

Strategic Plan 2024-2029

New South Wales
Crime Commission



Our Purpose

To disrupt, reduce and prevent the incidence of organised and other serious crime in New South Wales

Our Vision

Attacking crime networks and maximising disruption to their criminal and financial capabilities for a safer community

Our Mission

Applying integrated, multidisciplinary intelligence and investigative capabilities for maximum impact

Our Core Capabilities

- Our People
- Coercive Powers
- Forensic Accounting
- Coordinated Intelligence
- Legal Expertise
- Investigations

Our Strategic Objectives & Drivers

Objectives

Drivers



Investing in our people & culture

- Enabling strong leadership and development culture
- Promoting staff and team wellbeing
- Skills and capacity building through learning and training investment



Collecting criminal & financial intelligence

- Prioritising multi-source collection approaches
- Producing intelligence products that advance internal knowledge and capability



Collaborating with partners for joint investigations

- Connecting available services and resources
- Rapidly disseminating critical information to partners



Maximising activities that increase disruption impacts

- Pursuing confiscations of criminal wealth to disrupt offending reinvestment opportunities
- Guidelines that direct decisions for assessing and treating crime problems



Integrating operations for coordinated responses

- Linking investigatory opportunities and intelligence using interdisciplinary approaches
- Mobilising teams that strategically combine skills and knowledge to run targeted activities



Utilising coercive & statutory powers

- Leveraging private coercive hearings that compel witnesses to give evidence
- Using evidence to identify unexplained wealth and seize property without a person being charged

Our Strategic Intent by Objective



Investing in our people & culture

- Create a One Commission Community
- Leadership principles drive agency decision making
- Open and clear communication
- Staff learn, develop and evolve
- Employee clarity on role purpose and priorities
- A great employee experience and place to work



Collecting criminal & financial intelligence

- Superior intelligence and analysis for advancing investigations
- Understand relevant and emerging crime threats
- Adaptive methods to match changes in the criminal environment
- Influence law reform decisions



Collaborating with partners for joint investigations

- Support joint arrests and charges
- Effective working relationships
- Better results through combined approaches and information sharing
- Trusted partner of choice for Law Enforcement Agencies (LEAs)



Maximising activities that increase disruption impacts

- Degrade criminal and financial network capabilities
- Criminal wealth confiscation and asset recovery to prevent further criminality
- Remove offending motive and enablers from profiting criminals
- Enhance financial forensic capabilities



Integrating operations for coordinated responses

- Increased investigatory opportunities identified from holistic assessment processes
- Coordinated end-to-end investigations enabled by mixed skills and expertise
- Unified systems and processes



Utilising coercive & statutory powers

- Judicious use of our unique powers
- Obtain critical evidence from compulsory examinations
- Penetrate the culture of silence within crime networks
- Close intelligence gaps and support prosecutions

Our Strategic Outcomes



Investing in our people & culture



Skilled and capable workforce collectively driving Commission objectives



Collecting criminal & financial intelligence



Known and emerging criminal threats pursued and subverted



Collaborating with partners for joint investigations



An effective partner enabling joint investigation goals



Maximising activities that increase disruption impacts



Increased crime disruption including criminal asset confiscation and recovery



Integrating operations for coordinated responses



Resource allocation and expenditure commensurate to performance results



Utilising coercive & statutory powers



Coercive powers effectively advance investigations

Our Values



Unity

- Support and enable 'One Commission'
- Promote staff and partner collaboration
- Teams create unity of purpose



Integrity

- Act professionally with honesty, consistency and impartiality
- Place the public interest over personal interest
- Protect the confidentiality of highly sensitive information



Trust

- Develop partnerships based on mutual respect and communicate intentions clearly to support collaboration
- Uphold the law, institutions of government and democratic principles



Accountability

- Take responsibility for decisions and actions
- Provide transparency to enable public scrutiny
- Be fiscally responsible and focus on efficient, effective and prudent use of resources



Service

- Be fair, flexible, innovative and reliable in service delivery
- Focus on quality while maximising service delivery
- Provide apolitical and non-partisan advice