actually manage that emergency; and what other directions do we need to maintain social distancing. The committee may be aware that, for instance, there are existing Emergency Management Act directions and Public Health Act directions that govern the access to, for example, hospitals, residential aged-care facilities, vulnerable cohorts of people in congregate living. And those directions require production, for instance, of vaccination status. They are all, I guess, as a collective, matters that must be considered by me as to whether we can manage this state of emergency without the necessity to maintain an existing state of emergency.

So, it is quite a comprehensive bit of information which you cannot just do it on one solitary figure alone, e.g. the numbers of cases. And that is compounded because we live in one of the world's largest jurisdictions, 2.5 million square kilometres and it is very different to manage the situation in a remote Aboriginal community versus a city of more than two million people. So, it is not something which is taken lightly, of course, and we take as much information as possible. But I would, I guess, close my response to say at all times I take it on the advice of the Chief Health Officer.

The DEPUTY CHAIR: We are going to move on now. Hon Peter Foster, do you have any questions?

Hon PETER FOSTER: I have a question with regard to staff retention in regional WA. I refer to page 419, "Regional and Remote Policing Services". I would just like to understand what incentives are available to officers serving in regional Western Australia.

Hon STEPHEN DAWSON: Thank you very much. So, there are a number of incentives that are offered to police officers in regional WA. They include the royalties for regions attraction and retention incentive scheme. That provides significant supplementary financial incentives for regional deployment within the goldfields–Esperance, the great southern, midwest–Gascoyne, south west and wheatbelt districts. A one-off attraction payment is provided upon commencement up to \$14 000 in specific locations with a further retention payment available in some locations. Government Regional Officers’ Housing—GROH—is supplied at a subsidised rate and in some locations housing is fully subsidised with no rent payable. A district allowance, which is an annual payment, is available and it is doubled for officers with a partner or dependents.

There are also some additional benefits available depending on the location, such as an air conditioning subsidy, annual leave travel concessions, and there is an additional 40 hours’ leave and remote community leave, again dependent on the location of the officer. There are also, as a form of incentive, costs associated with transfers to and from regional locations are paid by WA police, and that includes the removal of furniture and belongings; reconnection costs for phone, water and power; things such as mail redirection; movement of motor vehicles; storage of belongings not taken; travel allowance; depreciation allowance and property allowance. And then, as I indicated, incentives throughout regional WA depend on the location.

I can give you some examples if you want of different things. I will take you to Norseman Police Station. So, in that case that is a free rent location, about \$12 000 worth of benefit; 44-hour week, which is worth \$14 000; there is a district allowance, which is worth nearly \$3 000; there is a locality allowance of \$3 000. So, that is about a \$30 000 package—plus there is an attraction payment. That is that one-off royalties for regions payment. In that case it is \$9 000 and then it varies depending on location. Port Hedland is another example. There is free rent of \$14 000; a 44-hour week, again \$14 000; a district allowance of about \$9 200. So, that is a package of about \$37 000. As I indicated it depends, but it is quite a comprehensive package.

Hon LORNA HARPER: I have a question in regards to mental health. I refer to the significant issues impacting the agency, and we will look at page 415, item 8, specifically —

Hon STEPHEN DAWSON: Honourable member, sorry?

Hon LORNA HARPER: Page 415. It is that Australian accent of mine! Item 8.

Hon STEPHEN DAWSON: Sorry, there were papers moving at the same time so I did not hear—not your accent, your dulcet tones.

Hon LORNA HARPER: Specifically, I would like to ask about interagency exercises. Could you please advise on the efforts being made by WA Police Force to improve police officer engagement with people who are actually suffering mental health crisis?

Hon STEPHEN DAWSON: Thank you. I can provide some information. We do is a mental health co-response model and that is a joint initiative of the WA Police Force, the Mental Health Commission and the Department of Health. The mental health co-response initiative essentially aims to divert persons who are experiencing a mental health crisis away from the criminal justice system and away from hospital and emergency departments, both of which are not good places for somebody who is experiencing mental ill health or mental distress.

So, in relation to WA police, so the WA police is committed to expanding its existing mobile team capabilities. They are currently located at Geraldton, Midland, Cannington, Fremantle, which is located at Cockburn, and Joondalup. And in July, so next month, the WA police will be in a position to commence the expansion of the mobile mental health co-response teams to include Armadale, Mandurah, Perth, Mirrabooka and Bunbury. So, police officers have been provided with appropriate

mental health training and preparation for this expansion and tuition will be ongoing. There is an executive level interagency mental health co-response steering group, and that has been created to improve coordination and evolve the mental health co-response model to meet the demands of frontline police officers who do attend incidents involving people experiencing mental health crisis. The focus of the expansion is to facilitate mental health professionals being safely transported to more tasks to provide assessment but also support and care to those individuals who are experiencing that mental health crisis.

[10.40 am]

Hon DAN CADDY: I have a couple of related questions, and both sort of go to emerging technologies. Minister, I take you to page 415 and dot point 6 under the significant issues impacting the agency. I will not read it all out; it is about the wellbeing of Aboriginal people. The final line finishes “cultural protocol guidance through mobile phone applications.” I was just hoping you would be able to talk more about exactly what that is and how that is operating et cetera.

