

Date : 03/12/2020
Location : Alice Springs Police Station
Conversation Between : Detective Senior Sergeant Lee MORGAN
Sergeant Lee BAUWENS
Also Present : Detective Senior Constable First Class Megan DUNCAN
Sergeant Terrence SIMPSON, Northern Territory Police Association
Conversation Commenced : 0910 hours
Conversation Concluded : hours

Transcript accuracy disclaimer:

This is a draft transcript of an audio recorded conversation. This transcript should not be relied upon as an accurate record of the interview until it has been verified by one of the investigating officers.

MORGAN: The time is 9:10am on Thursday the 3rd of December, 2020. Speaking is Detective Senior Sergeant Lee MORGAN. Detective Senior Constable First Class Megan DUNCAN is also present. Detective DUNCAN, can you please state your name for the recording?

DUNCAN: Megan Duncan, Detective Senior Constable 2062.

MORGAN: This is an audio recorded statutory declaration of Sergeant Lee BAUWENS. This statement is being completed in the Alice Springs Police Station. Sergeant BAUWENS, can you please state your full name?

BAUWENS: (Inaudible) Lee (Inaudible), Lee BAUWENS, Sergeant 2111.

MORGAN: And your age and date of birth?

BAUWENS: [REDACTED].

MORGAN: No worries. Also present is another person in a support role for Sergeant BAUWENS. Can you please state your name?

SIMPSON: Yeah. Sergeant Terry SIMPSON registered number 2266 but in this capacity, as a, a representative for the Northern Territory Police Association.

MORGAN: Alright. (Inaudible) Sergeant BAUWENS, how would you like me to refer to you during this statement?

BAUWENS: (Inaudible).

MORGAN: I can call you Sergeant BAUWENS, I can call you Lee. Whatever you want?

BAUWENS: Lee's fine, Lee.

MORGAN: No worries. This statement is being obtained as part of the coronial investigation into the death of ████████ WALKER which occurred on the 9th of November, 2019 at Yuendumu.

Lee, whilst we are taking a statement from you at times it may feel like you are being interviewed as we will be asking questions and we may need to ask clarifying questions after you've provided certain information. (Inaudible) answers you provide should be in your own words. We may often ask clarifying questions. If at any time you would like to pause the statement in order to access particular information, we are happy to do so. We're also happy for you to advise us that you will get back to us at a later time if there is something you can't answer right away. Any subsequent statements may be in either audio or (inaudible) written format or they may just be that we clarify something via email or a conversation over the phone (inaudible) and I can adopt that into a statement or just to provide the email as (inaudible) advice to the Coroner.

(Inaudible) Lee, please repeat after me. I, Lee BAUWENS declare the following to be true.

BAUWENS: I, Lee BAUWENS declare the following to be true.

MORGAN: (Inaudible) can you please tell me your current rank and position?

BAUWENS: Sergeant Alice Springs General Duties.

MORGAN: When did you commence in this role?

BAUWENS: (Inaudible).

MORGAN: Just roughly is fine.

BAUWENS: 2014.

MORGAN: Early? Late? 2014.

BAUWENS: Late.

MORGAN: Late 2014.

BAUWENS: October.

MORGAN: Yep. What position did you hold prior to coming to Alice Springs as a Shift Sergeant?

BAUWENS: Sergeant TRG.

MORGAN: When did you get promoted to Sergeant? Can you recall?

BAUWENS: I can't recall the exact date but (inaudible) about 3 or 4 years prior.

MORGAN: Yeah, right. So 2010, 2011? We can get it off Adapt anyway.

BAUWENS: Yep.

MORGAN: But just roughly. Alright (inaudible) how long were you in TRG for?

BAUWENS: 10 years.

MORGAN: So you got to Alice in late 2014, how long have you been involved with the IRT for? Can you recall roughly when that kicked off?

BAUWENS: The IRT (inaudible) started as the Alice Springs Coordinate Containment Team which existed in level, different levels for quite a few years (inaudible). When I arrived it wasn't, basically it was just equipment, there was no real members (inaudible) and I set about to revitalise it and turn it into an effective Section. So, basically I started from that date. It changed its names, stayed as, stayed as, stayed as the Coordinate Containment Team and I think it went to (inaudible), there was another name. It ended up being IRT.

MORGAN: So did you (inaudible) kick that process off, like shortly after arriving?

BAUWENS: Shortly, yes.

MORGAN: And was that of your own accord or did someone ask you to look at that or you just saw it as a deficiency in policing in Alice Springs and you did it of your own accord?

BAUWENS: Of my own accord (inaudible).

MORGAN: Yep. Okay. (Inaudible). So I understand you're the designated Officer in Charge of IRT, are you able to tell me what that actually means? Because I know, I know it's not a full-time position so yeah.

BAUWENS: (Inaudible).

MORGAN: What does it actually mean for you in your, in your daily duties?

BAUWENS: (Inaudible) the IRT, Immediate Response Team. It's a part-time Section which is made up of general duties members who have full-time positions and, as I do as OIC, a full-time position (inaudible).

MORGAN: When you say, sorry, just, you say you have a full-time position? A full-time position outside of the IRT, is that what you mean?

BAUWENS: Correct.

MORGAN: Yep.

BAUWENS: Yeah, there is no, there are no gazetted positions in the IRT.

MORGAN: Yep.

BAUWENS: They are solely made up of part-time (inaudible) participants. The (inaudible) yeah, it included, it's 15, has 15 people. (Inaudible) sorry what was the beginning of the question again?

MORGAN: So, basically what's your, as the OIC.

BAUWENS: Yeah.

MORGAN: Of the Section. What is your role? What is that? What do you do as the OIC?

BAUWENS: Alright. Yeah, as (inaudible) OIC I manage all aspect basically of IRT training, equipment (inaudible).

MORGAN: Are you provided any extra time to do any of that?

BAUWENS: No.

MORGAN: Or are you? So, you're just expected to do that so I imagine as a Shift Sergeant you're generally quite busy?

BAUWENS: Very busy.

MORGAN: So where do you find the time to try and manage the IRT?

BAUWENS: (Inaudible) in, during shift if I can or in my own time.

MORGAN: Anything else you wanna, you wanna add on that?

BAUWENS: (Inaudible) the, did you want to talk about the training schedules...

MORGAN: (Inaudible) yeah, I've, I've got some more questions about that.

BAUWENS: Or will that come later or, and the roles or.

MORGAN: But as it, as yeah look you basically you can expand on whatever you want. I'll ask some questions. Sometimes I only need a short answer but I see the OIC role as something that's quite interesting because having been a Shift Sergeant and knowing (inaudible) the workload of General Duties at the moment in Alice Springs is quite high (inaudible) it is quite interesting to know how you get the time to do a, what should be a fairly important role whilst you're trying to fulfil the role of the Shift Sergeant.

BAUWENS: Yes.

MORGAN: So if, if there's anything else you want to say about that, I'm happy, happy for you to say it (inaudible).

BAUWENS: Yeah. Na, it was just that it was yeah. It took a, a lot of time and a lot of (inaudible) work and effort to get it to where it was.

MORGAN: Yep. So, in your own time and trying to do it in between managing your normal job?

BAUWENS: Correct.

MORGAN: (Inaudible) so, my understanding is that training records of the IRT are recorded on a system called Spectre which I'm not familiar with but I understand it's used by TRG where they capture training records?

BAUWENS: Correct.

MORGAN: So, did, did the IRT start using Spectre to record training records after your arrival or was it already happening before?

BAUWENS: Oh, after.

MORGAN: After. Alright. So, can you talk me through the administrative side of how that works and I don't mean the real functionality, I mean how do we get from you doing training to the information getting on Spectre?

BAUWENS: When I conduct the training, I'd return after the training, go to Spectre, add the members who participated in training (inaudible), the outcomes, what was achieved in training, pass/fail (inaudible), any areas where, if you, more development was needed (inaudible) had a, a very limited area of (inaudible) information you can put in it. It's more of, just a, re, basic recording program.

MORGAN: Yep (inaudible) so would that only be as a result, I understand or according to the SOP, you guys are supposed to be given 1 full training day every 5 weeks but I believe that didn't actually quite happen so when you're putting information onto Spectre would that be as a result of a training day?

BAUWENS: Correct.

MORGAN: Any other (inaudible) ad-hoc training that you would do that would end, end up on Spectre?

BAUWENS: (Inaudible) no.

MORGAN: Right. So just basically your once, your rostered training day?

BAUWENS: Yeah.

MORGAN: You try and pull something together and...

BAUWENS: Oh correction. We did add our last CQT course onto Spectre.

MORGAN: CQT Course meaning?

BAUWENS: Cordon Containment Course

MORGAN: Yep.

BAUWENS: The IRT course, induction course.

MORGAN: Okay. So that's the 2 week course before members become IRT members?

BAUWENS: Correct. Yep. We put the last one on there because that's when we introduced Spectre.

MORGAN: Yep.

BAUWENS: At that time so we put that on there as well.

MORGAN: Okay. So, pretty much all training that the IRT does will end up on Spectre?

BAUWENS: Correct.

MORGAN: (Inaudible) so as I said to you in that email I sent to you a few days ago, one of the things I've been trying to get my head around is the SOP talks about training being done by TRG (inaudible) and I'm not sure I totally understand this properly and I'm hoping you'll be to explain this to me.

BAUWENS: Sure.

MORGAN: But in more recent times, it appears that the management or the Instruction in training moved from TRG to yourself (inaudible). Are you able to talk me through, was there a formal process of that changing (inaudible)?

BAUWENS: Definitely.

MORGAN: Can you talk me through how that came about?

BAUWENS: It, it came about to (inaudible) so we could effectively run training in Alice Springs with, without TRG involvement because obviously they are busy and cannot be here to conduct training so we had to maintain our own training (inaudible) so about 2017 I believe we (inaudible) initiated a train-the-trainer situation where myself, Mike WILLIAMS, Liz WILLIAMS and Hayden HUNT went to Darwin and were assessed. (Inaudible) us, the 4 mentioned (inaudible) had previous tactical experience (inaudible). So, we were utilised in that capacity where we were assessed (inaudible) for our training and implementing training (Inaudible) in the Alice Springs for the IRT. (Inaudible) and we were

signed off on that (inaudible) so we can then commence our own training and...

MORGAN: Who delivered that training to you?

BAUWENS: (Inaudible) that was through, me, OIC I think was Neil MELLON and Meacham KING I believe.

MORGAN: Okay

BAUWENS: And TRG. I've got the scoping template here. Now, it's probably where it, there is probably a bit of confusion in when we say training, this was for high-risk training. Like, emer, emer, immediate emergency reaction training.

MORGAN: Yep, yep.

BAUWENS: Which is the primary role of IRT, cordon containment, arrest plans, surrender plans, immediate emergency action. Now that training was to maintain that skill which was the core function of IRT and for us to deliver the training and the courses in that criteria. So, we were authorised in that area to run the training for the high-risk, it's the core function of IRT. That's the scoping plan here that says the emergency action capability (inaudible). An IEA is...

MORGAN: Sorry when you say that stuff just, are you able to use the...?

BAUWENS: Yeah, immediate as, as part of the development of IRT, I think I've (inaudible) spoken about in the previous interview. It went from a cordon team (inaudible) to include an IEA which is an Immediate Emergency Action. With TRG being 5 hours away (inaudible) if a high-risk situation was declared, you put a cordon in place, we are authorised to come up with a cordon plan, (inaudible) arrest surrender plan (inaudible) negotiator escort plan and we were limited to those plans. We weren't in a position to do anything if a life threatening situation occurred within the stronghold. There was no plans for that and there had to be for, best practice so it was decided to and in line with the siege management strategy. So we decided to, I pushed the fact that we had to do an, an emergency, immediate emergency action which is a, a plan which TRG does but it's their, a basic entry plan on arrival. So it's basically a plan if everything goes bad and you have to get into the house and save someone's life. We have to have that plan. We can't just sit back and watch it happen which it was decided to happen which was (inaudible) which was decided as a, a progression for IRT to come to that role and obviously with that role, it requires a lot more training. You've got entry to house or we call it stronghold and also, room clearance, conducting a, a, search within that house to find the offender and deal with the situation. So, that obviously increased our level of training and responsibility at any high-risk situation. So, that is why (inaudible) we utilise the, the people that had the proper training so that we could deliver that down here.

MORGAN: Was, was there any, was there ever, I've just got a few questions about that. Was there ever any formal agreement from the Commander to have that change in transition from TRG delivering that training to you guys delivering that training?

BAUWENS: Yeah, it went through a complete I had to fight for it. Initially it got (inaudible) approved and denied but we got it through to (inaudible) it was approved at Darwin level at Assistant Commissioner.

MORGAN: So there should be, there should be a TRM file around that?

BAUWENS: I believe I, I will have to, if you want to pause I might be able to find something here. I've got (inaudible).

MORGAN: (Inaudible) yeah, yeah do it. Yeah, it, what something that you've got there or?

BAUWENS: What I'm handing you is, that's the scoping template for the conducting the train-the-trainer IEA training.

MORGAN: Yep. I'm just going to label the top of that. LB01 and I'll attach that to your statement as an annexure.

BAUWENS: Yep.

MORGAN: Yep. LB01. So that is titled NTPFES Initiatives Scoping Template (inaudible) PF15272027 refers. Yep.

BAUWENS: With that obviously came some conditions that it was (inaudible) to be assessed every year which you'll see on the (inaudible) in that document. (Inaudible) now you're after the transition from...

MORGAN: Yeah.

BAUWENS: Training to...

MORGAN: From TRG to you and so I want, so your, yourself, Mike (Inaudible) WILLIAMS, Hayden HUNT do some training in train-the-trainer in 2017. Is that a, is that a formalised train-the-trainer certificate or something or is it just a NT Police here we are gonna train you to do this now you can deliver the training?

BAUWENS: Basically the second part yep.

MORGAN: Yep. Okay. So with that, once, once

BAUWENS: It wasn't an RTA.

MORGAN: Yeah, ok, that's, yeah. Once Meacham KING or Neil MELLON or whoever it is says right you 4 people have completed this training, is there any re-assessment of that or are you 4 good to go and you can deliver that training (inaudible) to whoever in the future without any oversight or (inaudible).

BAUWENS: No, it gets re-assessed every year the skillset.

MORGAN: It does get, so your, your ability to, to provide that training gets re-assessed every year by TRG?

BAUWENS: Correct.

MORGAN: Alright and after 2017 when you were trained in that, did that re-assessment (inaudible) happen in 2018/2019?

BAUWENS: Yeah, we had a (inaudible) well the memo you (inaudible) supplied me.

MORGAN: Yep.

BAUWENS: (Inaudible) Re-qualification in Alice Springs Immediate Response in 2018 when Neil MELLON came down and (inaudible) conducted some training and the trainers were also assessed.

MORGAN: Right so that's, that's that one

BAUWENS: Correct.

MORGAN: Alright. I'm gonna label that LB02 and attach that as an annexure to your statement. Alright so that memo talks about, okay so that's Neil MELLON coming down here and...

BAUWENS: Assessing several members...

MORGAN: Yeah.

BAUWENS: Of IRT that we (inaudible) and also myself and (inaudible) Senior Constable (inaudible) the (inaudible) C [REDACTED] V [REDACTED]

MORGAN: Righto.

BAUWENS: (Inaudible) best mates.

MORGAN: So were Mike, were Mike and Liz WILLIAMS gone by this stage?

BAUWENS: Yes.

MORGAN: Right. So they were out. Hayden HUNT, was he still around the place?

BAUWENS: No, he had cancer.

MORGAN: Okay. Alright. So by the time this assessment takes place 23rd, 27th of April 2018, you're the only one left from the original four that was involved in the train-the-trainer training?

BAUWENS: Correct.

MORGAN: Right.

BAUWENS: And (inaudible) C [REDACTED] V [REDACTED] had a, was in Alice Springs so we utilised his (inaudible) knowledge.

MORGAN: So...

BAUWENS: And (inaudible)

MORGAN: Just, just for the (inaudible) purpose of the statement, C [REDACTED] V [REDACTED] is an ex-TRG member. Is that correct?

BAUWENS: Correct.

MORGAN: So he had some experience in (inaudible) this field of expertise?

BAUWENS: Correct.

MORGAN: Alright ok. So Neil MELLON does that assessment. That's in 2018?

BAUWENS: Correct.

MORGAN: Alright and as a result of that (inaudible) course, it's outlined in that memorandum which is labelled LB02 you're then deemed qualified for another 12 months to deliver the training?

BAUWENS: Correct.

MORGAN: Please tell me if I'm wrong because I'm, I'm trying to get this as, as, in my head as we go.

BAUWENS: No, it's a re, yeah.

MORGAN: Yep.

BAUWENS: Correct.

MORGAN: Yep. Okay. Alright (inaudible).

BAUWENS: But that's training in high-risk IEA.

MORGAN: Yep.

BAUWENS: That capability of IRT. IRT has two capabilities so in the high-risk response we needed to maintain that skillset which was, because it was skills that were outside general duties, our normal general duties skills.

MORGAN: Yep.

BAUWENS: So that, that, that particular skillset had to be assessed every year.

MORGAN: Okay. Okay.

BAUWENS: That's (inaudible) important that we sort of maintain the difference between the high-risk component.

MORGAN: Yeah.

