



# Internal Witness Support Unit (IWSU)

National Investigation Symposium 2012



# History of the Unit

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- **<1993** - Little being done to support officers who reported corruption.
- **1994** - Internal Informers Policy implemented under Professional Responsibility Command
- **1995** - Transferred to HR Command  
IWSU formed – 9 staff
- 1996** - Internal Witness Support Policy replaced Internal Informers Policy.



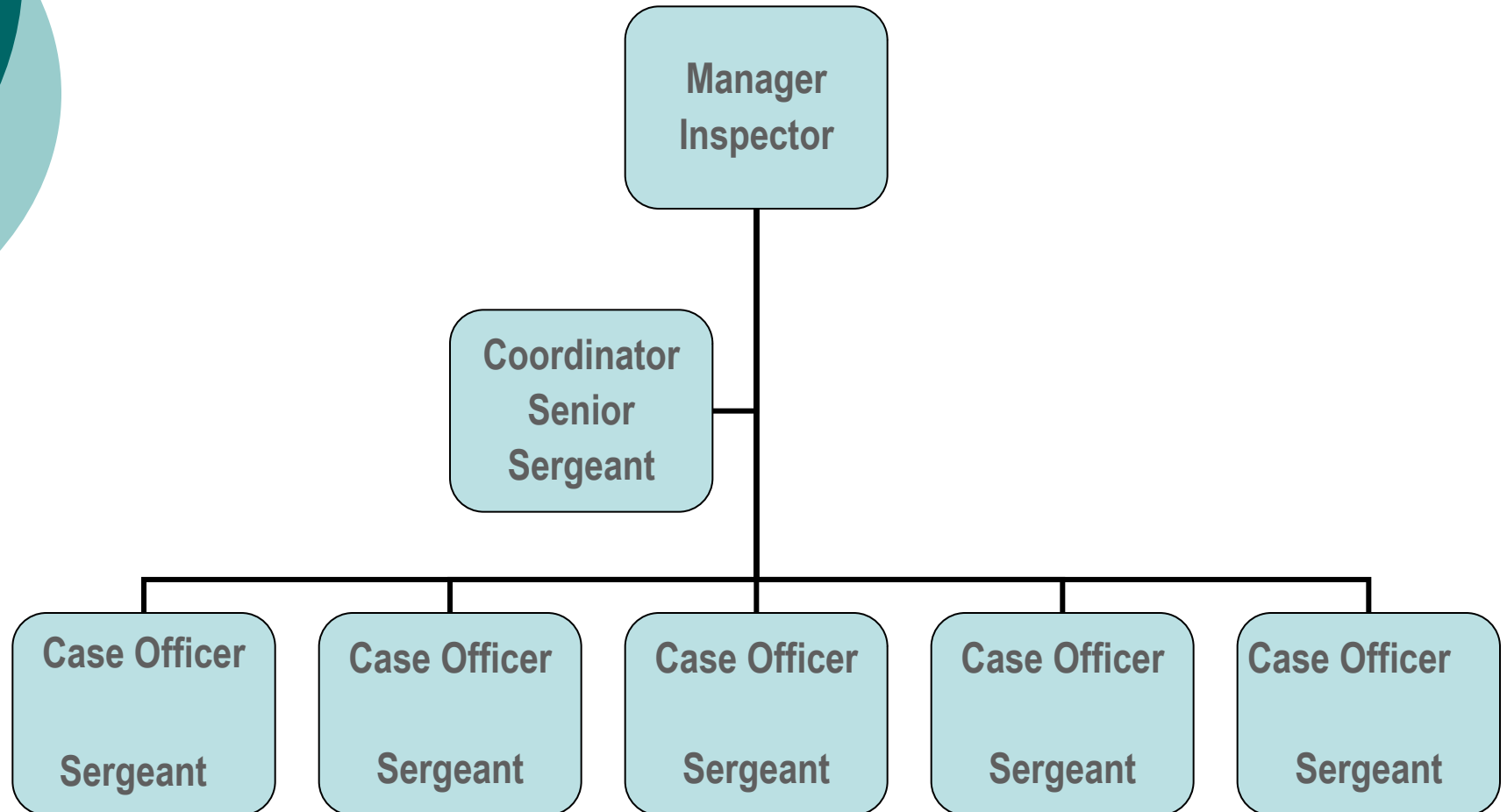
# Statistics

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- Late 80's - <200 internal complaints per year
- Since 2004-5 consistently >1000 per year
- 2011- over 5000 complaints  
35% internally generated (approx 1750)
- 2011 -50% internally generated complaint issues sustained compared to 10% for externally generated complaint issues

# Current Structure of IWSU

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# How is IWSU notified about Internal Police Complainants?

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- Sworn officers – electronic complaints database
- Unsworn officers – manual referral by the Administrative Officers Conduct Team (PSC)
- direct referral from Local Area Commanders/ Managers/ Investigators/ PSM's/ PSDO's/ Executive Officers, Workplace Equity Unit etc.
- External investigating authorities (Ombudsman & PIC)



# IWSU Assessment Criteria

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The IWSU has sole responsibility for assessing eligibility and offering the IWS Program.

Considerations may include:

- **Nature of the allegation**
- **Rank and location of IPC/ID in relation to the subject officer**
- **Potential for victimisation & harassment of IPC/ID**
- **Identified need for support of the IPC/ID**

NB The program is ***voluntary***



# What does the Internal Witness Support Program provide?

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- Support, advice and guidance to IW's ( sworn and unsworn) through the investigation and any legal/departamental process
- Advice to Commanders / Investigators with managing the IW through the investigation and in the workplace
- ID/referral appropriate support services.



# Role of the Case Officer

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- Maintains regular contact with the IW
- Liaise with the investigator
- Liaise with the commander/manager
- Support IW throughout investigation and any legal proceedings
- Registration/deregistration on IWSP
- Maintain Case Files and IWSU database





# Reprisal Action Legislation and Policy

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Legislation & policy provide protection to persons making protected 'protected allegations' or 'public interest disclosures':

- Code of Conduct and Ethics
- Crimes Act
- Police Act
- Public Interest Disclosures Act
- Public Sector Employment and Management Act
- OHS Legislation
- Anti Discrimination Legislation



# Case Studies

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- Case Study 1
- Case study 2



# IWSU CONTACT

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