Hon STEPHEN DAWSON: Look, I can. This is quite a good news story. Having previously been the Minister for Aboriginal Affairs, I am very pleased with the great work that WA police have undertaken in this regard. The force generally continues to focus on culturally appropriate and place-based policing. Since July last year, the Aboriginal Police Advisory Forum has met twice with the WA Police Force executive, and has advised on COVID-19-related matters impacting on Aboriginal communities, but also a mobile phone application, which is called the Yarning app, and then also Aboriginal local cultural induction packages and strategic documents. WA police have developed a number of mobile applications, which were designed, firstly, I guess, to display care and fairness to Aboriginal communities statewide, and then, secondly, to provide officers with cultural information related to the relevant areas where the officers served. The Yarning application was originally designed to, as I said, illustrate fairness and care to Aboriginal persons in police custody. That provided spoken Aboriginal language interpretations of rights in custody. The capability of that app was expanded to include COVID-19 messages. It allows officers to select an Aboriginal language and then to play aloud key messages to improve understanding by Aboriginal people who have English as a second or, indeed, third or fourth language, as is the case in many communities. A trial version of the application was piloted in the Pilbara district and very positive feedback has been received to date; I have certainly heard that out on the ground. Eight Aboriginal languages have now been interpreted by Aboriginal Interpreting WA, and there are three more on the way. Essentially, there will be 11 languages. They are considered to be those languages that give the greatest coverage for Aboriginal language speakers across the state. The WA Police Force has then taken the original concept for the application and has further developed the functionality and usability of that Yarning application. The application has the ability to grow and adapt to provide other messaging for Aboriginal people throughout the state, and police stations, divisions and business areas are encouraged to consider how the Yarning application platform can be used to essentially close the gap with the Aboriginal communities that we serve. I will ask the commissioner just to make a comment on the unit at WA police that has been established under his watch. Is it the Aboriginal affairs unit? I will ask the commissioner if he can expand on that, because I actually think what happens there has been a credit to him and to the police force.

Mr DAWSON: In addition to what the minister has outlined, I have dedicated officers, both Aboriginal and non-Aboriginal officers, who provide, I guess, enhanced subject-matter expertise on how to culturally and appropriately deal with Aboriginal people. That has been a success. I have intentionally not made them the one-stop shop, so to speak, because I expect every police officer of whatever background, ethnicity or creed to treat everyone the same. Aboriginal people are over-represented in the justice system; they are both over-represented as victims of crime and over-

represented in the criminal justice system per se. We have a lot to do with Aboriginal people. By expanding that remit, they then provide not only good advice, such as what this Yarning app is about, but they really provide bridges and open doors with deeper cultural understanding. We then work very closely with the Aboriginal Police Advisory Forum, and they are senior elders from right across the state who personally advise me and my executive. That really results in local induction packages, which we have now federated right across the state. That then engages peoples from different skin groups. That is really important. If you are dealing with, for instance, a First Nation tribe such as the Whadjuk Noongar people, that is very different from dealing with the Martu or other First Nation groups. They are different language groups, even though there are obvious similarities. If I could exemplify another importance by when an officer is deployed, for instance, to a particular locality, and they may unwittingly move onto sacred ground and not know that. They have not been taught that, as Aboriginal people have. If they need to go and search for a missing person or just go about their normal policing duty, you can really unwittingly cause great distress and offence if you go to a women's area or a men's area and you do not know. These induction packages are very important when an officer not only receives that at recruit-level training but when they are deployed to a particular locality. We then engage with local elders and they then have an introduction. That is really important so that they can basically fast-track their local appreciation of that culture. I am very pleased with the way that is going. What that also has involved is a local recruitment package as well. We have now successfully recruited well in excess of 150 Aboriginal people, mainly young men and women, who are adding great benefit to broader policing.

The DEPUTY CHAIR: Honourable member, I am just going to move on and we will come back to you hopefully in a second.

Hon DAN CADDY: Thank you.

Hon NEIL THOMSON: I also pass on my congratulations for your appointment and also acknowledge the hard work of police, particularly in the regions. I am a member in the regions so I see some incredible work by your police, so I just wanted to pass that on if possible.

Mr DAWSON: Thank you.

Hon NEIL THOMSON: You did mention earlier about the TikTok challenges. This is really just referring to the total cost of services impacting on police operations. One of those challenges, I believe, is sadly to ram police cars. We have heard numbers that might have been even up to a couple of dozen cars, potentially, that have been rammed over the financial year. I would be keen, if possible, for you to just outline, commissioner, how many police vehicles have actually been rammed through these challenges, the financial impact of those rammings and how many officers have been injured as a result of those rammings in the last financial year.

Hon STEPHEN DAWSON: I am presuming, honourable member, that you are referring to page 413 of the budget papers and Operation Regional Shield. I am providing you with an answer.

Hon NEIL THOMSON: Please.

Hon STEPHEN DAWSON: Between September 2021 and February 2022, the Kimberley district did experience high levels of crime and antisocial behaviour. The larger communities of Broome, Derby, Fitzroy Crossing, Halls Creek and Kununurra experienced the most significant increases. As I indicated earlier on, a lot of that was to do with social media challenges, or TikTok challenges as I referred to it. As a result of that particular challenge, between September 2021 and February 2022, 13 police vehicles were deliberately targeted by juveniles in stolen vehicles, four police officers were hospitalised with injuries, and nine police vehicles were severely damaged. In response, the WA Police Force commenced Operation Regional Shield. That has been in operation since that time, and,

as we spoke about earlier on, to good success, it is fair to say. I listed those outcomes earlier in response to Hon Dr Brad Pettitt's question.

Hon NEIL THOMSON: Just to further discuss Operation Regional Shield and Operation Heat Shield, making a distinction between the two, in the Regional Shield spending changes table, we have the figures outlined near the bottom of page 413. Just in relation to Regional Shield, in the out years, because there are no spending changes, is there any baseline funding for Regional Shield going forward or will this just be a program that will be rolled into future years if the need is identified?

Hon STEPHEN DAWSON: Honourable member, it is done on an as-needs basis essentially, on a year-to-year basis, so I think it is open to police and to government based on, year to year, what is happening in communities as to what response is needed. There is money in the 2022–23 financial year. I think it is fair to say on a yearly basis, the program is evaluated and monitored and, if the need exists or if there is a need in subsequent years to do something similar, it will happen. I am happy to get the commissioner to give you some further comments on that.