BAUWENS: The I, Immediate, IEA response which is the main thing we're talking about. The IEA is the high-risk part, part of IRT.

MORGAN: Yep.

DUNCAN: And the other part is cordon containment?

BAUWENS: Cordon containment is the other part of the (inaudible) IRT as well. Yep.

DUNCAN: Yep.

BAUWENS: IRT, cordon containment, arrest, surrender, Negotiator escort, which we always did but the IEA is specific skills set because it included entry, forced entry and room clearances.

DUNCAN: Yep.

BAUWENS: so it's a skillset which needed and constant (inaudible) training and assessment.

MORGAN: So in Layman's terms to dumb it down a bit, we're talking more of a proactive, we're going to force an engagement, we've got an offender, going into someone, going into a building and engage with someone rather than staying outside and go through a

BAUWENS: Correct. The...

MORGAN: Like a negotiated arrest type thing

BAUWENS: The offender forces your hand.

MORGAN: Yes.

BAUWENS: It's, it's not a decision management make (inaudible). The next step after an IEA is an EA which is a same sort of scenario. It's an emergency action but it's a, it's a plan, it's a more detailed plan where you've made an hour after the offence and then, which is not something IRT does.

MORGAN: Okay.

BAUWENS: It's a TRG plan and also a (inaudible) the deliberate action plan is a TRG plan as well. A deliberate action is something that is, the Police decide to go in at a time that they want to.

MORGAN: Yep.

BAUWENS: Which is something that IRT doesn't do. Ours was just solely emergency response

MORGAN: Right.

BAUWENS: To save someone's life within a, a situation we manage.

MORGAN: Alright. So I am glad you said that 'cause, so my own experience tells me that the Forward Commander will sign off on the emergency action plan?

BAUWENS: Forward Commander can sign off on, off on any plan but not with IRT. He can only sign on the I, emergency action plan.

MORGAN: Yep.

BAUWENS: But if TRG is there he can sign off on any of the plans.

MORGAN: Including an (inaudible)

BAUWENS: Deliberate needs approve...

MORGAN: A deliberate action that Assistant Commissioner (inaudible)

BAUWENS: Assistant Commissioner approval.

MORGAN: Yeah. So that, again we've come down to, if we have to do something in an emergency, yes it's decided pretty much Forward Commander level.

BAUWENS: Correct.

MORGAN: If we're planning to go in proactively and engage somebody it goes up to the AC.

BAUWENS: Yeah and we can't do that anyways.

MORGAN: So the IRT can't do the deliberate action.

BAUWENS: Correct.

MORGAN: But if we're in a situation where the IRT are deployed to a siege situation, they do have the capable skill to do an emergency action.

BAUWENS: Correct.

MORGAN: Okay.

BAUWENS: Immediate emergency action.

MORGAN: Yeah. Yep. Which is when what, something the offender does something which forces our hand to go in there and save lives.

BAUWENS: Yeah. A life is put at risk.

MORGAN: Yes. Okay. Yep. Any other questions around that Detective Duncan?

DUNCAN: No.

MORGAN: Alright so just one more on that (inaudible). In and you might not be able to answer this and I'm quite (inaudible) quite exceptive this may be beyond your knowledge but the SOP does state right near the start (inaudible) I'm just going to find it and read it. Where is it? It's right back here (inaudible). So the first, after the title page of the SOP it says: *These instructions are issued under the authority of the Commander Southern Command and can only be altered with a direct permission of the Commander Southern Command in consultation with the Commander Specialist Services Command.* So the way I read this is, is this Instruction dictates that training will be (inaudible) completed by TRG. We've just spoken through a process where part of that (inaudible) responsibility for training was handed over to you. Do you know if the Commander Southern and the Commander TRG agreed on that process taking place?

BAUWENS: It was my know, understanding that it was all (inaudible).

MORGAN: And that's this document that you spoke about before?

BAUWENS: Yeah.

MORGAN: So, as far as you knew the Commander Southern, the Commander TRG were on board with the training being moved from a TRG responsibility to the OIC IRT being yourself?

BAUWENS: Yeah well the, that LB02 if you look in the signature block it's got all the people that have basically approved...

MORGAN: Acting Commander Specialist Services Command. Yep. Yep. No worries. Excellent. Thank you. Alright so now we're gonna move into (inaudible) some of the responsibilities placed upon yourself as the OIC of IRT that are specified in the standard operating procedures.

BAUWENS: Yep.

MORGAN: And actually I might just what I'll do is label this LB03 and we'll, we'll also attach this as an annexure to your statement. It's just a copy of the SOP's (inaudible). So the SOP's talk about (inaudible) one of the obligations within there is for the OIC to conduct training, a training needs analysis on members. Was that something you were ever able to achieve because I'm assuming so you said a full strength 16 members, is that correct?

BAUWENS: Correct.

MORGAN: I'm assuming in conducting a training and needs analysis on 16 members is probably quite time consuming.

BAUWENS: Correct. It's a fancy term for just maintaining people's skills at a level that is suitable.

MORGAN: Okay. So it's not it's not (inaudible) if I'm the OIC of IRT sitting down and (inaudible) doing a complete analysis of where Terry SIMPSON's at and what he needs to get stronger. It's just bay, it's just more of what do I need to do to get him qualified.

BAUWENS: Correct. It's assessing them at each training session (inaudible) seeing if they're passing their shoots

MORGAN: Yeah.

BAUWENS: And confidence. Weapon confidence (inaudible) and basic skill set and seeing if they're maintaining it or need to, or need some more work.

MORGAN: Yep. So the, the, the SOP probably hasn't been written with the best words (inaudible) okay. Training needs analysis is more of a recording training and recording past fail of delivered training.

BAUWENS: Correct. Working where people's weaknesses are if they needed more.

MORGAN: Yep. So there's no pro-active documentative approach to that? That's just a process you go through after training?

BAUWENS: Yep.

MORGAN: Yep. Okay. So it all, so the SOP also says the OIC is also responsible for develop, developing training aims and a training program for each roster period based on the analysis and evaluation (inaudible). Is there anything you can tell me about that?

BAUWENS: Yeah sure. Training basic, nearly every training consists of a range shoot and we would do a, our CQT pass fail range shoot which is a 12 metre shoot with a primary and secondary weapon at a, at a target using stoppage drills and walking turns and similar, very similar to what TRG do to pass their ANZCTC qual shoot. We do that every, we basically try to do that every training session 'cause time was very limited and weapon skills is an, is an important aspect. We'd also incorporate (inaudible) other, obviously other training (inaudible). We often got houses from Territory Housing where we could practice cordon containment, entry clearances to the houses and go through scenarios, arrest scenarios (inaudible) and basically all the other components of a, of a siege. (Inaudible) a lot in the house. We also do vehicles (inaudible), hostile vehicle apprehension in vehicles, static ones not driving because we're not, we're not qualified for that so (inaudible) and also hostile, high, arrest with shields and bean bag shot guns.

MORGAN: So when you add one of these training days like, say you, you've got a house from government that you're allowed to use. Would you have a plan developed prior to the start of the day to what you were going to do on that day or would it be turn up, see who we've got and develop a plan as you go?

BAUWENS: Oh we knew who we had because it was rostered (inaudible) obviously I had a plan in my head what I want to do.

MORGAN: Yeah.

BAUWENS: Because I organised it (inaudible). We didn't have the luxury of sitting down for a, an hour beforehand coming up with plans, assessment. Got you know

MORGAN: Yep.

BAUWENS: All the fancy documents to achieve a goal but we, I came up with a plan which we wanted to do (inaudible) and that was recorded. Our outcomes and what we did.

MORGAN: So, so you're given one training day every 5 weeks.

BAUWENS: Correct.

MORGAN: You weren't given any additional time to prepare for that training day?

BAUWENS: No.

MORGAN: So as the OIC of IRT you've got you know, I don't know, I'm guessing maybe on one particular roster training day you might have, I'm assuming there's not going to be many times where you have all 16 people available to you at the same time?

BAUWENS: Never.

MORGAN: Alright. So say you have got a group of 8 which I'm assuming is probably gonna be a good day if you get 8 on one day?

BAUWENS: Very good day. Very good day.

MORGAN: Alright (inaudible). You were given no time to actually prepare a formalised training plan for that day (inaudible).

BAUWENS: No, just on that day.

MORGAN: (Inaudible). Yep. Okay.

BAUWENS: I usually did it during shift.

MORGAN: Yep.

BAUWENS: (Inaudible) send out an email (inaudible) try and give an outline what we were doing. Yeah.

MORGAN: I'm just gonna pause the recording for a second. It's 09:40 am.

Interview suspended

MORGAN: The time is now 09:45 and the statement is being continued (inaudible). We'll just move on Lee. I'd say we've actually covered that already this next question was around (inaudible) changes to the SOP can only be made in consultation with both Commanders if they both agreed to it and we've covered that off and (inaudible) as you mentioned that's some evidence of that on the back of LB02.

BAUWENS: Yeah, that's if they want to make any changes to the SOP's.

MORGAN: Yeah.

BAUWENS: That wasn't really a change. It was just a authorise in training.

MORGAN: Alright so (inaudible) prior to the incident that occurred on the 9th of November, 2019 you went on leave. What normally happens, as the OIC of IRT what normally happens when you go away?

BAUWENS: The next in line, the is called which I think in this case normally was Shane McCORMACK.

MORGAN: So when you went on leave in twenty nine, oh sorry I don't actually know when, would, when you went away but prior to 9th of November 2019 when you did stat whatever leave you were on, was there a handover to Shane McCORMACK?

BAUWENS: Nothing formal.

MORGAN: And, and would he be aware that there's so he is the next most senior ranking person or the next most experienced person in IRT?

BAUWENS: Ranking.

MORGAN: Next most highest ranking person in, in the IRT Section? So he is (inaudible) becomes the OIC in your absence?

BAUWENS: Becomes but just handles the calls from the Commanders.

MORGAN: Yep.

BAUWENS: If they call.

MORGAN: And he'd be aware that that's (inaudible).

BAUWENS: He was aware of that.

MORGAN: Responsibility sits with him...

BAUWENS: Yeah.

MORGAN: When you're not there?

BAUWENS: It happened not many times but has, did happened before.

MORGAN: Yeah. Okay. In (inaudible) during that process, do you have any discussion with the OIC of the station or the Superintendent (inaudible) in relation to who's going to look after IRT in your absence?

BAUWENS: I don't recall anything in this instance but they did know to call Patty because they did

MORGAN: Yep.

BAUWENS: In this case or Shane McCORMACK.

MORGAN: Yep. So you have a train the trainer qualification? Is that correct?

BAUWENS: As in, in relation to the TRG training you talked about or train the trainer as in RTA?

MORGAN: Both. Do you have the RTA one?

BAUWENS: Yes.

MORGAN: Do you have to do anything to maintain that?

BAUWENS: I believe it's a yearly update to, it probably is not current 'cause it's I'm normally at College thing I'll have to check if it is current.

MORGAN: That's fine. If you can have a look because whilst and just clarify for me here. The IRT, all the training you do with the IRT doesn't, none of

that falls under a registered training organisation type training system does it? None of it's...

BAUWENS: I don't think even TRG training is RTA for what they do.

MORGAN: So for you to deliver the training to IRT, you don't officially need to be a qualified train the trainer?

BAUWENS: I don't believe so.

MORGAN: Okay.

BAUWENS: Because it's not a, it's not part of the (inaudible) RTA.

MORGAN: Yep. Okay. That's, look, (inaudible) look into it. If you see, find anything of interest, get back to me but I'd, given the fact that it's not.

BAUWENS: I've had a couple of updates but

MORGAN: Yeah.

BAUWENS: I, obviously I haven't been to College for, it was when I was doing driver training that we had to do, maintain it.

MORGAN: Yep.

BAUWENS: (Inaudible) so I safely say it probably would be out.

MORGAN: Yeah but my understanding is, it doesn't sounds like it's a requirement for the training you were delivering anyway.

BAUWENS: It was, no.

MORGAN: Because it's more, just a Police initiated program rather than any type of registered training program.

BAUWENS: It had to be signed off through, through College, they, you had to have the train the trainer.

MORGAN: But it was only managed at a local level. Really no higher than...

BAUWENS: Correct.

MORGAN: Recording it on Spectre.

BAUWENS: We also, we recorded obviously all our jobs that we did on PROMIS. We had to (inaudible) a station journal.

MORGAN: Yep. Yep.

BAUWENS: So that also had debrief points with any jobs that we needed to do (inaudible). So yeah that was recorded. We had two years running of two PROMIS jobs. I think it's recorded somewhere in previous interview.

MORGAN: Yep (inaudible). Now I understand you're a trained or qualified, trained, qualified whatever you want to use, a sniper is that correct?

BAUWENS: Correct.

MORGAN: Is that a qualification you maintain now and do you need to do anything to maintain it or once you're a sniper, you're a sniper forever?

BAUWENS: It's, there's no set (inaudible) well in TRG the Police, as a Police sniper you've got to do a qualification shoot, a range shoot (inaudible) badge test (inaudible).

MORGAN: Sorry what was that called a?

BAUWENS: It's called a badge test.

MORGAN: Badge test yep.

BAUWENS: Which is a shooting range over 1, 2, 300 (inaudible) distance static mobile targets (inaudible) we haven't done that down here (inaudible) because I haven't, I'm not an official sniper as a role but I still have firearms here which we zero and practice to, to if that capability should occur because 308 rifle is a general duties gun anyway.

MORGAN: Yep.

BAUWENS: So.

MORGAN: Okay.

BAUWENS: We just have a more accurate general duties gun.

MORGAN: Yep.

BAUWENS: That we practice with.

MORGAN: (Inaudible) and you might have to talk me through this a little bit. I understand when you join TRG you do some, you do your number of various courses to get qualified in certain things but eventually you go to Perth to do a course.

BAUWENS: Yeah, there's (inaudible) when you join TRG you do your pre, your basic course or basic assessment which is a CQT course (inaudible) and then you can specialise in certain areas whether it be marksman, sniper or you can go to bombing or certain other sections (inaudible). Each year they run police tactical group training. You can go there as a member or you can go there as a Team Leader.

MORGAN: This is in Perth?

BAUWENS: Oh it's in Perth, Melbourne...

MORGAN: Okay yep.

BAUWENS: Oh hold. Sydney. Wherever...

MORGAN: Okay.

BAUWENS: Wherever it's being held.

MORGAN: Yep.

BAUWENS: (Inaudible) you can go in a capacity as a, two capacities, there's CQT or they call it an operator which is black role or you can go as a marksman. I went twice as a marksman. I went as a (inaudible) just a member and then I went as a Team Leader for a marksman.

MORGAN: Alright. So, you, just so I'm clear. That gives you a Team Leader qualification as a marksman?

BAUWENS: As a marksman (inaudible).

MORGAN: What does a marksman mean? I know what a sniper is, what's a marksman?

BAUWENS: Same thing.

MORGAN: Okay.

BAUWENS: As, they call it, the Team Leader is a Sierra one.

MORGAN: Yeah.

BAUWENS: That's their call sign or that's what they're called (inaudible). It also incorporates CQT or CQT is I, TRG's core function. Everybody does it. Everybody trains in it (inaudible). You can go that higher level within CQT, you can go to PTG as a Team Leader, C, as a, they call it black role.

MORGAN: PTG is Police?

BAUWENS: Police Tactical Group.

MORGAN: Yep.

BAUWENS: So you can either go there as and (inaudible) get trained up to a higher level (inaudible) police in the CQT area or marksman.

MORGAN: Yep.

BAUWENS: I was a marksman so I went as a, that's what I went as.

MORGAN: Just to delve into that a little deeper, I'm a, and please correct me if I'm wrong but I would assume that a Sergeant in TRG (inaudible) you could be deployed as a Team Leader for most things TRG could be deployed to?

BAUWENS: Yeah.

MORGAN: Would that be correct?

BAUWENS: Team Leader, as a Sergeant, you're the, you cover, cover everything.

MORGAN: Yep.

BAUWENS: (Inaudible) like I said CQT was our core function, I train, I conducted CQT training (inaudible).

DUNCAN: Is that close quarter tactics?

BAUWENS: Yeah.

DUNCAN: Yep. Okay.

(Unknown): Alright.

BAUWENS: So I conducted training with TRG members in that area as well and yeah, Sergeant you're you're everything on that team. You do everything.

MORGAN: Yep.

BAUWENS: Obviously if a bombing situation come on that would be more specialised.

MORGAN: Yep. Yep.

BAUWENS: 'cause I've got no bombing...

MORGAN: Alright (inaudible) just some more stuff around training, I've got a question here. Do you use scenario based training, if so please explain. I think we've actually covered that where you spoke about if you can get access to a property you will do scenarios but (inaudible) given the lack of preparation time (inaudible) generally those scenarios aren't formalised written plans. You know what you want to do in your head and you'll execute that. Is that correct?

BAUWENS: Correct.

MORGAN: (Inaudible) are members assessed on their performance during scenarios?

BAUWENS: Yes.

MORGAN: And recorded on Spectre?

BAUWENS: (Inaudible) yeah. No, not in depth (inaudible). Like you said before, we don't have a actual format where we sit down and assess each persons (inaudible) things (inaudible) qualifications or skills and it's more of a (inaudible) we, if someone needs a (inaudible) areas we'll concentrate on that area

MORGAN: Yeah.

BAUWENS: Probably on that day (inaudible). So basically at the end of the day they're generally over, we're over it.

MORGAN: Yep (inaudible). Are training records recorded anywhere other than Spectre?

BAUWENS: Just on Spectre.

MORGAN: Yep. You don't have any (inaudible) local database that you record stuff on.

BAUWENS: No.

MORGAN: Okay (inaudible). Alright. So my last question in relation to training is (inaudible) throughout the investigation we've learnt that on occasions (inaudible) other members within the IRT will deliver training. Is that correct or accurate?

BAUWENS: It happened, I think maybe once or twice (inaudible) that I can recall over the, the whole period.

MORGAN: It (inaudible) can you, can you just talk me through it, how or why that would happen or if, if someone (inaudible) a specialist skillset or something or?

BAUWENS: If I wasn't' there.

MORGAN: Okay.

BAUWENS: Yeah (inaudible)

MORGAN: So if you were there, you were in charge of training?

BAUWENS: Correct.

MORGAN: Alright. Do you know who did deliver training in your absence?

BAUWENS: I can't recall exactly who would be, who managed it or who per, the person (inaudible) who did it because it was a, a group and it was organised (inaudible) whether it be Shane McCORMACK or not or (inaudible) or another member who (inaudible) would run do some training or specific training. Sometimes when we had training, somebody might have a good skillset in another areas and they go alright what, we can do this and have a, have a go at this (inaudible) and that's basically how we worked to.

MORGAN: Alright so, so you might be running a training day overall but if you're if you're running a training and Terry SIMPSON's one of the IRT members present, and he has a specialist skillset in a particular area, he might say "hey, I can offer this"?

BAUWENS: Yeah. Some of the army boys had (inaudible) some (inaudible) some stuff they used to do with their weapons.

MORGAN: Yeah.

BAUWENS: And we used to take that into account but we wouldn't change from what we did but we just learnt different things. If they had anything to offer it was introduced.

MORGAN: Yep. Okay. Any questions about that?

DUNCAN: No, I don't have any questions.

MORGAN: Oh that's actually the last of my questions (inaudible) before we get onto a number of documents you've got in front of you that may, might be useful was there anything else given it's your statement, is there anything else you want to talk about?

BAUWENS: (Inaudible) basically with the training we've, we've come a, we've mentioned that it was one training day per roster which is 5 week period. (Inaudible) obviously that was very hard to maintain with a, the full section when you're incorporating leave, rosters (inaudible). It was a, it was a constant battle to keep people (inaudible) trained up to the IEA capability (inaudible) which was, it was maintained (inaudible), but it was a difficult and I had, often on several occasions through memos I suggested that more training was needed. (Inaudible) and gave suggestions to enhance that training which included skills enhancement training where we send members up to Darwin to work with TRG or TRG come down here and conduct 2 day blocks. Just little blocks of skills enhancement where we can just concentrate for a couple days without being interrupted. (Inaudible) and also even put some IRT people on the CQT Course in TRG, just for the, some certain components. (Inaudible) another, another option I gave the management was to make the section full-time. Myself as a full-time member and (inaudible) five other or four other full-time (inaudible) members and rotate them through on a 3 monthly period so we would have (inaudible) and that would eliminate the training per roster which was a, it was a, it was hard to organise basic, through rosters because the a, workload of the Alice Springs area, often rosters is very hard to maintain so that was an option where we could eliminate that and we could have (inaudible) a full-time section which also would do other things as well 'cause IRT role would not be a f, enough to keep them going. It would be traffic arrest targets, everything else. So, there were (inaudible) proposals put forward (inaudible) that nothing eventuated, (inaudible) for reasons basically I (inaudible), I was, probably suggest with the workload of Alice Springs and the, the available members. I do have documentation where I have requested (inaudible) additional training but (inaudible) on saying that, that was that no way (inaudible) detriments the level of skills the members had. The skill was always maintained at a level where I was comfortable they could perform that, that role and we're talking about the high-risk role here which is the IEA component at a high-risk situation if they needed to (inaudible) and that was basically where the, the training restriction, the training re-qualifications and the constant training revolves around, is the (inaudible) the high risk siege management IEA component of IRT. (Inaudible) and that is documented quite a few times so that needs constant reinforcement. (Inaudible) so I have made document, a document on that and it but I was happy with the level (inaudible) very basic level that they could perform that role if a situation occurred and there was checks and measures put in place just with the yearly qualification for (inaudible) it was TRG to maintain the skills of the trainers and they also assessed, I think you saw in 2018 they assessed the members (inaudible) and also in the meantime of that

we had the beanbag shotgun. See part of IRT is we (inaudible) for having a high-risk section we also wanted less lethal options (inaudible) obviously away from firearms so we introduced, we had the beanbag shotgun introduced to the section which isn't available, which is not available to GD's. (Inaudible) and that comes with a 6 monthly re-qual and which is, can only be done by TRG.

MORGAN: And has that been maintained? They coming down every 6 months and doing that re-qual?

BAUWENS: Yeah, they had one just before (inaudible) just before (inaudible) the Yuendumu incident.

MORGAN: Okay.

BAUWENS: We had a, a section, Luke KINGSBURY came down.

MORGAN: Yep.

BAUWENS: Qualify, qualified us all. So, that was maintained and that gave the section a, a capability to deal with the situation with a less lethal component.

MORGAN: Yep.

BAUWENS: (Inaudible) since the incident that we're all interviewing about we haven't, the section no longer is operational and it's not in a position to respond to any high-risk situations or any medium or general support situations and (inaudible) I've got a memo there's outlining the fact that through no training afterwards and no direction that IRT no longer basically exists.

MORGAN: Are you happy to annex that to your statement?

BAUWENS: (Inaudible) yes.

MORGAN: Which one's that?

BAUWENS: Also (inaudible) I have submitted memos giving management consistent updates on the IRT (inaudible) which I can also submit too if you like.

MORGAN: We're happy to take any information you're happy to handover.

BAUWENS: And that would, that would keep management notified of the current direction of IRT, what, what, any shortcomings were identified

MORGAN: Yep.

BAUWENS: And equipment and training and any recommendations that I wanted and (inaudible) they were kept pretty much up-to-date (inaudible) with what it, what was, what was going on in the situation, in the section. I can definitely (inaudible) send you those.

MORGAN: Yeah.

BAUWENS: I've got them in front of me, I'll (inaudible) go through them at the completion if you like?

MORGAN: Yep. Yep so (inaudible) alright before we might just add all those on at the end. We can just go through and label them at the end.

BAUWENS: Correct.

MORGAN: But before we do (inaudible) talk about those any further, I do have another question for you. (Inaudible) there was some training done

DUNCAN: This one?

MORGAN: There was some training done by, I think Neil MELLON came down and run an induction course in

BAUWENS: 18?

MORGAN: Yeah and he had a, we saw a, I thought I had it here. I'm, I think I emailed it to ya.

BAUWENS: That's the one you just had isn't it?

MORGAN: Yeah. I think he, where he talks about the, the training that's been delivered. So, the IRT induction training.

BAUWENS: You have to show me what you mean.

MORGAN: It's this one, it's dated, it was labelled at LB02. It's dated from Sergeant Neil MELLON dated 27 April 2018. It already states from 23 to 27th of April, 2 members from Territory Response Group conducted a re-certification training program in Alice Springs. The members, oh it's a re-certification. It's not an induction tr...

BAUWENS: No.

DUNCAN: Here's the, this is induction here. Induction training.

MORGAN: Ok, that was the one.

BAUWENS: That's when I

MORGAN: Yeah, that's the one that.

BAUWENS: That's, that's after that

MORGAN: Yeah

BAUWENS: Thing and I (inaudible) I've been, they've been authorised or what's the word he's talking re-cert, we've been re-certified.

MORGAN: Yep. Yep.

BAUWENS: And that's me requesting now a course.

MORGAN: Yep.

BAUWENS: And then myself, I think we then in 2019 myself and (inaudible) why am I?

MORGAN: O [REDACTED] M [REDACTED] (inaudible)?

BAUWENS: O [REDACTED] V [REDACTED]. Why am I having trouble with that name? Conducted a course on our own (and that) and that was our first independent (inaudible) IRT training course.

MORGAN: Do you have a (inaudible) a program for that course?

BAUWENS: There (inaudible).

MORGAN: Like the timetable for, is it a 2 week course?

BAUWENS: 2 week course. Correct.

MORGAN: Yeah, would you have a timetable or a program?

BAUWENS: Yeah, I'll have to.

MORGAN: That you put together for that course?

BAUWENS: Yeah, I'll have to get that. That was, that was the last one that was recorded on Spectre.

MORGAN: Okay. Alright.

BAUWENS: The course previous to that was (inaudible). I think, believe it was run by (inaudible) TRG obviously.

MORGAN: So the timetable for that course that you ran, that should be on Spectre?

BAUWENS: The daily events is recorded on Spectre.

MORGAN: Are you able to have a look if you've got a saved program somewhere for that course? If you've got it (inaudible)

BAUWENS: I can give you the course outline and the, itinerary

MORGAN: That'll be excellent. Yep. If you can just send that to me after. We can (inaudible) we can add it on. (Inaudible) well unless you've got anything else do you wanna talk about, I've got no doubt all the documents you've got in front of you are going to be quite useful so if we can just label them. If you want to talk to any of them great. If not, we can just go through them after, we can just label them and attach them to your statement.

BAUWENS: Yeah and if you like I also have (inaudible) a few case studies of IRT deployment that we, that highlighted deployments where we successfully arrested and conducted our role (inaudible). No force. Using the separate skills that we had.

MORGAN: (Inaudible) absolutely. If you (inaudible). Anything, like I said to you before. Given it's the coronial not the criminal. We're a little bit more relaxed. When I say relaxed. We've got a little bit more leeway of, we don't have to, have to follow the rules of evidence...

BAUWENS: I'm including those...just...

MORGAN: To get stuff before the Coroner so anything you send to me I can put in the file and it can go before the Coroner without you having to introduce it.

BAUWENS: Just to give, just to give people an idea of outside. You know what IRT does.

MORGAN: Yeah.

BAUWENS: Because it's obviously a, a area of confusion of what our role was and what, some of the things that we did.

MORGAN: Yep.

BAUWENS: So I'm just trying to provide as much information to say some examples of what actually we did do.

MORGAN: Yep.

BAUWENS: (Inaudible) and the results that were achieved.

MORGAN: Na.

BAUWENS: So we're just using a motivated guys with higher skills.

MORGAN: Yep. Absolutely. Absolutely. Alright (inaudible) let's get these documents sorted then.

BAUWENS: I'll make copies of these and give them to you direct or you can mark them and I can make copies of them?

MORGAN: Yep, alright. Just for the purpose of the tape, we might just quickly tie it, tie to say, title them and label them. So we've got 01 and 02 so far.

BAUWENS: This is going to be a little bit (inaudible).

DUNCAN: Yep.

MORGAN: It's alright. It doesn't matter what, what order. Whatever you think.

BAUWENS: I have 2 post Yuendumu incidents (inaudible) memos here. One dated the 13th of 5th and one, oh don't worry about that one, that's just asking

for beanbags for supervisors. (Inaudible) this was the updated dated the 3rd of the 5th and trimmed (inaudible).

MORGAN: So that's the memo your submitted post Yuendumu.

BAUWENS: Correct. Stating, basically stating that the status of the Section. We had, we had basically 10 people missing and no training was being conducted.

MORGAN: So basically...

BAUWENS: And that we weren't in a position to respond.

MORGAN: Yep. So we'll label that LB03 and that is a memorandum from Sergeant Lee BAUWENS dated the 3rd of the 5th 2020 to the OIC of Alice Springs Police Station (inaudible). Yep.

DUNCAN: Just leave it with me. Because I was going to photocopy it and give us a copy.

BAUWENS: Well I got 2. It's alright. (Inaudible) what we have here is 2 more. These are dated pre Yuendumu.

MORGAN: Yep.

BAUWENS: Dated 31 of the 3rd and the 30th of the 10th 2019 of updates and (inaudible) reviews.

MORGAN: Sorry updates and reviews of, of where IRT is at, at the time?

BAUWENS: Correct.

MORGAN: Yep.

BAUWENS: Regarding training and equipment.

MORGAN: Yep.

BAUWENS: And recommendations.

MORGAN: Okay. So, we'll just put them in date order. So, memo dated 31/03/2019 from Sergeant BAUWENS (inaudible) to the AC Regional Operations and Road Policing through the OIC of Alice Springs Police Station will be LB04 and memorandum dated 30th of October 2019 from Sergeant Lee BAUWENS to Commander Southern Command through OIC of Alice Springs Police Station dated (inaudible) sorry titled LB05. Is that everything?

BAUWENS: I believe so. I haven't got the (inaudible) I'll have to send you (inaudible) the previous history of the, the jobs that I, we spoke about.

MORGAN: Yep.

BAUWENS: (Inaudible).

MORGAN: Yeah. Like I said, not, we not, ideally, we'd like to annexure to your statement but given it's the coronial (inaudible) not the criminal we can adopt pretty much anything into the file somewhere along the line.

BAUWENS: Yep. (Inaudible). The updates go back to 2015 but I'm not too sure if you wanna go back that far.

MORGAN: Oh look anything you got there, like I said, everything, the more information we've got the better so if there's anything you've got that you're happy to hand over we're happy to read it and then the Coroner can decide whether he's interested or not.

BAUWENS: (Inaudible) may as well (inaudible) these are...

MORGAN: Yep

BAUWENS: From 15 to 16. These are just updates of IRT and give a, a, a (inaudible) written history of progression of equipment and requests from having basically nothing to where we are now.

MORGAN: Yep.

BAUWENS: (Inaudible) so you can, I'll

MORGAN: Yep.

BAUWENS: You can take those, there's background information

MORGAN: Yep.

BAUWENS: For the development of IRT.

MORGAN: So memo dated 2 November 2015 from Sergeant Lee BAUWENS to Commander Southern region, subject Cordon Containment Update Equipment and Training will be LB06. (Inaudible) memo dated 25 March 2016, titled Cordon Containment from Sergeant Lee BAUWENS to Commander Southern region, will be LB07 and last one being a memo dated 28 December 2016 titled Cordon and Containment Update Equipment and Training from Sergeant Lee BAUWENS to Acting Commander Southern Region Neil Hayes will be LB08. Alright, have you got anything else you wanna add to your statement or ask us or talk, talk about?

BAUWENS: (Inaudible) no I believe that covers it.

MORGAN: Alright, can I just get you to read from where it starts with 'I' to the close of that bracket just there please?

BAUWENS: Oh, I make this solemn declaration by virtue of the Oaths and Affidavits and Declarations as conscientiously including the statements contained in this declaration to be true in every particular. I acknowledge that a person who will, wilfully makes a sta, a false statement of any material particular is guilty of a crime and liable to imprisonment for 3 years.

MORGAN:

I, Senior Sergeant Lee MORGAN who has obtained the age of 18 years of Peter McAulay Centre in Darwin state that I have witnessed the recording of this declaration in full, declared at Alice Springs Police Station this 3rd day of December 2020. The time is now 1013 AM and this statement is completed.

LBO1

2018

7-7 BAUWENS, Lee 03-12-20 Redacted
- come re assessed trainees
- mella

NTPFES Initiative Scoping Template
(To be completed when proposing an initiative)

Initiative name & description:
"Alice Springs Immediate Emergency Action (IEA) capability"

Describe the trigger or reasons why we need this initiative

PF/15272~027 refers:
On 28 December, 2016, Sergeant Leigh Bauwens of Alice Springs Police (ASP), who is the Cordon and Containment Team (ASPCCT) coordinator, requested a cordon course be run in Alice Springs, and that this training include "close quarter resolution tactics and emergency action drills" (PF/15272~027).

Scope - what's in and what's out of the scope (include both) - i.e. where are the boundaries?

What is included:

- Conduct training in Darwin of current ASPCCT members to confirm the feasibility of maintaining an immediate emergency action (IEA) capability. This will be done concurrently when the cadre of already trained ex-Police Tactical Group (PTG) members from the ASPCCT are assessed in Darwin (see deliverables below). If the necessary physicality, mindset and trainability aspects aren't present in these ex-PTG ASPCCT members, the program must be reassessed.
- Provide these specific currently-serving ASPCCT members with "train the trainer"- type enhancement training in a limited range of specialist tactics (forced entry building searches).
- Travel to Alice Springs and running a "cordon" course to bolster the number of local police who have participated in this style of training (as a skills enhancement package). Reliance will be placed on the trainer the trainer participants to assist in this process.
- Monitor the progression of the IEA capability every 12 months with a two day Territory Response Group (TRG)/ASPCCT inspection/training programme.

What is not included:

- Other specialist tactics including:
[Redacted]
- Formal Emergency Action (EA) and Deliberate Action (DA) appreciations, planning, or training. Training in the TRG Siege Management Strategy (SMS). Outside of basic introductions or what's taught on the cordon course (Containment Intercept orders delivery/IEA orders delivery).
- Team Leader or Tactical Commander training/assessment.
- Tubular Assaults.
- Multi-level venue assaults.
- [Redacted] or otherwise).
- Hostage reception.
- Systematic Search to Contact (SSTC) training.
- Rural operations [Redacted] (that are not already part of the established cordon course framework) [Redacted]

Deliverables (describe these in some detail as measurable outcomes) What will we see as an outcome at the conclusion of the Initiative (a plan is not a deliverable)

1. A cadre of ASPCCT members who have previously been part of TRG, the Victorian SOG, or the New Zealand Armed Offender Squad (AOS) will be given a TRG firearms handling and abridged close quarter tactics (CQT) training program (approximately 7 days).