Mr DAWSON: While there was an express \$2.5 million provided through government funding across the 2020–21 through to 2022–23 budget, that amount of \$2.5 million does not fetter our discretionary approach to deal with crime trends and community needs. We have also, in addition to that funding, provided at least 42 additional officers to supplement the existing deployment of officers—for instance, in the Kimberley, Pilbara and others—and they are largely drawn down from our detective officers, our regional operations group, our mounted section and our air wing. We will move people and assets where the need is great. While this particular trend started primarily around Broome and Derby, it very quickly went across to the East Kimberley. More latterly, it has also been in the Pilbara, around places such as Newman, and we have seen some evidence emerging in the goldfields. It is important to note that this is not confined to Western Australia. I have spoken to commissioners from the Northern Territory and Queensland. They have seen, sadly, similar trends, particularly amongst Aboriginal youth, in this very concerning and high-risk criminal behaviour. We are not at all restraining ourselves because of budgetary pressure. We have sufficient discretionary allocation that we will move it to where the need is great. I have personally spoken to officers who have been hospitalised. It is extremely concerning and serious, so we will put whatever people and assets we need to provide safety for the entire community, police included.

Hon NEIL THOMSON: On the issue of Regional Shield, how much of the \$833 000 additional spending this year was spent for accommodation?

Hon STEPHEN DAWSON: I will ask Ms Cardenia if she can make a comment on that.

Ms CARDENIA: Yes, just to confirm, the allocation fully covers accommodation and travel for the officers to go into regional WA.

Hon NEIL THOMSON: If I can just clarify that, commissioner, you mentioned about the drawing down of other elements for the program. It does not include the salaries that have already been paid of officers who have been moved; this funding is purely to cover the additional costs associated with deploying those officers into the regions—yes?

Hon STEPHEN DAWSON: That is correct.

Hon NEIL THOMSON: In relation to Operation Heat Shield, of the \$3.5 million additional funding, what percentage is being deployed regionally versus in the metropolitan region?

Hon STEPHEN DAWSON: Do you have a line item in the budget?

Hon NEIL THOMSON: It is the same table. It is just over the page, on page 314—Operation Heat Shield, \$3.5 million. It is about midway through the ongoing initiatives table. It is the spend for 2021–22. It is almost halfway through that table. It is Operation Heat Shield, not Regional Shield.

Hon STEPHEN DAWSON: Thank you for pointing it out. I only ask, honourable member, because the notes in our folders line up with the page numbers.

Hon NEIL THOMSON: I am happy to oblige.

Hon STEPHEN DAWSON: The metropolitan region was allocated \$2.78 million and regional WA was allocated \$762 000.

Hon Dr BRIAN WALKER: Once again, I would like to voice the support of myself and our party for your elevation to the Governor and thank you for all the work you have done in the past and, indeed, for your successor.

I refer the minister to budget paper No 2, volume 2, and page 414. About halfway down, it is headed “Organised Crime Operations”. There is a very dramatic drop across the forward estimates in the funds allocated. It is probably an accounting thing rather than policing, but I would like to drill down into the actual funding allocation. This might need to go on notice if WAPOL is able to estimate the value of the disruption being caused to organised crime and, in particular, the disruption being caused to the bikie gangs in financial terms throughout the community. What I am basically asking, to put it another way, is: what street value, in particular of cannabis, has been seized by WAPOL as part of its organised crime operations as funded by the \$8.6 million we see listed there; and what proportion of that might be reasonably attributed to the bikie operations across the state?

Hon STEPHEN DAWSON: I will ask the commissioner to make a comment on that.

Mr DAWSON: In terms of the operations against serious and organised crime, it is fair for me to generalise that whenever there is an operation targeting serious and organised crime, certainly in Western Australia, outlaw motorcycle gangs feature prominently. They are generally involved with broad drug trafficking—importation from international sources and the transnational trafficking that we see primarily from larger cities such as Sydney and Melbourne. There have been, as the member would be aware, some large interdictions for what we term motherships through maritime drug trafficking. Probably the most prominent was the apprehension of three people who were apprehended trying to actually attend to a yacht in the Abrolhos Islands with another two international people. All those persons have now been convicted, and that was in the order of \$1 billion of street-value drugs.

It is very difficult to actually proportionally say how deep is that market. We draw that down from wastewater testing analysis to try to determine how much, for instance, methylamphetamine is working its way through the wastewater system. That does give us an approximation, but, broadly speaking, across, for instance, the 2020–21 year, we seized tonnes of drugs, but, importantly, we seized \$83 million between July 2020 and June 2021, which was frozen and included cash. That very much puts a big dent into serious and organised crime networks, because they all owe someone else. Often it will be from an international partner. That does very heavily disrupt.

What I can advise the Council is that as a consequence of both large tonnage seizures and millions of dollars of cash, that has translated to between a 30 and 50 per cent drop in burglaries in the state across the corresponding period, because persons who would otherwise try to procure particularly methylamphetamine have not been offending as much because they simply cannot purchase the drug as readily. We have seen some recalibration in more recent times with the borders becoming more porous, if I can put it that way. Certainly, it has made a significant impact on organised crime and crime more generally across the state.

[11.00 am]

Hon STEPHEN DAWSON: If I can answer, it is pretty important to note that WA police receives annual funding under a memorandum of understanding between the Attorney General and the Minister for Police. The MOU is a criminal property confiscation proceeds funding agreement for organised crime. Then as a result of the agreement, there is approved funding of \$17.658 million, inclusive of a bonus payment of \$0.967 million from the previous MOU and a carryover of \$0.69 million provided for from 2020–21 to 2023–24. Another once-off bonus payment applicable to 2023–24 is to be determined by January 2023, subject to the performance of the WA Police Force in confiscating assets from organised crime operators in the first 18 months of the new agreement. So that is how it is funded.

Hon Dr BRIAN WALKER: That may well answer my second question because I was referring to the same paper, page 424, the cost of services table and the income headed “Grants and subsidies”. There was a substantial drop in the forward estimates and I wonder how the services are expected to cope with a reduction from \$8 million in actual in 2021–22 to forward predictions of \$510 000 for the ensuing years from 2023 onwards. My main interest was: were there any bonus payments and, indeed, proceeds of crime received by WAPOL as a result of the proceeds of crime confiscation? We are relying here on the Auditor General’s fifth report, *Confiscation of the proceeds of crime*, and the entitlement to annual bonus payments for WAPOL if it exceeds the quota of confiscations. That being the case, can the minister tell me what bonus payments, if any, were received across 2020–21 and where I can see those reflected in the balance sheet? I am guessing they are listed as income under this line item, but I would like some clarity around that. It may fall into other revenue, of course, in “Income from Government” further down the page. What was the threshold for any bonus that was paid last year, please?

Hon STEPHEN DAWSON: I will park the bonus issue for a second. I can ask Mr Pasquale to comment on the first part of the question.

Mr PASQUALE: Yes, I can confirm that that particular line item you are talking about does not incorporate the proceeds of crime income. Mainly that line item represents not necessarily ongoing grant receipts. Grants are typically ad hoc, so in there is included a variety of grants, which may include one-off commonwealth funding, for example. So definitely not in that line item.

Hon Dr BRIAN WALKER: Thank you.

The DEPUTY CHAIR: Was there further info?

Hon STEPHEN DAWSON: I will ask the commissioner if he can make a comment in relation to the other part of the question.

Mr DAWSON: As a consequence of negotiations between myself, Deputy Commissioner Blanch and the director general of Justice and directly with the Minister for Police and the Attorney General, we came to an agreement which extended the previous MOU, which was, basically, historically on a percentage basis, to provide for some one-off bonuses in 2021–22. That amounted to \$4 million in excess of the percentage. Then there was a further one-off bonus of \$3 million from 2022 to 2023. The premise behind that request, which I am pleased that the Attorney General and the Minister for Police agreed to, was that those allocated funds were used, and are being used, through a tendering process to purchase specialised equipment which greatly enhances our analytical and investigative capacity to further investigate and apprehend organised criminals. There is some payment that is being provisioned for some special operations and payment of overtime, but we are able to then recruit, for instance, subject matter experts such as solicitors and forensic accountants, which is really necessary. I am extremely confident we will be able to actually recoup

even more from organised crime, by which really they are funding the effort that we can then increase in seizing their assets. We are also, in addition, working with the CCC in terms of unexplained wealth and any capacity for us to further disrupt organised crime entities. It is pleasing that those one-off payments have been approved. That will, I think, aggravate the organised criminal networks because we will be able to do even more.

Hon WILSON TUCKER: You have to forgive my voice; I promise it is not COVID!

My question is in relation to the G2G application. We have seen recently with ServiceWA some of the functionality has been scaled back as we have progressed out of the pandemic, and recently with the G2G applications, the past system, I believe, has been phased out as well. Could you please help me understand how and when the current G2G application is being used?

Hon STEPHEN DAWSON: Honourable member, I remind you that you are supposed to provide a line item in the budget papers that you are referring to.

Hon WILSON TUCKER: I believe it will fall on page 421, perhaps under the ICT transformation program.

Hon STEPHEN DAWSON: It does not fit in there, but anyway, the commissioner is able to —

Hon WILSON TUCKER: My apologies.

Hon STEPHEN DAWSON: That is okay. It is literally about the folder and where things are. The commissioner is able to make a comment on the G2G.

Mr DAWSON: The G2G process has been very successful and I will provide a bit of chronology to explain why. But I can say at this moment in time, the G2G system is not being utilised because of the revocation of the border controls that we put in to measure. Incoming travellers by road, sea and air are no longer required to actually fill out a G2G process.

We did develop a couple of applications there in terms of the G2G PASS and that was the application online. That was first launched on 15 April 2020. Then we progressed to use the G2G Now product on 28 September 2020, and that was to obviate the need for police to literally doorknock people who were self-quarantining, generally at their home or occasionally in hotels and motels. That way, by consent of the user, by using their smart device, they were able to be geocoded to that particular locality without the either embarrassment or nuisance of police having to doorknock to see whether they were home. Importantly, that facilitated an opportunity for both police and the Department of Health to also check on the welfare of people, to make sure that if they were infected with COVID, we were able to geocode and locate where they were in a contemporary way, and that would enable any assistance for the health needs of any of those persons that were travelling.

The system did undergo some system changes in the transition that occurred, with some additional scanning capabilities, again, for efficiency purposes. I—and probably people in this Council have done the same as me—travelled through the airport, used a QR code.

We also stopped about a million vehicles on our intrastate borders when they were in place. That way we were able to automate and not disrupt the movement of truck freight and whatever, because we had an automatic numberplate recognition which was hooked up with these systems. That way we could keep the freight, the food, the resource sector moving without being roadblocked. I can talk a lot more about that, but I think that answers your question.

Hon WILSON TUCKER: I appreciate the answer, commissioner. You mentioned the G2G PASS and the G2G Now functionality. In both cases does the WA police have a data retention policy in place for how long the user's data and metadata will be stored?

Mr DAWSON: There are very strict protocols that have been put in place around that, both in terms of users that sign up to it. There is a very strict encryption process overtop and the storage requirements are put in place for as long as is required. We have had to retain records to prove where people have breached the Emergency Management Act in particular by falsifying documentation. You may recall that that occurred in a number of these high-profile prosecutions where some persons were jailed for attending the AFL grand final. Those records are kept for as long as is required for both evidential purposes and the subsequent appeal. I do not have the definitive time frame in front of me right here and now, but that has been all worked through very carefully with the State Solicitor's Office.

Hon WILSON TUCKER: Commissioner, are you able to share any of the details around the retention policy—terms of reference, if you will, and the encryption mechanisms that are used?

Hon STEPHEN DAWSON: I will ask the commissioner to comment.