NTPFES Initiative Scoping Template
(To be completed when proposing an initiative)

2. TRG will work with this cadre in Alice Springs to deliver a cordon course to expand the number of local police to whom this skills enhancement training has been delivered.
3. TRG and the ASPCCT will conduct a joint training exercise, in Alice Springs, using drill-style funding, to assess the IEA cadre and how they work with the other ASPCCT members and their interoperability with the TRG.
4. Review the expansion of the IEA capability, confirm the cadre's ability to develop the IEA capability locally, and set a date for the first review by TRG within 12 months.

Who is the Project Owner?

Who is the Delivery Manager?

- Project owner – Commander Specialist Services.
- Delivery Manager – Officer in Charge, TRG.

Define what resources (internal/external) will be needed to deliver this item (eg 4 FTE's for 4 weeks, external consultant, etc)?

- The cadre (about 4 members) from the ASPCCT can drive to Darwin with essential equipment and stay at departmental accommodation. Travel allowance would need to be paid for about 7 days.
- All other equipment costs will be provided by Southern Command.
- TRG members (2-4) would be assigned to deliver the IEA course in Darwin.
- TRG members (2) would then travel back to ASPCCT to conduct a further cordon course.
- TRG members (4-6) would spend 1 or 2 days in Alice Springs to conduct the interoperability drill style exercise.

What is the estimated budget needed to deliver the item?

Interoperability exercise post-cordon course:

Total Drill style (16KCA034-035):

\$10,000

(including flights, accommodation, travelling allowance, misc. costs and a provision for extra duty hours).

IEA skills enhancement training:

- Four ASPCCT members travelling allowance (\$100) for seven days in Darwin for the IEA delivery:
\$ 2,800-
- Travel will be utilising a departmental vehicle, and accommodation would be booked through Visiting Officers Quarters (VOQ) in Tennant Creek and College Command accommodation:
\$0-
- Ammunition (55 grain training x 75 cents per round):
\$2,500
- Facilities booking, document preparation, administration and other consumables (ammunition, personal protective equipment, other perishable stores):
\$2,000

Total operational budget required:

\$7,300

What are the key milestones and timeframes through to final delivery (what and by when)

- Delivery of IEA course to ASPCCT cadre (train-the-trainer)

- April, 2017

NTPFES Initiative Scoping Template
(To be completed when proposing an initiative)

<ul style="list-style-type: none"> • Cordon Course in Alice Springs (this would be held over 5 days) 	<ul style="list-style-type: none"> • May, 2017
<ul style="list-style-type: none"> • Interoperability exercise (drill-style) – depending on the feedback from cordon course instructors – this might form part of the final exercise for the cordon course (i.e. inclusive of above 5 days). 	<ul style="list-style-type: none"> • May, 2017

Key Performance indicators and measures? (2-3 critical indicators)

- Southern Command prove to have a sufficient talent pool to sustain an IEA capability.
- The ASPCCT co-ordinator is supported by a cadre of trainers to maintain the IEA capability.
- The ASPCCT work together to successfully demonstrate the IEA during an interoperability exercise.
- The ASPCCT can maintain the necessary cadre, skills and equipment over a 12 month period.

Anticipated benefits of this item when in place (to frontline first, people, behaviours)

1. It is anticipated that Alice Springs frontline members may be instilled with a sense of confidence having a cadre of personnel that can assist in resolving higher level violent offending.
2. Commander Southern should be given a level of comfort that a local level IEA capability can be maintained by local expertise.
3. Should the cordon team respond to an incident where there is a fear for immediate serious injury or loss of life, ASPCCT personnel will have the training and equipment to respond with an increased capacity from that of frontline members'.
4. TRG will inspect the ASPCCT every 12 months for quality assurance, and capability audit purposes.

Potential risks and key barriers – identify initial mitigation strategies

- Southern Command has an operational pool of about 170 persons. A validated IEA capability necessitates a cadre of people who have the physicality, mindset, and expertise to safely carry out forced building searches, under significant external stressors and time pressures. The success of maintaining the capability lies with the ability of the ASPCCT cadre of IEA officers to manage their ongoing training, equipment and operations locally.
Refer below "Critical Information"; one contemporaneous model comes from the interaction between the New Zealand PTG and their Armed Offender Squad (AOS). A specific guidance on the level of investment (money and time) is hard to quantify to maintain the ASPCCT IEA cadre skill level. A guide though would be an eight hour session every month to compile an appreciation, IEA plan and execute it on a mock stronghold (this will test local level call-out procedures, the coordinators appreciation process, and the building entry and clearance drills). This should be in addition to any current local level command training initiatives. Combined with a 12-monthly inspection/training by the TRG (two days) this would mean Alice Springs lose their IEA/cordon cadre from other duties for up to 14 days per annum.
- Hidden curriculum: if the ASPCCT does not utilise their TRG train-the-trainer course and materials when they return to the local level then the IEA capability may fail the TRG led 12 month inspections.
- It may be foreseeable that as the frontline police in Alice Springs receive increased equipment and training on active threats (soon to be developed by College Command) the feasibility of a standalone IEA capability can't be maintained. For such a small pool of people (10-13) to maintain a specific skill set, and be available for deployment given their other jobs, in a time critical environment, may prove too great a challenge.

NTPFES Initiative Scoping Template

(To be completed when proposing an initiative)

Which parts of the organisation will be most impacted by this delivery item & how?

- TRG
- Alice Springs
- College Command (course accommodation, booking requests (ranges/facilities), etc.)
- Operational Safety Section – as the IEA capability evolves it is likely ASPCCT members utilising their new found skill sets will have to report on them in use of force incident reports. The collation, collection and review of the data will be an additional impost.
- NTPFES Media/Community are not directly considered in this scoping paper as the recruitment/selection, training and validation will be self-contained. The eventual deployment of the unit may require a separate messaging strategy – but that will be post-project.

Which stakeholders (internal and external) will need to be consulted or will have an active interest in this item?

- Specialist Services & Capability
- Southern Operations
- NTPFES Media

See below “critical information” for how this scoping paper evolved:

Other critical information needed to ensure successfully delivery E.G What are the critical factors for success?

- **As outlined in potential risks and key barriers:**

This initiative has been raised as a result of a direct request for skills enhancement training by the ASPCCT. At present TRG are the subject matter experts in the field of training requested. If there is an appetite for ASPCCT to enter buildings in circumstances of significant seriousness and urgency, TRG are best placed to provide the initial curriculum and training.
- TRG are confident that ASPCCT ex-PTG members can enhance their existing building entry and search tactics after spending seven days conducting close quarter tactics training, stronghold appreciations lessons, and IEA planning exercises. This will give our ASPCCT people a foundation level of skill as a risk control for deployment to an unplanned event of significant risk.
- A/OIC TRG has contacted the coordinator from New Zealand (NZ) Police (NZPOL) Special Tactics Group (STG) on how they cooperate with the NZPOL AOS operators, and validate their skills and training. It would be proposed that a similar model of assistance/enhancement in the tactics and equipment be developed between TRG/ASPCCT, but the command and control, and the investment in maintaining the capability is borne by Southern Region.
- To maintain and grow the capability in Southern Operations there will have to be a significant investment in local level command and control procedures (e.g. an approved call-out procedure with the Southern Watch Commanders and Territory Duty Superintendents). It is recognised that an unplanned event may eventually turn into a protracted incident, and Southern Operations would need a robust handover/takeover model for when the TRG are deployed to take over tactical operations.
- The ASPCCT are not part of the validated and accredited Australia New Zealand Counter Terrorism Committee (ANZCTC) PTG. Their deployments should not be governed by the TRG on-call Tactical Commander. The Tactical Commander is a position designated within the PTG and can only offer advice on what is essentially a local-level capability. For all planned significant-high risk incidents, and unplanned high risk incidents that become protracted, the ASPCCT are not the appropriate force to resolve a situation

NTPFES Initiative Scoping Template
(To be completed when proposing an initiative)

that is significant-high risk.

- Therefore, the critical factors for success, post-curriculum development and delivery by TRG, would be a local level investment to maintain the training and equipment of the ASPCCT (to a level where local Police Forward Commanders have confidence in approving the ASPCCT coordinators IEA plans) and a commitment that the ASPCCT are not deployed to situations (significant-high risk) where TRG, as the ANZCTC PTG, should take primacy.

LD 02

Northern Territory Police



memo

To: Commander, Special Services Command
Through: Superintendent, Territory Specialist Service Division
Through: Officer in Charge, Territory Response Group
From: Sergeant Neil Mellon 1892
Subject: Recertification Alice Springs Immediate Response Team – April 2018

PROMIS:

TRM file: SC2017/079

TRM doc: 04-ED18:12196

Date: 27 April 2018

From 23 to 27 April 2018 two members of the Territory Response Group conducted a recertification training program in Alice Springs with members of the Immediate Response Group (IRT).

The Alice Springs based IRT members that completed the week training were,

- Sergeant Lee Bauwens
- Sergeant Rudi Jamieson
- Senior Constable Shane McCormack
- Senior Constable Nigel Westerhuis
- Senior Constable Emma Reynolds
- Senior Constable Jason Hankinson
- Senior Constable Paul Henderson
- 1/Class Constable C [REDACTED] M [REDACTED]

The training week was conducted in order to comply with the training requirements outlined in the **Standard Operating Procedures, Alice Springs Immediate Response Team (IRT), 3.1.1 member requalification's,**

Each IRT member must requalify in the following every 12 months:

- ***Less Lethal Shotgun***

Each IRT member must requalify in the following every 6 months:

- ***IRT range shoot***
- ***IRT Close Quarter Tactics (CQT) 5 room test***

These skills are considered the basic drills needed to remain proficient in the core functions of IRT.

In order to achieve these training requirements the week training program was conducted as outlined below,

Alice Spring IRT Recertification April 2018

Monday 23 April

Range shoot

1. 100 M4 zero @ 100m
2. 10m static shooting
3. 10m static shooting with L and R turns
4. 10m walking shooting with L and R turns
5. 10m Walking shooting with L and R turns and stoppage drills (IA)
6. 20m Walking shooting with stoppages
7. 20m Walking shooting with stoppages and 2 man cover drills
8. ANZCTC PTG Qualification shoot

Tuesday 24 April

Less lethal and range shoot

1. Theory revision on Less Lethal tactical option 12 gauge bean bag shot gun
2. Theory introduction on distraction devices – stun grenades
3. Practical 12 gauge bean bag requalification for all members from 5 to 25 meters
4. Practical introduction on distraction devices with members deploying training Sound & Flash (SF) and live operation SF1, SF2 and SF9.
5. Movement Over Urban Terrain – introduction to live fire and movement
6. Siege Management Strategy desk top scenarios

Wednesday 25 April

Public Holiday for Alice Springs members

TRG members completed range practice with M4 La Rue, SIG 716 and .308 Marksman rifles.

Thursday 26 April

Close Quarters Tactics refresher on

1. 2 man door drills and room clearance
2. 4 man door drills and room clearance
3. Closed and Open doors
4. Inward and outward opening doors
5. Distraction deployment on entry
6. Corridor drills
7. Stair drills
8. Method of entry internal and external
9. Shield drills inside SH and outside in open space
10. IRT CQT 5 Room Test

Friday 27 April

Siege Management Strategy scenarios incorporating the following activities using 4 different venues,

1. IRT call out process,
2. Deploying of IRT members
3. Inserting into inner cordon
4. Stronghold appreciation
5. Recording and reporting
6. Containment and Intercept Plan
7. Immediate Emergency Action Plan
8. Arrest Surrender Plan

Alice Spring IRT Recertification April 2018

The final day of recertification training was completed by conducting a number of scenarios that would be typically attended by the ASP IRT.

Scenario 1 – Single offender arrest target held up in stronghold – nil hostages / weapons.
Scenario 2 – Single offender armed edged weapon located in stronghold – mental health.
Scenario 3 – DV offender with female hostage – history of violence firearms offence at two separate locations and practice to handover to TRG.

All training carried out was conducted towards achieving the performance objectives applicable to the IRT.

Additional training

1/Class Constable C [REDACTED] V [REDACTED] who is an ex TRG member was assessed and deemed competent in the ANZCTC PTG 5 room test and ANZCTC PTG qualification shoot. He also took a lead role in assisting with the training of the IRT members with the siege management scenarios due to his level of previous experience and being a nationally qualified PTG member.

Sgt Jason Lock, 1/Class Constable Adam Eberl and Const James Kirstenfeldt gained the qualification in the Less Lethal 12 gauge bean bag by completing the theory, practical and written assessment.

Overall Performance

All members listed above completed the training with a high level of enthusiasm. They were attentive and there was minimal time spent conducting remedial training. The only concerns encountered were minor "immediate action or muscle memory" issues that could be directly related to minimal time spent training in this discipline.

Each members personal equipment was inspected and while there are some minor inconsistencies in standardise equipment the ASP IRT are suitably equipped to fulfil their task.

There were no safety breaches encountered during any of the live fire or simulated training exercises including a live fire and movement exercise on day two. This was pleasing to see the level of attention and safety displayed by all members of the IRT.

Firearms handling was at the level expected for members of the IRT.

Individual training results will be completed and sent to the Supt Alice Springs Police Station and copied retained on TRG file.

It is recommended that the TRG continue to provide an annual validation of equipment, training and tactics, and IRT members continue to be tested and evaluated to ensure a proficient standard is maintained.

All current IRT members are have successfully passed this annual assessment and are suitable to remain in the unit.

Alice Spring IRT Recertification April 2018

A post training audit on all equipment and munitions used during this training will be completed by Sgt Lee Bauwens and forwarded to TRG for reference.

Recommendations

Continued training in the Siege Management Strategy including the creation of plans for delivery to IRT members in practical scenarios.



Neil Mellon
Sergeant 1892
Territory Response Group



James Gray-Spence
Officer in Charge
Territory Response Group

JAMES GRAY-SPENCE

Recommended / Not Recommended

noted

Date:

Comments: *PRACTISE TO CONTINUE. ENSURE CPECTR UPDATES ARE RECORDED*

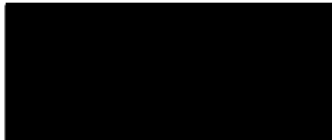


~~Hege Burns~~ Stefan Herald
A/Superintendent
Territory Specialist Services Division

Recommended / Not Recommended

Date:

Comments: *GOOD RESULT. CONTINUED AND ISSUING SUPPORTERS.*



David Proctor B. Muldoon
A/Commander
Specialist Services Command

Supported / Not Supported

Date:

Comments:



LD03

04 : D20 : 28334
04 : F19 : 2275

Northern Territory Police

memo

PROMIS: N/A

To: COMMANDER, SOUTHERN COMMAND

Through: SUPERINTENDENT, ALICE SPRINGS

Through: OIC, ALICE SPRINGS FRONTLINE

Trim File:

From: LEE BAUWENS, SGT REG. NO. 2111

Trim Doc:

Subject: SOUTHERN COMMAND – IMMEDIATE
RESPONSE TEAM – MAY 2020 UPDATE

Date: 03/05/2020

I submit this memo providing an update and overview of the current situation with the Southern Command Immediate Response Team (IRT). This memo provides and an update from a covering memo sent in October 2019.

This memo provides a summary and update under the headings of.

- Current Situation
- Training
- Equipment
- Expenditure / Budget
- Future Planning
- Summary
- Recommendations

Current Situation

The IRT have currently 6 trained members including myself as Sgt and OIC of the Team. The team is currently 9 members down from 15 members which would be full strength.

Natural attrition and recent events in Yuendumu can be attributed to recent depletion of the IRT.

In my last memo I predicted that at this time we will need 5 vacancies filled as a matter of urgency, at this stage the situation is considerably worse.

To date IRT has not been called out on an operational tasking since the incident in Yuendumu. I have also been advised that a review was to be conducted. At this stage to my knowledge no review or official decision re IRT deployment has been made.

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SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.

Recent members who have left the section and why

Constable Hansen	- Port Keats posting
Sergeant Lock	- New Zealand career break
Constable Bevan	- Long term light duties – unknown return
Constable Rolfe	- Arrested for Murder
Constable Eberl	- Arlparra OIC
Constable V [REDACTED]	- Sick leave – u/k return
Constable Kirstenfeldt	- Transfer to Darwin due to Yuendumu
Senior Constable Westerhuis	- No longer wants to be in section
Constable Henderson	- No longer wants to be in section
Constable Samuel Tait	- Transfer to Katherine

Current Operational members

Sgt Lee Bauwens	- Sgt Gds
Constable Shane McCormack	- Gds / Drone
Constable Tony Hawkings	- Gds / Ackerman
Constable Everett – Smith	- Crime , OIC Crime not authorise for IRT
Constable Emma Reynolds	- Forensics
Constable Kodi Adcock	- Gds – Ex TRG recently re - joined from SA

In the past to compensate for members leaving I have been utilising Constable Sykes on several deployments to assist. In future other suitable members can be utilised to assist in anything that is not high risk. This will go part way to counter IRT member shortages and prepare future IRT candidates.

Training

The primary role for the IRT is to safely contain a high risk incident and respond tactically to an emergency situation within that incident. The siege management strategy is implemented to safely achieve this outcome. The skills and plans utilised to perform this role are standardised across Australia and New Zealand under the guise of the ANZNCTC (Australia and New Zealand National Counter Terrorism Committee)

To achieve this high level of response constant training and skills enhancement are required.

Presently one IRT training day is allocated per roster (old roster) and all IRT members are rostered when possible to attend these sessions. In order for the IRT to maintain currency with their skill set consistent training is required, the weapon skills and tactics utilised by the IRT are perishable.

Since the Yuendumu incident IRT has trained for two days only with limited members.

Training has continued to suffer due to low staffing levels in southern command. One day per roster has proven to be unsustainable and does not provide the training that is required to maintain the section. This has been highlighted in the previous memo attached

-3-

SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.

As appendix " A " . If one day training were to succeed it would need to be supported by additional concentrated training sessions, this to date has not happened.

All IRT training is recorded on a TRG Spectre database accessed from PROMIS. The database records training conducted for each member. The system also enables the IRT to record their assessment and manage re- qualifications.

I have previously suggested to overcome the ongoing training issues that the IRT have at least five full time members.

The five members would perform numerous other duties, Night assessment/ Response, Traffic duties , Youth / social order Duties , special operations etc. The five would manage their own training and be utilised as needed for IRT deployments.

The five would be rotated out every 4 months which would eliminate the need for 15 members to be taken off the roster every month.

It would also not impact the roster when the members are called out to respond to tasks.

I have addressed this in previous memos and still feel this is the best option to maintain a level of training required while providing the best service to southern command.

Courses

The IRT has also endeavoured to achieve a level of independence in respect to training and qualifications. The recent IRT Basic Induction course held in January 2019 was conducted completely in house by myself and Constable 1C V [REDACTED] both are Ex TRG members. The course covered the following skills.

Course outline

- Siege Management Strategy
- Tactical plans
- Cam and concealment
- Rural / Urban Tactical movement
- Close Quarter Resolution (room combat)
- Range Shoot - .223 / Glock / less lethal

The IRT induction course is a 2 week course conducted in Alice Springs, expenditure is limited to ammunition and new uniforms for course participants. Presently IRT have sufficient ammunition stores to conduct the course with only uniform expenditure being approximately \$200 per person being the other major expense.

Before the next course can commence identified IRT trainers will need to be sent to Darwin and train with the TRG. This action will enable IRT trainers to maintain their currency and skill set so to facilitate future training. This course of action has already been approved by management.

Members to conduct this training will be Lee Bauwens , Kodi Adcock and Tony Hawkings.

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SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.

Equipment

Tactical vest – Helmets.

I am pleased to say that the recent business case has been approved and the tactical vests, ballistic plates and helmets have arrived.

From an equipment prospective the IRT is operational and can safely be deployed to incidents. This purchase has demonstrated southern commands commitment to the IRT and the role it performs.

Firearms

The primary weapon utilised by the IRT is the MP15 semi auto .223 rifle. These will be replaced with the Colt as per NT firearm procurement. Our .308 bolt action rifles will also be replaced with a Sig .308 semi auto rifle.

Armoured Vehicle

As per October 2019 memo a ballistic rated vehicle is still an important asset that can if approved be obtained from TRG. This vehicle performs a vital role in all tactical plans to manage a high risk incident.

This vehicle would benefit both IRT and the TRG for future deployments within southern command.

At this stage nothing has been decided from the OIC of TRG re the release of the vehicle for Southern Command. The vehicle in question is a 100 series Land cruiser which has been replaced by a new federally funded [REDACTED] 200 Series Land cruiser. The 100 series Land cruiser was obtained via asset transfer from the federal government at no cost. There have however been significant costs to get the vehicle to Australia and ready to use operationally and may require ongoing costs to maintain.

Expenditure / Budget

Presently there is no dedicated cost code or budget allocated to the IRT. Annual expenditure is absorbed by the Alice Springs Police Station cost code. To date expenditure has been limited to ammunition, uniforms and training for new members. My last update recommended allocating a budget of \$30,000 per year.

Future Planning

My previous memo's from 2019 mentioned 3 areas of future planning

Full time IRT members

- | | |
|-----------|-------------------------|
| Equipment | - IRT Vehicle |
| | - [REDACTED] |
| | - [REDACTED] vehicle |
| Roles | - SMV apprehension |
| | - Community enforcement |
| | - Search and Rescue |

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SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.

To date nil conversations have taken place re future planning for the IRT. A business case will be submitted for night vision equipment in the near future.

In addition to the aforementioned areas for future planning I believe the IRT would benefit greatly with additional less lethal weapon options to complement the existing beanbag shotgun already used by the IRT.

Other widely used less lethal options used by police jurisdictions around the world and including the TRG include

1. Pepper ball gun – FN3030
2. OC grenade / canister

Both options close the critical gap between armed offenders and police members during times of social unrest or high risk incidents. They can mitigate current or future threats using minimal force.

Both options are currently available to the TRG and IRT would also benefit from expanding their options that minimise the situation where lethal force may be used as a last resort.

A separate memo proposal will be submitted in relation to this request.

Summary

The IRT presently provide the Southern Command with a tactical capability in the event of a declared high risk incident and manage that incident until the TRG can be deployed from Darwin.

The IRT under the control of the Police Forward Commander provide a vital role containing an incident while also providing tactical plans / responses for any situation that occurs at that incident. Whether it be facilitating the surrender of the offender or providing an immediate emergency action (IEA) to save the life of a person within the incident.

The IRT covers a 5hr capability gap at a declared high risk incident.

Currently the IRT due to member shortages and training stoppages are not in a position to provide their primary role to Southern Command

The IRT also provide a general support role performing specific specialised tasks. To facilitate both these roles IRT members need consistent and quality training

New essential equipment has been purchase enabling the IRT to be safely deployed to any situation.

To date no discussions have taken place about the future planning of the IRT highlighted in this or the previous memo.

The future deployments of IRT are also in question with no formal pathway to move forward from the current situation since Yuendumu.

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SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM –
OVERVIEW AND FUTURE REQUIREMENTS.

Member numbers have been addressed and seen as a priority. The current COVID -19 situation is obviously having a drastic effect on all aspects of operational policing and must be taken into account. Taking that into consideration providing the Southern Command with a Police tactical response must also be seen as a priority.

Recommendations

Discussions re future roles / training and deployments of the IRT take place to expand the service they can provide to southern command.

IRT skills / currency enhancement training for instructors to be approved and date set after discussion with the OIC of TRG.

Southern Command obtain If possible the replaced TRG armoured vehicle for the IRT and future TRG deployments.

An induction course for at least 10 persons needs to be conducted at the completion of instructor training with the TRG

It is imperative that the IRT has a clear direction and move forward from this point to be able to provide a tactical response to Southern command when required.

If a review of the IRT is to be conducted a time frame for commencement or completion of the review is requested.

Formal clarification re the current situation and future IRT deployment is requested.

.....
Lee Bauwens
Sergeant 2111
OIC IRT

SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM –
OVERVIEW AND FUTURE REQUIREMENTS.

Christopher WILSON
Senior Sgt
OIC Alice Spring Station

Comments

.....
Brett PROWSE
Superintendent
Alice Springs Police Division
Date:

Comments

Comment

.....
Bradley CURRIE
Commander
Southern Command
Date:

Comments

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SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM –
OVERVIEW AND FUTURE REQUIREMENTS.

List of Appendix

1. **“Appendix A” – IRT covering Memo submitted in March 2019**

LTB04

Northern Territory Police



memo

To:	ASSISTANT COMMISSIONER, REGIONAL OPERATIONS AND ROAD POLICING	PROMIS: N/A
Through:	COMMANDER, SOUTHERN	
Through:	SUPERINTENDENT, ALICE SPRINGS	
Through:	OIC, ALICE SPRINGS FRONTLINE	Trim File:
From:	LEE BAUWENS, SGT REG. NO. 2111	Trim Doc:
Subject:	SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.	Date: 31/03/2019

I submit this memo providing an update and overview of the current situation with the Southern Command Immediate Response Team (IRT). This memo provides a summary under the headings of

- History
- Current Situation
- IRT Role
- Training
- Equipment
- Expenditure / Budget
- Future Planning
- Summary
- Recommendation

History.

The IRT has developed from the Alice Springs Cordon and Containment Team (ASCCT), which has been in existence for approximately 15yrs. The Cordon team was under trained, equipped, funded and resourced for it to operate effectively.

The ASCCT's initial role was to provide a cordon and containment capability in high risk incidents and maintain the scene until the Territory Response Group could attend from Darwin.

-2-

SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.

In 2014 I transferred to Alice Springs General Duties after 10 years in the TRG. I was very motivated to transform the ASCCT into an effective team that was capable of providing a high level of tactical response to the Southern Command that was previously lacking.

Current Situation

The IRT have currently been operating from their Alice Springs Base for 4 years. There are 15 trained members including myself as Sgt and OIC of the Team. The ASCCT equipment was initially replaced with the basic level of equipment utilised by the TRG, in fact, we have all the old equipment used by TRG, including, ballistic vests, helmets and weapon accessories.

The IRT has also expanded its role from the original cordon and containment role. The team has been developed in line with best practices, adhering to the nationally recognised siege management strategy and is now responsible for and authorised to carry out the following tactical plans.

- Cordon / Containment Intercept
- Immediate Emergency Action – IEA
- Arrest / Surrender
- Negotiator Escort / Recovery

To attain this higher level of response and training the IRT has worked closely with the TRG, who have provided the required training for members to be qualified in the above mentioned roles/skills. The IRT has also endeavoured to achieve a level of independence in respect to training and qualifications. To ensure it is sustainable, some members have been trained by TRG as assessors to train and conduct induction courses. This reduces costs involved for members to travel to Darwin or for TRG assessors to travel to Alice Springs to conduct the required assessments of new members and regular skills training sessions.

The recent IRT Basic Induction course held in January 2019 was conducted completely in house by myself and Constable 1C V [REDACTED] who are Ex TRG members. The course covered the following skills.

Course outline

- Siege Management Strategy
- Tactical plans
- Cam and concealment
- Rural / Urban Tactical movement
- Close Quarter Resolution (room combat)
- Range Shoot - .223 / Glock / less lethal

In line with IRT's role expansion the IRT are currently authorised to deploy the Bean Bag shot gun. This provides members with an effective, less than lethal option in high risk situations.

-3-

SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.

IRT Role

IRT SOP's have been developed to cover deployment for general support and high risk response. All IRT deployments have to be approved at Commander level after being requested by the Watch Commander.

The IRT manage/contain a declared high risk situation until the TRG arrive from Darwin, a minimum of 6 hrs travel time (if utilising air transport). To compensate for this time delay IRT have increased its capability to perform Immediate Emergency Actions if the situation deteriorates and lives are placed at risk

High risk:

In any high risk response the IRT remains an asset of the Police Forward Commander and any actions by the IRT must be approved by them.

All tactical planning/considerations are developed by the IRT team leader and approved by the Tactical Commander - generally the OIC of TRG, and is further approved by the Police Forward Commander or higher ranked officer before being implemented.

General Support:

IRT have been utilised on numerous occasions to perform a general support role for Frontline Members; most commonly, attending remote communities; such as, Yuendumu, Ali Curung, Papunya, Hermannsburg and Borroloola at times of social unrest. Other tasks undertaken by the IRT include apprehending priority arrest targets that involved covert bush tactics at remote locations as demonstrated recently in Docker River.

IRT also conduct surveillance duties, to locate and apprehending property offenders, including persons involving in rock throwing at vehicles or providing a tactical response to apprehend stolen motor vehicles.

The IRT are a group of motivated members who have a high level of tactical and weapon handling skills. They can be deployed at short notice and are self-sufficient. The team pride themselves on being flexible to fulfil any task that is required of them.

All IRT deployments are recorded on PROMIS station journals:-

- 2018 - 8905514
- 2019 - 8854742

Training

To maintain the current level of response especially the IEA response, the IRT need to maintain a level of skill which was previously non-existent with the ASCCT.

At present one IRT training day is allocated per roster and all IRT members are rostered when possible to attend these sessions. Weapon handling and room combat tactics - Close Quarter Tactics (CQT) – are very perishable skills.

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SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.

In an attempt to increase training I have discussed with management extending training to include condensed training over two day periods where possible, as well as a skills enhancement week conducted by TRG in Darwin once a year for up to 6 members.

It has also been proposed that when TRG members attend Alice Springs for other operational requirements that they stay longer and conduct training. To date this has not eventuated. As I suspected it has been hard to organise rosters at short notice and TRG also have work schedules and then there is the associated costs involved.

More training is required and I feel that the one day per roster is manageable but has to be supported by additional training days such as two day concentrations three times a year and a week once a year with TRG.

All IRT training is recorded on a TRG Spectre database accessed from PROMIS. This records training conducted for each member. The system also enables the IRT to record their assessment results.

Equipment

Tactical vest – Helmets.

The IRT personal tactical vests contain ballistic plates that are consistent with those used by other tactical groups around Australia, including ballistic rated helmets.

Presently all IRT personal tactical equipment acquired at no cost from TRG are out of service date. Meaning the ballistic plates in the tactical vests need to be tested or replaced and the helmets are also non-serviceable, this has significant OHS implications for member safety. In the event there is a member injured while wearing the current vest, it is likely to result in legal ramifications for the NT Police. This issue is listed on the Alice Springs Police Divisional Risk Register.

Testing or replacing this equipment is costly. It is the current practice of the TRG to replace ballistic plates and not to test them, as testing costs are often more prohibitive than replacement.

A business case is attached to this file with the costed replacement of outdated IRT equipment.

In addition to the proposed replacement equipment the following information provides details of uniforms and firearms utilised by the IRT.

Uniform – Multi Cam

The current IRT uniform is a multi-cam design that has since been adopted by the uniform committee as a stores item. This will be available via stores in the near future. Presently TRG are also in the process of changing to multi cam also. Expenditure for new or replacement members is the responsibility of the Alice Springs Police Station.

IRT members wear the standard Northern Territory Police uniform when they are conducting general support duties.

SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.

Firearms

The primary weapons utilised by the IRT are within serviceable life. The primary weapon is the MP15 semi-automatic assault rifle in .223 calibre. This weapon will soon be replaced with a Colt rifle that is also being rolled out to the entire NT Police as a replacement to the station shot gun. The replacement Colt will also have upgraded sighting systems that are suitable for the IRT requirements. New weapons have also been acquired from TRG being:-

- [REDACTED]
- Remington shot gun – Bean Bag specific firearm x2

Expenditure / Budget

Presently there is no dedicated cost code or budget allocated to the IRT. Annual expenditure is absorbed by the Alice Springs Police Station cost code. To date expenditure has been limited to ammunition, uniforms and training for new members.

Projected ammunition usage for 2019 is [REDACTED] and [REDACTED] at a value of \$9,640. This amount has been approved and ordered.

Projected uniform costs. The IRT multi cam uniform costs approximately \$200 per set and each member is issued with just one set to assist with cost expenditure. During a year it is expected that 5 uniforms will need to be purchased at a total cost of \$1000.

I propose that the IRT receive a cost code and an annual budget of \$30,000 to cover ammunition, uniforms, training and other associated equipment replacement costs. This would adequately record the IRT expenditure against the Alice Springs Police Station budget.

Future Planning

Full time members

The IRT has developed into a professional team with an increased allocation of trained personnel and skill capability. Further development of team members is possible with dedicated training, resources and budget allocation. Presently IRT deployments are hampered by roster restrictions as the Alice Springs staffing levels are decreasing. The IRT members are rostered in Frontline Patrol Groups and Community & Youth Engagement Team. Deployment of the IRT usually requires replacement shifts on overtime to ensure minimum staffing is covered.

An option to eliminate this problem would be have a gazetted PIPs position for the the OIC (Sgt) of the IRT and to have the Sgt and 4 members rostered on dedicated IRT roster. When they are not undertaking IRT duties the following duties would be performed by the members to support Frontline members:-

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SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.

- Priority Warrant arrests
- Night assessment – GD's support
- Major events / Active operations
- Alcohol Policing Unit assistance

- Youth Patrol
- Social Order patrols
- Traffic duties

When called out the IRT would not interfere with the current rosters. The team could also manage its own training and any IRT administration.

This would also reduce the impact on patrol groups supplying members, although training for non-full time members would still be conducted.

If however IRT Members could be rotated out of the full time IRT and back to patrol groups at 2 to 3 month intervals and if the intervals were consistent I could suggest that the one day training per roster could be eliminated or reduced to every second roster. This would have to be monitored to ensure training is being maintained for all members.

Equipment - Vehicle

Presently IRT does not have a dedicated vehicle for their use or specific to their needs. On most occasions an unmarked vehicle is the preferred option for the members. The majority of IRT call outs are for tasking that require covert patrols, insertion and arrests.