[11.10 am]

Mr DAWSON: The tender process that we put into place required that the encryption process must be of the highest scale possible. There was extensive penetration testing to ensure that it was a system that was robust and could not be the subject of unlawful access. There was a retention policy built in and around that of itself, so in regards to encryption, I am satisfied that there have been no breaches that have been brought to my attention. Unauthorised persons or organisations to my knowledge have not been able to penetrate that system. I am satisfied that, one, it was robust and, two, it was fit for purpose. It is governed by a very strict regulatory process to ensure that people who have access to that are very limited to those who actually administer the G2G applications themselves. It is not broadly accessible. You have to go through a commissioned officer to require access to that.

Hon WILSON TUCKER: Just staying on the topic of information security, a recent Auditor General report—I think it was titled “Information security audit” was conducted on a number of different government entities; I think it was about 59. It was quite scathing in relation to information security standards and practices. I know of these entities and I believe the firearms licensing database is one example where there were not robust controls, and there was a lack of proper reporting and controls listed in this report. Are there any plans by the WA police to look at the recommendations that were made by the Auditor General and take them into account moving forward?

Hon STEPHEN DAWSON: I will point out that the member has not shown me a line item in the budget, but I think Mr Pasquale has an answer he can provide.

Mr PASQUALE: Probably the easiest reference is page 414 and, in particular, the digital capability fund ICT transformation, more for context. Yes, obviously the agency is committed to ensuring that its systems are robust, both in terms of their capacity capability, business continuity and security, and police will be utilising that investment that government supported to include improvements in terms of our rigidity and robustness and security elements of those applications across the organisation where they are most needed in priority order.

Hon PETER COLLIER: Just to clarify—I asked a couple of questions previously—am I going to get the responses to those questions, or do you want me to put the questions on notice after the hearing?

Hon STEPHEN DAWSON: It is my intention to give them to you in this session. In terms of the attrition rates for the past five calendar years, it starts off in 2017 at 143; in 2018, it was 265; in 2019, it was 108; in 2020, it was 149; in 2021, it was 243; and in January to May 2022, it was 236.

Hon PETER COLLIER: Okay; that is good. But the other one I wanted was the breakdown into the regions.

Hon STEPHEN DAWSON: We are trying to get that. If not, the commitment I made to you earlier remains. It is my intention to try to provide an answer to you before the session ends.

Hon PETER COLLIER: Thanks for that, minister.

With regard to new graduates who are coming in as part of that 950 cohort over the four years, I understand that the criteria has changed for graduates entering the police force. Is that correct?

Hon STEPHEN DAWSON: It would be helpful if you gave me a page number.

Hon PETER COLLIER: There are 950 graduates; it is exactly the same one. Page 414 refers to an extra 950 police officers.

Hon STEPHEN DAWSON: I think the commissioner is able to provide a general comment in relation to that.

Mr DAWSON: The present status of the 950 program, as we have answered in other questions previously, is that we have graduated 570 of the 950 program, which is spread over the four years. Of that, that means that in real terms we are about 20 FTE over and above the midway point of where we are at. The only criteria I am aware of that we have changed in terms of recruit entrance standards is that there has been no change to the broader entrance tests. Obviously, they all undergo very tight character reference checking, psychological screening, production of senior first aid and a number of other mandatory criteria. We have provided an Australian average in terms of the physical entry standards. Members may be familiar with the beep test and a number of other physical requirements. There is a battery of tests there, and there has been some adjustment in the past 12 months to bring that to an Australian standard. Western Australia Police did have the most exacting physical testing requirements, and that was then reviewed subject to an approach—basically, we have pitched it at the Australian average in terms of the physical requirement required. We are not going below par per se, but there has been some adjustment.

Hon PETER COLLIER: Have we regressed to the mean in Western Australia—as in, our standards were much higher and now they have deteriorated to come in line with the rest of Australia? It will be the first time it has ever happened. I am not talking about police; I am talking generally. I do not mean to be flippant. From what you have just said, commissioner, it appears that way.

Mr DAWSON: It is a fair comment in the sense that we have gone to an average. I was principal of the police academy for some four years and, as I said in an earlier response, it is a very tight labour market at the moment, so our recruitment area is under pressure. There is no doubt about that. With your awareness of some of the attrition pressures that we are under, while we are presently meeting it—in fact, I was briefed only yesterday—we have 60 police recruits entering in mid-August who are further to the 950 program. They have all been offered placements and I understand that is fully booked. We have further police recruit schools throughout the rest of the year ongoing. But what we are doing is examining how tight the labour market is. One of the matters we observed was that some people were getting culled because we had the highest physical entrance standards in the country, so we said that we needed to normalise that. I do not want any police officer to be below a requisite standard, so we have normalised that into an Australian average and we are confident that that average will ensure that they have the physical attributes to do what is quite a rigorous physical job.

Hon PETER COLLIER: Have any applicants over, say, the past 12 months, failed the course in one way or another, either through the initial application or through the process before graduation and been asked to reapply?

Mr DAWSON: I can answer more generally. It is a feature of police training that officers will not infrequently incur injuries during their training, so in that instance they are the subject of quite

comprehensive medical and physical examination to ensure that if they have an ACL injury, for instance, because of the nature of their training, they are provided every opportunity and medical assistance to make sure they get through physically. For those who are unable to meet it because of academic reasons, that is a matter that is dealt with differently. We do have doctors of education and vocational training who provide advice in terms of this. They are given an opportunity to re-sit, as you would with a university exam et cetera. If they are unable to meet the academic and, most importantly for me, any behavioural or attitudinal ones that transgress their capacity to adhere to the values we put in place, we have a process under the Police Force Regulations, if necessary, over the 18-month probationary period to remove any officers who might transgress. I can advise the house that I have removed a number of probationary officers who have yet to complete their full training. I can think of at least one, but there is more than one who has been criminally charged with drink-driving offences. They did not meet the standards that I and the community expects, and they have been removed from the Police Force, so it does occur from time to time.