IRT currently utilise management unmarked or Regional Investigation Division vehicles, but these are not always available at short notice. On one occasion it took IRT several hours to secure a vehicle to drive to Docker River for a priority arrest target. As a consequence of that delay members inserted into the remote location during day light hours instead of the planned night time insertion, for a morning arrest. As a result due to the delay members were nearly compromised when the offender drove out. IRT were then required to re-evaluate their plan resulting in a 5 hour delay before they were able to secure the arrest of the offender, upon returning to the outstation. A dedicated vehicle would provide the IRT with the flexibility and ability to work independent and have a vehicle equipped and ready to deploy at short notice.

Proposed vehicles suitable for the IRT are:-

- Option 1. Toyota Landcruiser 200 series
- Option 2. Toyota Landcruiser Prado GX

The Vehicle would need to be fitted with rear draws and roof racks to assist in IRT deployments. The vehicle could also be utilised by other members when it is not being utilised by the IRT, including:-

- Alcohol protection unit
- Youth Patrol
- Property crime – patrols
- SMV patrols apprehension

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SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.

- Traffic duties
- Frontline members for specific operations requirement an un-marked vehicle.

To assist with this request the following two options may be considered:-

- Replace the current Toyota Aurion unit 304, this vehicle is not utilised as intended and is an admin vehicle used for summons service.
- Utilise appropriate vehicles before handing back to workshops for replacement. Eg Keep a vehicle scheduled for replacement for an additional year before handing back to be sold by workshops. Vehicles will have limited use and stay within service life. Currently Supt Nobbs vehicle is suitable and due for replacement.

Equipment - Night Vision equipment (NVG)

Currently the IRT do not have a night time capability other than utilising white light for deployments.

During a high risk deployment at night IRT members will be required to insert and maintain a cordon while providing observations on a stronghold.

It is an essential part of any tactical planning and response that cordon members report and record vital information about the location and offender / hostage movements.

At present the only [REDACTED] capability in the Southern Command is one [REDACTED]. This is located at the Alice Springs Police Station. [REDACTED] gives the operator a tactical advantage serving to protect the member and provide the best tactical response to any situation that occurs during [REDACTED] conditions. Additional [REDACTED] devices could also be utilised for fleeing offenders, search and rescue and covert surveillance roles. The [REDACTED] is priced at \$9500 per unit, this item is standard issue to most police tactical groups within Australia including TRG. Additional purchases of night vision equipment is included in the attached Business Case. At a minimum 4 sets of [REDACTED] would be sufficient for IRT deployment

Roles

SMV Apprehension

Over the past year, Alice Springs has experienced a large spike in unlawful entries resulting in stolen motor vehicles. The offenders are predominantly youth offenders who are often not arrested at the time, resulting in continued offending for sometimes extended periods of time.

The aim of the IRT response is to provide a resolution strategy in a safe environment and manner.

An increased capability for IRT to conduct covert/mobile cordon apprehension plans is proposed. This is a tactical plan and will require specific training of IRT members and approval for any tactical plans would require sign off by the OIC TRG.

Having this capability in Alice Springs will allow for additional resolution options.

SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.

Remote Community Enforcement

It is often the case that members at remote stations who work with limited resources are often not in a position to take immediate action against a person or groups in their community, particularly during times of community conflict as there is a high risk of increased violence being turned towards members.

IRT can be utilised as an effective tool for remote communities, provide a zero tolerance policing approach to anti-social behaviour or violence in the community. Once the IRT has attended and dealt with the target person or group/s, local members can continue to work with the community without reprisal. This tactic was often utilised by community police when TRG have attended.

Search and Rescue

Search and Rescue is another area where the IRT can be more effectively utilised. I am currently qualified as a search and rescue manager and co-ordinator (SARMAC). It is important to have members in the field that are fit, self-sufficient, capable and trained. IRT members are required to maintain high fitness levels and are trained to work in extreme circumstances and can be deployed at short notice and are self-sufficient as they have a kit bag and swag pre-packed to camp in any environment.

An example of the benefits of utilising IRT members was the recent search in Ampiliwatja. They were at the briefing room and ready for deployment within an hour of them being called out.

IRT members will be encouraged to apply for ASAR courses and this will greatly expand the SAR capability in the Southern Command. There are currently 4 SARMAC's and 2 of these members are due for retirement in the next five (5) years.

Summary

The IRT presently provide the Southern Command with a tactical capability in the event of a declared high risk incident. To continually provide this capability a significant financial and training commitment is required to ensure that the IRT are working in a safe environment and the team continues to develop and remains effective.

To date the IRT have achieved great results with minimal equipment and funding but the identification of the risks associated with the lack of available resources and expired equipment requires immediate resolution.

Recent events in Australia and overseas have highlighted the impact of terrorism or active shooter incidents and the challenges for police to respond effectively. The Southern Command are already disadvantaged with the delays to have TRG deployed and ensuring our IRT are suitable trained and equipment ensures our Frontline Police and community have a level of tactical support until fully trained TRG teams can attend.

SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM –
OVERVIEW AND FUTURE REQUIREMENTS.

Recommendation

It is recommended that you consider and approve the provided Business Case for equipment that is urgently needed for the IRT. Also Consider the training and vehicle options to ensure that the IRT can perform their role professionally and effectively in the future.

I submit this memo for your consideration

.....
Lee Bauwens
Sergeant.

SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM –
OVERVIEW AND FUTURE REQUIREMENTS.

..... Supported / Not Supported
Pauline VICARY
Superintendent
Alice Springs Police Division
Date:

Comment

..... Recommended / Not Recommended
Bradley Currie
Commander
Southern Command
Date:

Comment

..... Approved / Not Approved
Narelle BEER
Assistant Commissioner
Southern Command
Alice Springs Police Station

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SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM –
OVERVIEW AND FUTURE REQUIREMENTS.

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LBOS

Northern Territory Police



memo

PROMIS: N/A

To: COMMANDER, SOUTHERN COMMAND

Through: SUPERINTENDENT, ALICE SPRINGS

Through: OIC, ALICE SPRINGS FRONTLINE

Trim File:

From: LEE BAUWENS, SGT REG. NO. 2111

Trim Doc:

Subject: SOUTHERN COMMAND – IMMEDIATE
RESPONSE TEAM – OVERVIEW AND FUTURE
REQUIREMENTS.

Date: 30/10/2019

I submit this memo providing an update and overview of the current situation with the Southern Command Immediate Response Team (IRT). This memo provides and an update from a covering memo sent in March 2019.

This memo provides a summary under the headings of.

- Current Situation
- Training
- Equipment
- Expenditure / Budget
- Future Planning
- Summary
- Recommendation

Current Situation

The IRT have currently 15 trained members including myself as Sgt and OIC of the Team. The team is currently at full strength, but this situation will be changing in the very near future.

As can be expected several members are expected to leave in the near future. Some have been approved for transfer while others are actively looking at options, as well as members on sick leave.

I predict by the New Year there will be at least 5 vacancies that need to be filled as a matter of urgency.

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SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM –
OVERVIEW AND FUTURE REQUIREMENTS.

Constable Hansen	- Port Keats posting
Sergeant Lock	- New Zealand career break
Constable Bevan	- Long term light duties – unknown return
Constable Rolfe	- Possible TRG vacancy in future
Constable Eberl	- Actively looking
Constable V [REDACTED]	- Sick leave – u/k return

IRT have had several deployments this year achieving good results each time. These can be reviewed on Promis station journal - 8854742 for 2019 refers
I predict that as usual we will have a busy summer, especially considering current staffing issues.

Even with several members departing prior to Christmas the IRT will still be in a position to respond to call outs when required.

To compensate members leaving I have been utilising Constable Sykes on several deployments to assist. And can in future can utilise other suitable members to assist in anything that is not high risk. This will go part way to counter IRT shortages.

Training

To maintain the current level of response especially the IEA response, the IRT need to maintain a level of skill

At present one IRT training day is allocated per roster and all IRT members are rostered when possible to attend these sessions, weapon and room combat tactics - Close Quarter Tactics (CQT) – are all perishable skills.

Training has suffered this year with several members missing training days, this can be contributed to leave and roster restrictions.

In an attempt to increase training I would like to include condensed training over two day periods where possible as well as a skills enhancement week conducted by TRG in Darwin once a year for up to 6 members.

It has also been proposed that when TRG members attend Alice Springs for other operational requirements that they stay longer and conduct training. To date this has not eventuated. As I suspected it is hard to organise rosters at short notice and TRG also have work schedules and then there is the associated costs involved.

More training is required and I feel that the one day per roster is manageable but has to be supported by additional training days such as two day concentrations three times a year and a week once a year with TRG.

All IRT training is recorded on a TRG Spectre database accessed from PROMIS. This records training conducted for each member. The system also enables the IRT to record their assessment results.

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SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.

Courses

The IRT has also endeavoured to achieve a level of independence in respect to training and qualifications. The recent IRT Basic Induction course held in January 2019 was conducted completely in house by myself and Constable 1C V [REDACTED] who are Ex TRG members. The course covered the following skills.

Course outline

- Siege Management Strategy
- Tactical plans
- Cam and concealment
- Rural / Urban Tactical movement
- Close Quarter Resolution (room combat)
- Range Shoot - .223 / Glock / less lethal

The IRT induction course is a condensed 2 week course conducted in Alice Springs, expenditure is limited to ammunition and new uniforms for course participants. Presently IRT have sufficient ammunition stores to conduct the course with uniform expenditure being approximately \$200 per person.

IRT can run the course with nil TRG involvement and associated costs of providing instructors. TRG still recommend that suitable members be sent to Darwin for concentrated training in the future to enforce the skill set for instructing as well as implementing new tactics to the IRT.

This would strengthen the connection between IRT and TRG and believe sending IRT members to Darwin to train with the TRG at appropriate times would benefit the individuals and the section dramatically.

Equipment

Tactical vest – Helmets.

Presently all IRT personal tactical equipment acquired at no cost from TRG are out of service date. Meaning the ballistic plates in the tactical vests need to be tested or replaced and the helmets are also non-serviceable, this has significant OHS implications for member safety. In the event there is a member injured while wearing the current vest, it is likely to result in legal ramifications for the NT Police. This issue is listed on the Alice Springs Police Divisional Risk Register.

This situation has not changed from the last memo. A business case has been submitted and is in the final stages of approval with Southern Command funding the purchase as well as allocating funds each year to replenish the new equipment every 5 years. This is a good result and shows that Southern Command is committed to financially supporting the IRT.

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SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.

Firearms

The primary weapons utilised by the IRT are within serviceable life. The primary weapon is the MP15 semi-automatic assault rifle in .223 calibre. This weapon will soon be replaced with a Colt rifle that is also being rolled out to the entire NT Police as a replacement to the station shot gun. The replacement Colt will also have upgraded sighting systems that are suitable for the IRT requirements.

The new primary weapons have not yet been issued to the IRT. This is not a problem at this stage as the existing firearms are suitable and within serviceable life.

Armoured Vehicle

The equipment list can also be expanded to include a ballistic rated vehicle or armoured vehicle. Presently the IRT have no vehicle allocated to them at all.

IRT also have no armoured vehicle capability. This type of vehicle performs an essential role in all the tactical plans that can be utilised by the IRT during a high risk incident.

Presently TRG have a second hand Toyota Land Cruiser 100 series vehicle [REDACTED] [REDACTED] This vehicle was procured from Australian federal police after it served overseas as a CPP vehicle. This vehicle currently supports the Bearcat which is the primary armoured vehicle utilised by TRG during deployments.

TRG are currently waiting for a new federally funded vehicle a Toyota 200 series Land cruiser to replace this vehicle. The new vehicle should arrive this year or early next year.

I propose the following

Southern Command request / enquire about this vehicle being sent to Alice Springs, either on loan or transferred for the following reasons

1. The vehicle will provide a [REDACTED] platform for Southern Command, as currently these vehicles only exist in Darwin.
2. Enhance the capability effectiveness of IRT during high risk deployment
3. Enhance the safety of IRT members and offenders during high risk deployment
4. Provide a [REDACTED] vehicle for TRG deployments when deployed to the Southern Command for high risk response.

This vehicle was procured at no initial cost to TRG but I understand that it has undergone expensive mechanical upgrades and ongoing costs that may be a factor in any decision being made.

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SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM – OVERVIEW AND FUTURE REQUIREMENTS.

Expenditure / Budget

Presently there is no dedicated cost code or budget allocated to the IRT. Annual expenditure is absorbed by the Alice Springs Police Station cost code. To date expenditure has been limited to ammunition, uniforms and training for new members. My last update recommended allocating a budget of \$30,000 per year.

Future Planning

My last covering memo attached as Appendix “A” covered 3 areas of future planning, addressing full time IRT members, current equipment deficiencies and proposed roles that the IRT could perform in addressing occurring crime and emergency response. The memo contained the headings below.

Full time IRT members

- Equipment - IRT Vehicle
- [REDACTED]

- Roles - SMV apprehension
- Community enforcement
- Search and Rescue

To date nil conversations have taken place re future planning for the IRT. Business cases will be submitted for night vision equipment in the near future.

Summary

The IRT presently provide the Southern Command with a tactical capability in the event of a declared high risk incident. To facilitate this training, members and equipment need to be maintained to a high standard.

As I write this the purchase of new essential equipment has been approved and is in the final stages, prior to being ordered. This purchase secures the immediate future of the IRT, allowing for future deployments.

To date no discussions have taken place about the future planning of the IRT highlighted in this or the previous memo.

Member numbers have been addressed and seen as a priority. The matter is in hand with a course scheduled for early next year to ensure the IRT have 15 members and be at full strength. If possibly additional members could also complete the course as reserve for when full time members leave.

SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM –
OVERVIEW AND FUTURE REQUIREMENTS.

Recommendation

Discussions re future roles / training and deployments of the IRT take place to expand the service they can provide to southern command.

An IRT selection course be approved and date for the New Year. Date to be confirmed to ensure adequate time for course preparation / roster changes and future candidates to plan their time to attend the course.

Southern Command obtain If possible the replaced TRG armoured vehicle for the IRT and TRG deployments.

.....
Lee Bauwens
Sergeant 2111.

Comment

SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM –
OVERVIEW AND FUTURE REQUIREMENTS.

Peter DASH
Senior Sgt
OIC Alice Spring Station

Supported / Not Supported

.....
Pauline VICARY
Superintendent
Alice Springs Police Division
Date:

Supported / Not Supported

Comment

.....
Bradley CURRIE
Commander
Southern Command
Date:

Approved / Not approved

Comment

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**SOUTHERN COMMAND – IMMEDIATE RESPONSE TEAM –
OVERVIEW AND FUTURE REQUIREMENTS.**

List of Appendix

- 1. “Appendix A” – IRT covering Memo submitted in March 2019**

Northern Territory Police



memo

PROMIS:

To : DANIEL BACON COMMANDER SOUTHERN REGION**Through:** PETER GORDON SUPERINTENDENT**From:** LEE BAUWENS,SGT 2111 ALICE SPRINGS**Subject:** CORDON AND CONTAINMENT UPDATE – EQUIPMENT AND TRAINING.**Trim File:** SC2014/223**Trim Doc:** SC2014/223-006**Date:** 02/11/2015

I submit this memo to provide an update on the cordon and containment team in Alice Springs. Since my first memo dated 12/09/2014 and added as appendix "A" there have been several advancements in equipment and training for the cordon team.

In December 2014 I was Gazetted to Alice Springs Station and from that point have taken carriage of the cordon team. I have attempted to make it fully operational via regular training and providing the members with the equipment so they may professionally and safely carry out their duties when requested.

I have been fortunate that TRG have recently upgraded their basic equipment, which has enabled the cordon team to acquire desperately needed tactical equipment, including ballistic protection and weapon accessories.

Equipment

The list of new equipment is as listed (At no cost to southern region)

- Ballistic vests with all pouches
- Ballistic Helmets (with NVG mount)
- Tactical light sources for MP15 Rifle
- Tactical rail fore end to affix light and other items to MP15
- Fore end handle.
- [REDACTED]
- Tactical light source for Glock

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Cordon Containment Alice Springs

Training

Training has been one day per roster. Training covers three main areas they include

- Firearms (practicing ANCTC qualification shoots)

Range shoots incorporate walking turns and acquiring a target with the primary weapon on command. When a naturally occurring stoppage takes place (out of rounds) the secondary weapon (Glock) is then used to engage the target. This is an effective test that teaches weapon manipulation, stopping drills, quick target acquisition and accuracy.

- Close Quarter Resolution or CQR

These tactics enable the cordon team to safely enter a house in an emergency situation as part of the Immediate emergency action plan (IEA). Training usually consists of practice at empty housing commission houses or the old police station.

CQT also incorporates arrest drills and covert clearing of houses.

- Cordon and containment

Utilising houses to participate in complete scenarios from call out procedure to deployment and resolution of the incident. Incorporating Containment plans, arrest surrender, Immediate Emergency Action, and Negotiator escort.

Approved Equipment – Not acquired yet.

12 Gauge Bean Bag Shot Gun.

In March 2015 I submitted a memo for the approval to use Bean Bag shot guns to provide another less lethal option for the cordon team. Memo added as Appendix "B". SOP's added as Appendix "C"

Commander Vanderlaan and Supt Wurst approved and roll out was to be implemented when SOP's were finalised and TRG could train the cordon team.

Multi Cam Uniform

The cordon team has previously been issued with a multi cam uniform, the last purchase was many years ago and hardly any of the uniforms exist anymore as the members they were purchased for have moved on.