[11.20 am]

Hon PETER COLLIER: Thanks for that, commissioner. Can I get for the last five years, the number of applicants and the number of graduates from WA police—those that apply, and those that graduate?

Hon STEPHEN DAWSON: Let me just check. We have checked; we do not have it available. I have had indication it can be provided. I am happy to take that on notice.

The DEPUTY CHAIR: Can we just confirm you have got exactly what you need?

Hon PETER COLLIER: The last five years, just the number of applicants and number of graduates. [*Supplementary Information No A4.*]

Hon PETER COLLIER: I do appreciate the commissioner's comments with regard to the graduates. I go to most graduation ceremonies. I can see the diversity of incoming graduates is—

Hon STEPHEN DAWSON: It is actually fun to attend. I have attended previously in place of the previous minister. It is a good event to attend.

Hon PETER COLLIER: It is great. Love it. Can I just turn to page 413, the delivery of services? Can I ask for a description of a priority 1 and 2 grade of service?

Hon STEPHEN DAWSON: Honourable member, just point out to me again what you are referring to?

Hon PETER COLLIER: It is page 413. It is captured under "Delivery of Services" because that deals both with the metropolitan and regional delivery of service, and part of the delivery of services is the grade of service. There is a priority 1, 2 and 3. I was just wondering if I could get a description of what priority 1 and 2 are?

Hon STEPHEN DAWSON: I am happy to ask the commissioner to answer it.

Mr DAWSON: Thank you. In our performance indicator process that we report on our annual report, we have three priorities that we apply. The first category is priorities one and two. Priority 1 would be a life-threatening emergency, 000 call et cetera, where a person's life is at risk. We have criteria where we measure this, and regrettably—it has to be just the metropolitan area because of the vastness of our state—we cannot put a time stamp for some of our more remote areas. Priority 1 incidents involve matters that have an imminent threat to life or serious matters that are currently—for instance, someone is breaking into a house and a person is calling for assistance—they are required to attend within a 12-minute time frame. I am pleased to advise that over the past year,

Western Australian police have responded in under 10 minutes as an average right across our metropolitan region. We have exceeded the KPI that we have set ourselves.

In terms of the other categories, for priority 3—and we actually have priorities going down to 6, 7, 8 and 9, which might be, without being flippant, a cat up a tree type of matter at the lowest level. But we have for priority 3 attendance, they may be matters while they may not be life-threatening, still require police to attend within a certain time frame. That time frame is 60 minutes in terms of those priority 3 incidents. Again, we have exceeded that measure in the past year and we have met all of those KPIs. They may cover a broad range of offences, and it might be a burglary that is historic; a person has returned to their business premise, there is nobody present, and that would not be categorised as a priority 1 or 2 because there is no offender on the premises or no person in the threat of life. It can cover a range of particular calls for assistance.

Hon PETER COLLIER: With that in mind, I appreciate you said the number is just below 10 in the metropolitan area; for priorities 1 and 2, it is 9.4 minutes, but that has come down from 13.6 minutes from last year. It is still in excess of the 6.2 minutes, which for priority 1 and 2 incidents from 2016—so, it has actually increased. In most of the metropolitan areas, it has actually increased. For example, in Armadale, priority 1 and 2 have gone from 4.1 minutes to 8.7; Fremantle, from 7.8 minutes to 9.4; Joondalup, from 8.3 minutes to 10.1; Mandurah, from 5.6 minutes to 10.8; and Midland from 7.2 minutes to 9.7. So, in fact, they are on the increase. In Perth itself, the CBD, it has gone from 2.9 minutes in 2016 to 8.5. I was just wondering why there has been this increase pretty much across the board in the Perth metropolitan area for response times to priority 1 and 2 incidents?

Hon STEPHEN DAWSON: Noting that the commissioner has already indicated that we meet the KPIs that have been established by WA Police and the Auditor General, I am happy to ask the commissioner to elaborate further on the matter.

Mr DAWSON: While there has been a marginal increase, still well within the KPI parameters that have been set, I would have attributed a lot of the to the COVID-19 state of emergency. I had in excess of 500 officers that were deployed in the existing state of emergency. While I have returned those officers in recent months, in fact since May they have returned to frontline duties, I would expect that the KPI response times will substantially be even lowered in terms of the response times. But during the time frame for which I am responding, we have had officers deployed all across the state, some from the metropolitan area going up to Eucla, up to Kununurra et cetera, and to some of the ports where we had COVID-infected ships coming into the Pilbara, for instance. We simply had to deploy more officers for COVID-19 than we would ordinarily otherwise do.

The DEPUTY CHAIR: Just noting the time, honourable member, did you have another question?

Hon PETER COLLIER: Just a very quick one. I have piles, but I will put some of these questions on notice. Just with regard to mental health, and it is an area that covered a lot last year in last year's hearing in particular, the PTSD which was mentioned of course. I am delighted that that legislation went through with regard to police compensation, but PTSD for those diagnosed post-resignation or post-retirement is not included, and that is something we do need to look at. Just a comment perhaps, minister, on the numbers that were provided to me for those police officers that have been accessing the services to mental health issues, they have escalated from 777 in 2019—this is from the questions provided—to 2 619, last year. That is a trebling of police officers that are accessing services. I am just wondering if you could perhaps explain why or what attributed that significant trebling of the number of officers that are actually seeking services?

Hon STEPHEN DAWSON: I have got a couple of people who will provide an answer to you. It is fair to say, though, over the past few years, as the stigma attached to mental health in the police force

lowers or drops, we are seeing more and more police officers access the services that are provided. I will hand over to the police commissioner and then to Ms Roberts who will provide some extra information.

Mr DAWSON: I intentionally introduced four key values to the police force on my appointment as commissioner. They are all important, but the one I am referring to is the value of care. I will use a personal example given I do not have too much longer in this job. As a 19-year-old, I was called to a suicide of a colleague I worked with. I had to carry his children out of the house. I was ill prepared for such a tragic scene. Dealing with that, I will be candid enough to tell you that the mitigation measures that were provided to me some 45 years ago were to go back to the station and have a couple of beers. Now, as we would appreciate, alcohol is no medication to assist you in dealing with such horrific trauma. Having experienced those throughout my career and seeing my colleagues killed, maimed and going to such tragic events—officers are going to those exact tragedies today. Last night there were a number of tragedies, the night before there were and tomorrow there will be more.

That is why care is a very important value, not only to provide to victims of crime and persons that we are assisting in the community, but for our own people. As the minister opened with in his response, it has been stigmatised. I certainly have led the dialogue that we needed to have, where it is not a sign of weakness to speak up and say, “I’m not coping.” That is something that is a reality. It is an illness that at times can pervade any workplace, but policing is a stressful vocation. Although it is extremely rewarding, the reality is that we are dealing with people in very exacting situations. We have put in quite a comprehensive program, which director Karen Roberts, with permission, can expand on what we are doing and why we have got a big uptake.

[11.30 am]

Hon STEPHEN DAWSON: I ask Ms Roberts to provide an answer.

Ms ROBERTS: Aside from the comments that the minister made about significant effort being made to reduce the stigma around help seeking, we have actually increased the availability of resources through both internal and external measures. For example, we have increased the number of our in-house clinical psychologists, chaplains and police officers who perform the injury coordination support services role. That particular function now operates seven days a week. Those officers make personal phone calls to their peers who have been involved in critical or distressing incidents. In addition, the preferred provider network—we have lowered the gateway for officers accessing external psychological services—as well as an outreach program for our EAP in the regions. That has been piloted in a number of regions, and that will continue into the coming financial year. There is also, with the additional psychological capability within our psych services unit, a much stronger focus on proactive measures to encourage help-seeking behaviour. We want our police personnel to engage with services before they become seriously unwell, so there is an expected and welcomed increase in help seeking from our workforce and their families through our EAP services.

Hon JACKIE JARVIS: My question is in relation to the Road Safety Commission, page 415, dot point 11. It notes here that the Road Safety Commission is developing some interagency and intergovernmental agreements, which says it is to expand, harmonise and integrate data sources. I wonder how the integration of data sources helps to support road safety efforts. What sort of data are we collecting and how are we using it?

Hon STEPHEN DAWSON: I am happy to start off and I will hand over to the Road Safety Commissioner. Essentially, when I was briefed on this, I was advised that we need high-quality, detailed and timely data to get a better understanding of crashes, but also the road environment and driver behaviour. Currently, road safety data is collected by several different agencies as part

of their day-to-day operations and it does take a lot of time and effort to pull this together into meaningful information and also meaningful reports. The Road Safety Commission needs access to better information to effectively coordinate the *Driving change road safety strategy* and, again, to contribute to the national road safety strategy. The challenge is that we need to better connect, integrate and, indeed, utilise the different sources of information. There is broad stakeholder support in the road safety space to prioritise and improve data and for more timely analysis and reporting. The Road Safety Commission is actively working with other agencies to influence data quality and improve data access, and to support meaningful data integration. I will ask Mr Warner whether he can further elaborate on that.

Mr WARNER: There are a number of moving parts in this space that are really fairly foundational to us being able to achieve the driving change strategic objectives of reducing serious trauma on our roads by the targets of 50 to 70 per cent by 2030. There is a research component. If you look across Australia, a lot of individual jurisdictions are funding their own little bits of research centres all over the place, so we are trying to reach out and get a better national approach to research prioritisation and funding to try to get better value for money from the money that we invest. We have invested, in WA, in the UWA research centre here. That is deliberately trying to encourage a home-grown product around road safety practitioners. In part of that research that we get them to do, we are also funding PhD students, home grown, there. That is one of the things we are trying to do. There is the research element and there are the other elements of trying to better understand crashes themselves—the causal factors of crashes—and get better integration.

One of the primary data sources we have is health system data. That is governed by a whole range of protocols around privacy and access to confidential information. But we are only one piece of a whole; so, again, trying to get nationally agreed standards, and processes and protocols with MOUs between different agencies so that we get more timely access to data. For example, I could only tell you last month the sort of high-level serious injury statistics for 2021. We can count very quickly the people who die in crashes—we do that on a daily basis—but serious injury data has to be compiled and integrated from multiple sources. In addition, there are a number of gaps in our data that we really need to fill, particularly in the area of vulnerable road users, particularly pedestrians and cyclists and the emerging space of e-rideables. We just do not have the data sources that capture that very quickly or completely. That is the space we are trying to work in. On top of that we are trying to get better technology analytics so we can do a deeper dive into some of the causal factors. That is going to play out not just in understanding but also the design of policy and programs going forward.

Hon JACKIE JARVIS: Dot point 12 on pages 4 and 5 talks about the transition from traditional mass media marketing of road safety campaigns to identifying different cohorts. I am really interested in what work you are doing to actually have those safe driving messages to particularly young people. My own community was impacted by the death of a young man in Margaret River just last week, and we have had a number of similar regional deaths in the south west. How are you trying to get that message through to that sort of 17-25 cohort?

Hon STEPHEN DAWSON: I can make a comment. That cohort that you are talking about do not watch the news, do not read the newspapers, but they are on TikTok, YouTube, Facebook and Twitter—some of them. What we have seen, particularly in the last year or two, is the Road Safety Commission pivot to ensure that we do use those contemporary channels and to vary the target markets. That is not to say that we do not do the traditional stuff, because we do; but certainly we have moved away. We are trying to be in the places where the people are. For young people, it is not in those traditional channels; it is actually those kind of modern apps. A great deal of work is happening, and research and evaluation—campaign evaluation—is taking place. We use marketing

expertise to ensure that we do effectively use digital and social media channels to make sure that the road safety campaigns that we do run are targeted and get the best bang for our buck. I hope that answers your question.