Approval was sought and granted by Supt Kylie Proctor of the Uniform committee to purchase a multi cam uniform for the cordon team. (at the stations expense). Uniform request added as Appendix "D" and email added as Appendix "E"

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Cordon Containment Alice Springs

This piece of equipment is vital to any cordon team as concealment is their best defence. The ability to move in close to a high risk situation and report essential details without being detected is vital to the role the cordon team provides.

Equipment and Training Gaps

Recently acquired equipment has dramatically improved the safe effectiveness of the cordon team to provide a capability for the southern region. Some areas still need to be addressed, list as follows.

- **Leg holster for the Glock**

As stated in previous memo, CQT weapon drills require quick access to the secondary weapon being the Glock if a stoppage occurs with the primary weapon. At present members can only utilise their General duties belt which does not provide easy access when wearing ballistic vests. Also the standard holster will not accept a Glock with a light source attached.

Costings for a Glock leg rig is approx. \$250 per person.

- **Goggles eye protection**

Standard motorbike goggles can be utilised to provide adequate eye protection when wearing the ballistic helmets.

Cost Approx \$50 per person.

- **Multi Cam Uniform**

Over the last 10 years I have been attached to the TRG as S/C, Sgt, A/S/Sgt and S1 being the cordon/ marksman team leader. I have been deployed on many cordons during high risk incidents. It is my opinion that the issue of a multi cam uniform is essential for member safety for deployment to high risk incidents.

Standard police uniforms contain many areas of high visibility. During High Risk deployments maintaining an inner cordon wearing this uniform will compromise the position of cordon members and their safety and also compromising the success of operation. Without a camouflage uniform the cordon team cannot be deemed to be operational and available for high risk tasks.

Cost for 5.11 Multi cam uniform approx. \$100 each.

- **Training**

Presently training consists of 1 day per roster which in the high workload environment we operate in is acceptable. To build on this training I recommend additional condensed training with TRG either in Darwin or in Alice Springs.

It is my recommendation that TRG members come to Alice to train with the cordon team in our working environment. One training block of at least one week a year would be suitable.

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Cordon Containment Alice Springs

In addition due to natural attrition full Cordon courses will need to be run to compensate for dropping member numbers. This could be every year or longer depending on circumstances. This would have to be negotiated with the OIC of TRG.

Current situation Cordon Containment member names.

1. Sgt L. Bauwens (T/L)
2. Sgt M. Williams
3. Sgt C. Robertson (Neg)
4. Const P. Egan
5. Const L. Tomkins
6. Const N. Westerhuis
7. Const T. Jackwitz
8. Const L. Williams
9. S/C G. Oberg

There are 13 Rifles and vests available, all kit is personal issue and does not leave the cordon room until deployed.

It is my recommendation that another cordon course be conducted early 2016 to take members up to 12 to factor for leave etc. The minimum for a cordon is 3 teams of 2. Other members will make up the arrest or IEA team. 10 members at an incident would be ideal, but in reality additional members will have to be made up utilising general duties members.

Summary

Substantial equipment and training gains have been made this year, with no cost to southern region so far. With only minimal expenditure the cordon team can have the additional equipment it requires to safely respond to high risk incidents, being the cordon and containment teams primary task.

At a cost of approximately \$400 per person, which includes Glock leg rig, goggles and multi cam uniform. The cordon team will have a good level of equipment to carry out their role.

This compares with my first memo which had the cost at \$1690 per person.

In addition the pre- approved implementation of the 12 Guage Bean Bag shot gun will incur minimal cost and provide the cordon and containment team another less lethal option to resolve an incident with minimal force and injury to any person.

I submit this memo for your consideration.

Lee Bauwens
Sgt 2111
Alice Springs

Cordon Containment Alice Springs

.....
Peter GORDON
Superintendent
Alice Springs Division

Supported / Not Supported

.....
Daniel BACON
Commander
Southern Region

Approved / Not Approved

Cordon Containment Alice Springs

List of Appendices

- | | |
|---------------------|--------------------------------|
| Appendix "A" | - First Cordon deficiency memo |
| Appendix "B" | - Bean Bag memo |
| Appendix "C" | - SOP Bean Bag Memo (draft) |
| Appendix "D" | - Clothing uniform request |
| Appendix "E" | - Email from Supt K. Proctor. |

Lison

Northern Territory Police



memo

PROMIS:

To : DANIEL BACON COMMANDER SOUTHERN REGION

Trim File:

Through: PETER GORDON SUPERINTENDENT

From: LEE BAUWENS, SGT 2111 ALICE SPRINGS

Trim Doc:

Subject: CORDON CONTAINMENT

Date: 25/03/2016

I submit this memo requesting that Close Quarter Tactics (CQT) be reinstated to the cordon and containment capability of Alice Springs.

CQT was added to the training to enable the Cordon Capability the ability to conduct an Immediate Emergency Action (IEA)

I have previously received verbal notification that CQT is to be removed from any future cordon and containment courses. Furthermore conducting an IEA is no longer a function of the southern commands Cordon Capability.

I submit this memo officially outlining my reasons why CQT should be reinstated to cordon training enabling the cordon capability to commit to an IEA during a high risk incident if circumstances dictate. At present southern command do not have a planned response to this situation.

History

Over the last year the southern Cordon Capability has been rejuvenated with new equipment (outlined in previous memos) and urgently needed regular training to reinforce previously run courses, which have included CQT training.

This stems from an initial no notice cordon and containment exercise conducted in June 2013 by the TRG. The final report highlighted many deficiencies in training, equipment and command and control. see **Appendix "A"** copy of final report (Trim HQoc2013/04949)

I am pleased to say most of the deficiencies have now been rectified in addition to the capability has had an influx of new members, myself included. These members that have bought with them a wealth of tactical experience . These include [REDACTED]

[REDACTED] Gary Smallridge is also an ex TRG member and pending approval will join the capability.

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Cordon and Containment Alice Springs

Alice Springs has never had as many members with this type of experience. As part of the cordon Capability that can provide a response to high risk incidents that was not available previously

Role

The primary role of the Cordon and Containment capability is to provide a response to incidents that are deemed high risk. Where there are reasonable grounds to believe the suspects

- may use lethal force
- has caused or may cause injury or death or
- has issued threats to kill or injure any person

and or has a history of violence/ exhibiting violence now and /or the incident involves

- Hostages
- Bystanders
- VIP's

Southern Cordon Capabilities role is to insert an inner cordon and attempt contain the incident until TRG arrives from Darwin. On arrival of the TRG the cordon team conduct a handover and continue to assist if needed. **TRG authorisation for this action is an ASCOM or higher.**

During this incident TRG and the Cordon Capability utilise tactical plans that provide an authorised response to any situation that may eventuate. After recommendations from TRG that were agreed to by the then southern command the cordon capability expanded their role to include the following plans.

- Containment / intercept
- Immediate Emergency Action
- Arrest/ Surrender plans
- Delivery

Previous to the changes no training existed for a planned response if the situation became critical. This situation was highlighted during the no notice conducted by TRG in Alice Springs in June 2013. On this exercise these plans were not completed by the Cordon team or requested by the Forward Commander, which was highlighted during the debrief and final report on the exercise

Cordon Deployment Approval

Duty Superintendent deployment approval for cordon call out, via watch commander request.

OIC TRG is then contacted and briefed on the incident. He then decides if TRG are to be deployed. TRG attendance will then require the approval from an ASCOM or higher.

Cordon and Containment Alice Springs

Containment / Intercept

This plan is the first plan, inserting the inner and outer cordon. Inner cordon is the responsibility of the Cordon Capability and puts members as close as the yard perimeter or closer. Ideally consisting of 6 members in a triangle formation.

Immediate Emergency Action

This is a name given to a tactical plan utilised by TRG and all other police jurisdictions. It is a tactical plan that outlines the police response to situation that is deemed to be an emergency during a planned response where there is serious and real threat to life.

An IEA is plan developed quickly to give a police tactical response to a situation that can happen with little to no warning.

The situation could escalate while police are on route, while police are inserting a cordon and are compromised or waiting on the cordon for to the TRG to arrive at the scene.

Initiating an Immediate Emergency action is one of the most dangerous roles a police officer can conduct. To be successful It requires the best resources and training available at the time.

An IEA plan is part of any high risk situation planned or unplanned. It can take the form of a quick plan by first general duties responders to a violent domestic . Or in the Cordon capability/ TRG role it is a planned and fully authorised response to the same life threatening situation.

One plan is a split second response to an emergency, the other is a planned tactical response utilising members trained at a higher level with equipment suitable for the task. It utilises the best resources available to safely resolve the incident with minimal injury, loss of life to any person and or damage to property.

Obviously forced entries are always a last resort, but as police in control of a situation we have the obligation to protect life.

Arrest /surrender

This plan is utilised if the offender leaves the building whether it be a spontaneous surrender or as a result of negotiations. Cordon members affect the safe arrest using tactics ensuring control of the offender.

Delivery

This plan is utilised to deliver items to the offender. The items generally are utilised to assist in concluding the incident for example a negotiator phone.

Approval process for plans

The four plans are developed by the team leader of the Cordon team. The plans are then passed onto the Tactical Commander being the OIC of TRG. He either approves or rejects

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Cordon and Containment Alice Springs

the plans on the grounds of likelihood of success and risk to members, offender and victim.

The Tactical Commander then sells the plans to the Police Forward Commander at the scene who has ultimate control and responsibility. He may accept or decline the plans.

Due to locality issues these authorisations can be done over the phone.

Close Quarter Tactics

This is a name given to tactics that would be utilised by cordon members to forcibly enter a building / structure.

It also enables police to safely and effectively clear the building / rooms identifying threats and non threats as they find them.

Identified threats can be then dealt with using high risk tactics, ensuring member and offender safety.

CQT teaches shoot and no shoot scenarios and exposes members to likely offender actions and how to deal with them utilising non-lethal tactics.

CQT can be a rapid tactic to safely locate and save the life of a victim when speed is essential or a slow and deliberate search of a building when urgency is not required.

CQT was added to the Alice Springs Cordon capability approximately 5 years ago and included in induction courses from that point. It is only utilised during an authorised immediate emergency action. (IEA)

Cordon IEA role

Cordon and Containment role was changed to include IEA for the following reasons

- TRG are at least 4 hrs away from effecting an IEA if needed.
- A Police response is needed at a situation we control.
- The presence of police can and has previously influenced the offender to take life / threatening action. (WALSH, Darwin)
- General duties members are not trained in forced entries, or possess the equipment to do so.
- General duties members are not trained to safely search houses.
- General duties not trained to conduct high risk arrests.
- General duties are not trained to utilise the GP dogs
- General duties are not trained to utilise shields for high risk arrests
- In addition the current threat/ awareness level for Australia has increased. All levels of policing Australia wide have increased their capabilities to prepare for any unlikely threats that may occur.

College Training

Police college does not teach general duties members how to enter or search a house tactically. Tasking General duties members to conduct an IEA during a planned response will significantly jeopardise the success of the incident.

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Cordon and Containment Alice Springs

Summary

This memo outlines that the Cordon Capability are no longer permitted to be trained in CQT and not authorised to conduct an IEA during a high risk incident .

Prior to this change the Southern cordon capability were trained and authorised to forcibly enter a house or structure during instances of an IEA. The IEA had to be approved by the Tactical Commander and police Forward Commander, and initiated only under the circumstance of a direct and immediate threat on some one's life.

An IEA is a planned tactical response that must if possible utilise the best resources and training available. CQT training teach the skills needed to conduct this response

The southern Command Cordon Capability in the absence of the TRG are the highest trained and best equipped to conduct an IEA and resolve a situation where death or serious harm to a person is imminent.

During the process a Tactical Commander and Forward Commander will be unlikely to approve a plan that relies on untrained members forcibly entering and arresting an offender.

Police in control of a high risk critical incident whether it be TRG, Cordon or General duties have an obligation to protect life if possible.

Not having an authorised planned response to a critical incident will leave the department liable for internal and external scrutiny post event. With widespread implications to the department and members involved.

Utilising untrained/ unprepared members will compromise the success of any operation. It will expose members to unnecessary risk, and increase possibility of injury or death to attending members, suspects or victims.

The IEA was implemented after discussion with TRG and the then southern command, it was approved as a recognised development of the cordon teams role in dealing with the increasing risk of a critical incident occurring in the area.

I submit that the Cordon Capability continue to be trained in CQT and authorised to conduct an IEA. The Cordon Capability will not perform any forced entries outside the parameters that have been listed in this memo.

I submit this memo for your consideration.

Cordon and Containment Alice Springs

Lee Bauwens
Sgt 2111
Alice Springs

.....
Peter GORDON
Superintendent
Alice Springs Division

Supported / Not Supported

.....
Daniel BACON
Commander
Southern Region

Approved / Not Approved

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Cordon and Containment Alice Springs

L308

Northern Territory Police



memo

PROMIS:

To : NEIL HAYES A/ COMMANDER SOUTHERN REGION

Through: VIRGINIA READ A/ SUPERINTENDENT

From: LEE BAUWENS, SGT 2111 ALICE SPRINGS

Subject: CORDON AND CONTAINMENT UPDATE – EQUIPMENT AND TRAINING.

Trim File:

Trim Doc:

Date: 28/12/2016

I submit this memo to provide an update on the cordon and containment team in Alice Springs. Since my last memo dated 02/11/2015 and added as appendix “A” most of the identified equipment deficiencies have been rectified. During the recent callout for operation “Zandra” several new equipment and staff deficiencies were identified.

Operation “Zandra”

As a result of operation “Zandra” (Ti Tree Murder) the cordon team were deployed to locate and safely effect the arrest of an outstanding offender. The suspect had randomly murdered a foreign tourist, Intelligence stated the offender was suffering from a severe mental illness and was a great risk to the public.

Operation “Zandra” identified several equipment deficiencies within the cordon team that if rectified will provide the team with additional equipment to safely and effectively perform similar tasks in the future.

Operation “Zandra” also highlighted the urgent need for additional members to be trained as cordon team members.

I submit this memo providing further information re both equipment and personal deficiencies.

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Cordon Containment Alice Springs

Equipment**GPS**

During operation "Zandra" cordon members utilised two teams

- Team 1 – Helicopter search and arrest team
- Team 2 – Ground search and arrest team.

Each team took a GPS from the search and rescue kit, this is not an ideal situation as they may be needed for emergency SAR's.

GPS are needed for an accurate location for prosecution of

1. Crime scenes and arrest locations
2. Evidence locations
3. Assisting with search areas
4. Exact position for any cordon established.

Cost - Approximately \$260 each

Satellite phone.

Current Alice Springs station Satellite phones are old and have a low battery life which can be attributed to their age. These phones are often already utilised if a large incident occurs. An additional phone managed by the cordon team would ensure a reliable line of communication for the team during its next tasking.

Cost - TBA

Staff Shortage – Additional Cordon Containment members

In my last update cordon memo in November 2015 I identified that Additional cordon members need to be trained and preferably on a yearly basis, since that memo was submitted no training courses have been conducted. The last cordon course was held in December 2014.

2015 memo extract

"In addition due to natural attrition full Cordon courses will need to be run to compensate for dropping member numbers. This could be every year or longer depending on circumstances. This would have to be negotiated with the OIC of TRG."

Presently the cordon and containment team consists of 8 members.

1. Sgt L. Bauwens (T/L)
2. Sgt M. Williams
3. Const L. Williams
4. Const H. Hunt
5. 1/Const L. Bevan
6. Const N. Westerhuis
7. Const T. Jackwitz
8. 1/Const L. Tomkins – Long service leave

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Cordon Containment Alice Springs

During Operation "Zandra" and due to normal attrition several members were not available for the high risk call out. On this occasion only 3 members were available to attend.

The cordon Team currently has basic equipment to sustain 13 members, this includes primary firearms, ballistic vests and helmets. Additional equipment is still required to complete full basic operational equipment

I request an additional 5 members, this will increase capacity to 13 members. I also recommend that any future courses contain an extra 2 members taking total to 7 course participants. The two extra members are to be supplementary for reserve or to replace members that if for some reason are not deemed suitable.

Extra cordon member Equipment costs

Approximate costs for additional purchases needed to sustain 5 extra members include.

1. Multi cam Uniforms	5x	\$220 set	= \$1100
2. Goggles	3x	\$50 each	= \$ 150
3. Duty Belt	3x	\$39.95 each	= \$ 120
4. Leg Holster	3x	\$89 each	= \$ 270
5. Holster strap	3x	\$50 each	= \$ 150

Total Estimated Cost = \$1790

Extra cordon member training costs

The cordon and containment course now runs for 5 days reduced from 10 days when close quarter resolution tactics and emergency action drills were removed by Commander Bacon

Course facilitators or trainers will be supplied by TRG and assisted by myself and Constable Hayden Hunt. Constable Hunt and myself have jointly 18yrs experience attached to Police Tactical Groups and have both completed nationally accredited ANZCTC skills enhancement courses.

I would suggest two members from TRG will be sufficient to conduct the course. Costings for the two TRG members would include normal travel and accommodation as well as associated travel allowances. This cost would be attributed to southern command. Any TRG attendance will have to be negotiated with TRG for their availability.

Additional training

The Skills utilised by the cordon team are indeed perishable and need to be maintained. New tactics and training are always being developed and implemented, to maintain currency and skill set I request the following courses of action.