Hon NICK GOIRAN: My question is to the minister and the commissioner. Has Western Australia police received any complaints about unlawful access of the Department of Transport's TRELIS database? It was the subject of a CCC report in August last year.

Hon STEPHEN DAWSON: You are not referring to a particular line item?

Hon NICK GOIRAN: Specialist police services on page 419, if I need one; but, no.

Hon STEPHEN DAWSON: I was just asking if you were just to see whether there was something in the folder on that. Commissioner, are you in a position to answer that?

Mr DAWSON: I am unaware of any particular matters that have been raised about TRELIS. Obviously, that captures the data for people issued with drivers' licences and vehicle registration. It is a common database in almost every criminal investigation, but in terms of any unlawful access, I am unaware of any contemporary matters that have been brought to my attention recently.

Hon NICK GOIRAN: Are you sufficiently confident about that that we do not need to take it on notice?

Mr DAWSON: If it was a serious matter that was the subject of, for instance—she is shaking her head—a corruption matter, Acting Deputy Commissioner Whitely has daily contact with the CCC. Historically, I can advise, of course, we have done investigations where people have unlawfully accessed and the CCC has reported, as you would be aware through committee reporting, serious allegations and, indeed, criminal behaviour by persons in licensing vehicles and issuing driver's licences, but as to any contemporary investigations, I am unaware.

Hon NICK GOIRAN: That is fine. That is what I thought it would be. With respect to high-risk serious offenders and dangerous sex offenders, how many are currently being monitored by WA police?

Hon STEPHEN DAWSON: There is nothing in the folder. We will seek that information and take it on notice.

The DEPUTY CHAIR: Do we need further clarification of what you are asking for, Hon Nick Goiran?

Hon NICK GOIRAN: If you want to have a more expansive question, it could be: how many high-risk serious offenders and dangerous sex offenders are currently being monitored and how many have breached their conditions in the current financial year? Minister, I wonder if it would be possible to also have each of the previous four financial years.

Hon STEPHEN DAWSON: I have noted your request, honourable member; let us see what we can provide to you by way of an answer.

[Supplementary Information No A5.]

Hon NICK GOIRAN: Deputy chair, through you to the minister and the police commissioner, the committee has received a letter from the Minister for Police on 3 June this year and it is dealing the intersection between WA police and the State Coroner. The committee has had great trouble getting information from the State Coroner, who seems to think that she is immune from any accountability in Western Australia, so we have to go through other means, like the Department of Health and WA police. The police minister said there has been a 14 per cent increase in reportable deaths and an 11 per cent decrease in completed reports and that this might provide some of the explanation about the reduction in the number of completed police investigation reports. Police commissioner, perhaps you might be best placed to explain to us what is the cause of this 14 per cent increase in reportable deaths? It does seem like a remarkable increase.

Hon STEPHEN DAWSON: I will ask Acting Deputy Commissioner Royce if he can make a comment.

Mr ROYCE: The increase in deaths has been going on for some time. It cannot be attributed to a particular issue like COVID or anything exciting; it just is the community ageing and deaths increasing. The reduction in reporting came about initially because—I will be honest—some of our reporting was not up to the standards, so they were getting in fast and coming back, so we have put a significant amount of effort and time into —

Hon NICK GOIRAN: So coming back from the Coroner's Court?

Mr ROYCE: Yes, for more information. These can take years by the time we get all the medical professionals and the advice. They were coming back, so we were meeting a faster standard but the grade was not up to my expectations. We have spent a lot of time working with the coroner. We have put more people into it. It will take us some time to catch up. These are long files and they can take some time, but there is nothing concerning in the number that shows me that a particular issue caused it. It was a standards and practices issue. We have put more people into it and I hope that by the time we meet again, we will have a better number.

The DEPUTY CHAIR: Before we keep going, minister, do we have that information about district staffing?

Hon STEPHEN DAWSON: I am conscious of the time; we have a minute left. We have tried to get that for the honourable member. We think we might have it.

Hon NICK GOIRAN: Is this the resignations issue? We said we would come back to the resignations issue at the beginning.

Hon STEPHEN DAWSON: This is the vacancy issues. My understanding was the question was related to 30 April 2022, when there were 284 police officer vacancies and you had asked for a district breakdown.

Hon PETER COLLIER: Yes, for the number allocated, which was question 1, and the number of vacancies, which was question 2.

Hon STEPHEN DAWSON: The second part is: Armadale, 29; Cannington, 30; Fremantle, 34; Joondalup, 15; Mandurah, 29; Midland, 19; Mirrabooka, 21; Perth, 28; regional operations, 11; goldfields—Esperance, 11; great southern, six; Kimberley, 14; midwest—Gascoyne, 13; Pilbara, seven; south west district, seven; and the wheatbelt, nine. The first part we will take by way of supplementary. The commissioner was going to make a note that it is a point in time.

Hon PETER COLLIER: They were vacancies that you just read out?

Hon STEPHEN DAWSON: They were vacancies.

The DEPUTY CHAIR: We are going to take the first part as supplementary information.
[*Supplementary Information No A6.*]

Hon NICK GOIRAN: Deputy chair, just before you wrap up the session, was is happening with regard to the resignation issue?

The DEPUTY CHAIR: That was answered earlier in the session.

Thank you for attendance today, witnesses and members. Members, you may submit your remaining questions through the electronic lodgement system, which will close at 5.00 pm on 1 July 2022. Witnesses, the committee will forward the uncorrected transcript of evidence, with questions taken on notice highlighted, as soon as possible after the hearing. Responses to questions on notice are due by 5.00 pm on 20 July 2022. Should you be unable to meet the due date, please advise the

committee in writing as soon as possible before that due date. The advice is to include specific reasons why the due date cannot be met. Once again, I thank you for your attendance today.

Hearing concluded at 11.46 am