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Cordon Containment Alice Springs

1. Constable Hunt and myself attend Darwin to train with TRG for a period of one week, covering all required skill sets so to continue to provide training to cordon members. This action was suggested by TRG as an effective way to keep training current.
2. Alice Springs Cordon member to attend Darwin and participate in TRG induction courses when they are conducted. Cordon member will not be held to the same standard as TRG but to attend and learn at cordon level.
3. Coordinate with TRG when attending southern region on tasking to stay and conduct separate training with cordon team. This would be cost effective, but would require immediate roster changes to accommodate.

Benefits

The flow on effects to having more and better trained cordon members in the southern region are as follows.

1. The cordon team when called out could provide 5 to 6 members, enough to provide an effective cordon and arrest team to a high risk incident.
2. Trained cordon members can pass on skills to their respective patrol groups, enhancing the overall skill set and tactical appreciation of members.
3. Enhancing the capability of Southern region to deal with the ever increasing amount of violent offenders.

Summary

In the two years since I have taken over control of the cordon team substantial equipment gains have been made with only minimal cost to southern region thus far.

During the recent high risk callout several equipment deficiencies were identified. When rectified will provide the cordon team with the tools to perform their role more efficiently contributing to a safer resolution of the incident.

The lack of training courses has resulted in cordon team members becoming low to such an extent that it cannot currently effectively support high risk call out requests. Current numbers are insufficient to form an effective cordon team.

The last cordon course was held on the 8th of December 2014. Since then I have attempted to facilitate times that TRG can attend Alice Springs to conduct a course. Until southern command can commit to a set date nothing can be organised.

I request as a matter of urgency a course date be set enabling the cordon team numbers be increased to an operational level.

I submit this memo for your consideration.

Cordon Containment Alice Springs

Lee Bauwens
Sgt 2111
Alice Springs

.....
Virginia READ
A/ Superintendent
Alice Springs Division

Supported / Not Supported

.....
Neil HAYES
A/Commander
Southern Region

Approved / Not Approved

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Cordon Containment Alice Springs

List of Appendices

Appendix "A" - First Cordon deficiency memo

IRT – High Risk and General Support

General Support Request

Following are examples of IRT general support deployments

While High risk deployments are IRT's core function , general support deployments are nearly all of the tasks completed by IRT.

General support utilise IRT's enhanced training/ skills / equipment and motivated members to achieve tasks requested of them

IRT are able to arrest High risk offenders without the task itself being categorised as high risk. High risk offenders can be apprehended under general support requests.

High Risk Deployment

A high risk deployment is determined by the Assistant Commissioner under request from watch commander or Superintendent.

High risk deployments are controlled by the Police forward Commander and all tactical operations are overseen and approved by the Tactical Commander

High Risk deployments utilise signed tactical plans authorised by the Tactical Commander and police forward commander.

Examples of High risk tasking's are Active shooter and a Siege situation

The following tasks demonstrate how IRT were able to arrest outstanding offenders in a safe manner by using tactics and skills not commonly used by general duties police.

(Promis: 6778609) - Arrest of ██████ NOLAN

On Wednesday 20 January 2015 ██████ NOLAN was driving a white Mitsubishi from Alice Springs Northern Territory to Balgo Western Australia. Travelling in the car was his wife ██████ and their ██████

Between Alice Springs and Tilmouth Well Road House NOLAN assaulted ██████ by punching and stabbing her. They stopped at Tilmouth Well where NOLAN informed ██████ if she told anyone about the assault he would kill her and their daughter and dump them in the bush.

While at Tilmouth Well ██████ saw an opportunity to disclose the assault to staff. At this time NOLAN appeared to become aware about what was happening and dragged ██████ to the ground and proceeded to punch and kick her.

Three staff members intervened and stopped the assault before assisting ██████ towards the road house for refuge. NOLAN has then entered his car with ██████ their daughter still in the back seat. NOLAN then drove towards the staff and ██████ who managed to get out of the way before being struck. NOLAN has then rammed his car through the front door of the Tilmouth Well Road house.

The group took the opportunity to escape harm and went to the rear of the road house.

NOLAN has then reversed his car and again drove through the front door causing further damage to the shop front.

The staff members secured ██████ in a private residence situated at the location. NOLAN then used his car to ram the gates on the Eastern side and Western side of the residence.

NOLAN exited his car and tried to force his way into the residence. Due to the reasonable fear caused by NOLAN one of the staff members obtained his gun and fired several warning shots into the air, such was the seriousness of the situation.

After the shots NOLAN has left the area with his daughter ██████ in the car and continued west. Nolan has then failed to stop at a road block established by Yuendumu members. NOLAN continued and later attempted to obtain fuel at the Granites Mine, however, was declined and continued further driving into the desert with limited fuel.

IRT members Lee BAUWENS, Luke BEVAN, Elizabeth WILLIAMS and Patrick EGAN deployed from Alice Springs via Police Air Wing to Granites Gold mine.

NOLAN had demonstrated a high propensity for violence and there were concerns for ██████ his daughter's safety.

IRT had landed with limited numbers and equipment, they had to formulate an arrest plan that would result in the safe apprehension of NOLAN and his daughter.

A [REDACTED] arrest plan was formulated which would enable IRT to get close to NOLAN and arrest him without causing harm to his daughter and preventing further offending.

This was achieved by adapting and utilising existing resources available. IRT members with assistance from [REDACTED]

[REDACTED]

[REDACTED]

Without the immediate availability of the IRT it is likely that NOLAN would have committed further offending to achieve his goal of reaching Western Australia and place his 10 year old daughter at further harm by way of exposure to environmental factors to avoid Apprehension by Police.

IRT were able to adapt with limited resources and provide a planned response that was able to take NOLAN into custody without incident.

As a result of the IRT apprehension Nolan was sentenced to a total of 5 years with a 3 year non-parole period.

(Promis: 8128504) - Arrest of Murderer Pande VELESKI

About 1730 hours on 30 November 2016, Police received a report of a stabbing at a roadside stop on the North Stuart Highway, known as Connors Well, approximately 30 km's south of the Aileron Road House. The victim of the stabbing Phillipe JEGOUZO, dob: [REDACTED] - a French National died a short time later from his horrific wounds after an unknown male attacked him without warning.

Pande VELESKI DOB [REDACTED] was identified as the offender.

After a 2230hrs call out IRT members Lee BAUWENS, Haden HUNT, Luke BEVAN and assisted by K9 handler Colin ROBSON and Jason CANNING deployed to Ti Tree at midnight with resources and plans organised for a first light operation.

At first light BAUWENS and HUNT team 1 deployed in a Helicopter conducting air searches of the Last Known Point (LKP) (Area that VELESKI was last sighted), while team 2 BEVAN, CANNING and ROBSON conducted vehicle patrols and local enquires from the LKP working South.

Enquires at 6 mile Camp by IRT members established that Pande VELESKI had attended at the location the afternoon before.

At 6 Mile Camp Robson, Canning and Bevan identified further avenues of enquires and seized a plastic ice bag in which Pande VELESKI was seen by witnesses washing his hands.

Latest information from IRT investigations at 6 Mile stated VELESKI was sighted on the opposite side of the Highway down a dirt road

BEVAN, CANNING, ROBSON and Police General Purpose Dog Ike attended to the area identified.

VELESKI was identified and ROBSON deployed, Ike and coordinated the arrest with BEVAN and CANNING, without incident and using minimal force.

At the time of arrest VELESKI was naked and once secured observed by members to be suffering from the effects of heat exhaustion. IRT coordinated local Police resources to attend the location and VELESKI was conveyed back to the Ti Tree Police Station.

BAUWENS, HUNT, BEVAN and CANNING conducted prisoner care for VELESKI who was now arrested for Murder. IRT took carriage of VELESKI's custody organising a medical assessment due to his advanced state of heat stress.

ROBSON redeployed with his Dog and began tracking the offender's track which provided valuable evidence and was able to reduce the search area for further possible exhibits.

Later VELESKI was transported to the Alice Springs Hospital for medical treatment and further processing.

The IRT where able to deploy within short notice while specialist sections from Darwin arrived 14hrs later. The IRT was able to apprehend VELESKI in a timely manner and preventing further offences occurring. VELESKI's timely apprehension also prevented him from perishing from heat stroke.

[REDACTED] was found not guilty by way of mental impairment; however, [REDACTED] was held at the Darwin Correctional Centre.

(Promis: 8128504) - Riots – Ali Curung

Between 18 April 2016 and 4 May 2016, the Ali Curung Community was engulfed in community unrest due to the ongoing fighting between East Side and West Side members of the community.

The situation worsened between 23 and 24 April 2016 and a subsequent request for reinforcements was approved; including members of the Tactical Response Group.

On 25 April 2016 IRT members BAUWENS and HUNT deployed to Ali Curung as part of the reinforcement group arriving at lunch time and before the arrival of TRG from Darwin.

About 1930 hours on 25 April 2019, the Ali Curung Police Station and Safety House located across from the Police Station became the focus of a large group from East Side families.

The group was demanding the release of Owen MILLER from the Watch House and were aware that there was approximately 80 Westside Family members staying in the safety house for protection.

While IRT members BAUWENS and HUNT were conducting static observation outside the station they observed a large group of 50 plus moving towards the station attempting to conceal their movements.

The group moved closer to the station were discovered sneaking behind the station, when discovered they became violent and commenced throwing rocks and spears at Police members and Police vehicles. At the same time several males were climbing the fence to the police station and private quarters that were occupied by members' family.

IRT members BAUWENS and HUNT who at the time were wearing tactical camouflage uniforms reacted by presenting themselves while also carrying their primary AR weapons.

IRT members placed themselves between the violent crowd and the Police station

Their presence caused the crowd to retreat allowing BAUWENS to coordinate and utilise members at the location to effectively put a cordon in place to protect the Police station and providing cover and a response plan if the Safety House was attacked.

The cordon was held until reinforcements from the Tactical Response Group arrived.

The IRT demonstrated that a visual deterrent is an effective method to achieve results without utilising higher levels of force thus reducing risk of injury to all parties.

(Promis: 8656194)- Docker River Escaped Custody – Arrest of Damien COOPER

On 5 July, 2018 Damien COOPER escaped from Police Custody at Docker River, violence was used against local police to aid his escape. For this reason IRT were tasked to locate and arrest Damien COOPER. With Docker River being a remote community and COOPER being assisted by community and family members any arrest attempt would prove to be very difficult.

Between the 17 July and 20 July 2018 IRT members BAUWENS, BEVAN, V [REDACTED] and ROLFE attended Docker River acting on information that COOPER was staying at possible camp site on the outskirts of Docker River and supported by family.

The IRT members were covertly inserted to an airfield away from the community by Police Air Wing. A civilian vehicle secreted at the location by the Warakurna Police members was utilised to complete the Covert arrest plan.

The IRT conducted covert activities disguised as tourists, camping in the bush near the community so not to raise suspicion. Night time covert clearances were conducted of several places of interest however COOPER was not located at this time.

On 19 August 2019 IRT Members: Lee BAUWENS, Luke BEVAN, Zac ROLFE and Ash EVERETT-SMITH were again tasked to Docker River acting on fresh information that COOPER was hiding assisted by family at a remote location near Docker River.

IRT again utilising an unmarked vehicle pretending to be tourists arrived at Docker River from Alice Springs.

A plan was developed, IRT members on foot patrolled through bushland into a small outstation using GPS coordinates supplied. IRT then utilised camouflage clothing to find and set up an observation cordon around the bush shed suspected to be COOPER's hideout.

Simultaneously Remote Sergeant Cameron BELLIS was positioned to provide an early warning for IRT members when vehicles arrived. To keep with a situation normal scenario remote members Senior Constable

Catherine MARTIN and Sergeant Peter LINDFIELD conducted patrols of the Community.

After about five hours, the remote station members provided real time information that vehicles containing COOPER'S family were driving towards the location of the IRT members.

The first car arrived at the location resulting in IRT members breaking cover to search for COOPER, who was not located.

IRT members maintained security at the location until information was received that a second car was arriving at the location.

The IRT members then engaged with COOPER's family and the members persuaded them to assist Police with his arrest.

The IRT changed tactics and established another plan that was to covertly position within building and perimeter and arrest COOPER when he arrived at the location.

COOPER arrived in the second vehicle and was arrested by ROLFE after a short foot chase. With assistance from Remote Sergeant Cameron BELLIS and Senior Constable Catherine MARTIN, COOPER and IRT members were extracted to the Docker River Police Station.

With the deployment of IRT Police were able to apprehend COOPER without him committing further offences. COOPER would likely have remained outstanding as he was able to use the isolation of the remote NTWA communities as well as assistance from his family in the area to move freely and remain hidden from Police.

Special bush tactics and planning were utilised to safely arrest COOPER

██████████ received a total effective sentence of ██████████

(Promis: 8694339) Docker River – Arrest of Keenan MITCHELL

On 16 August 2018 Keenan MITCHELL escaped from Police Custody at Docker River.

On 19 August 2018 IRT Members: Lee BAUWENS, Luke BEVAN, Zac ROLFE and Ash EVERETT-SMITH along with Police Officer Senior Constable Catherine MARTIN re-deployed to the township of DOCKER River after arresting Damien COOPER.

IRT members commenced clearing houses of interest within the community, as two members searched houses two maintained cover.

MITCHELL was observed fleeing from a house by members.

IRT Members Lee BAUWENS, Zac ROLFE and Ash EVERETT-SMITH regrouped and gave chase on foot while IRT member Luke BEVAN and Senior Constable Catherine MARTIN moved the Police vehicle into a cut off position.

MITCHELL was extremely athletic and was able to jump in and out of house yards with ease. Using Police radios members were able to coordinate a rolling cordon to prevent MITCHELL from fleeing into the nearby scrub.

Members slowly collapsed their cordon and isolated MITCHELL, who then surrendered.

MITCHELL was arrested and conveyed back to Docker River Police Station.

The IRT deployed to Docker River with the primary target being Damien COOPER. Due to the successful arrest of COOPER members were also able to coordinate and implement a plan and apprehend MITCHELL. Resulting in the arrest of two high priority arrest targets on the same day.



(Promis: 8833429) – Arrest of Escapee Lex NOBLE

On 27 December 2018 Alice Springs IRT members ROLFE, BEVAN, HANSEN and HAWKINS were called on duty for escapee Lex NOBLE who escaped from the Borroloola Police Watch House on 26 December 2018 after assaulting a Police member.

The IRT were deployed to Borroloola and on attendance provided a combination of pressures by physical presence and continued searching of locations of interest.

IRT members conducted relentless patrols consisting of tactical covert observation posts and high visibility overt tactics. Members engaged with family and the community, assisted by local police and Plain Clothes members.

As a direct result NOBLE was arrested without incident by IRT members, with the assistance of Borroloola members, in the early hours of 28 December 2018.

IRT tactics were continued and relentless presence with community and family engagement



(Promis: 8643752)- Youth Detention Assaults

On the 29th June 2018 at the Alice Springs Youth Detention Centre, Youth Officers reported to Police two detainees had assaulted two Youth Justice Officers.

The detainees were unrestrained and continuing to causing damage to the facility.

The offenders were identified as [REDACTED] and [REDACTED]

The immediate Response Team (IRT) members, negotiators, General duties members and the K9 unit were dispatched to assist in resolving the incident. At 2257hrs the Youth Detention Centre Superintendent requested police take carriage of the situation.

Whilst awaiting negotiators to attend, the offenders continued to damage property.

[REDACTED] were able to release a third youth, [REDACTED] from his cell by assisting him climb through the roof cavity of his cell.

There was extensive damage caused to the facility including, Damage to CCTV cameras
Holes in the walls, Fire extinguishers emptied and cooking oil tipped all over the floor

Negotiations continued with [REDACTED] The IRT Team arrived and cordoned the facility.

The offenders were in open area that had access to offices and expensive equipment that had already been damaged. A plan was formulated to shrink the area and force the youths back into the cell block.

IRT members with shields entered the area and forced offenders into the cell blocks where they were contained and restricted from further movement and damage.

Due to this tactic the youths surrendered without further incident a short time later at 0051hrs. The three offenders were taken into police custody and conveyed to the Alice Springs Watch House.

As a result of the incident the two Youth Justice Officers received treatment at the Alice Springs Hospital including multiple stitches for a large cut on his head.

The offenders caused extensive damage to the facility, resulting in it not able continue operation. This resulted in 14 male detainees being conveyed to the watch house in the care of Territory Families who made arrangements for the detainees to be conveyed to Darwin Youth Detention Centre.

IRT took control of the situation and formulated sound tactical plans that resulted in three offenders being taken into custody without incident and further damage to the facility.

[REDACTED] was sentenced to a total of [REDACTED]

[REDACTED] was sentenced to [REDACTED]

[REDACTED] was sentence [REDACTED]

The IRT since becoming operational has provided Southern Command with a part time team capable of providing a tactical response to high risk incidents, which is its core function.

But as important it is a group of dedicated officers that are willing to respond at any time of the day or night when called upon. The IRT complete any task asked of them that requires a higher level of skill, commitment and planning. They can always be depended on to achieve a positive outcome in a professional manner when required.

This is a brief of the Immediate Response Team who have consistently displayed an overview dedication to duty in often demanding circumstances and exceeding that which may be reasonably expected.