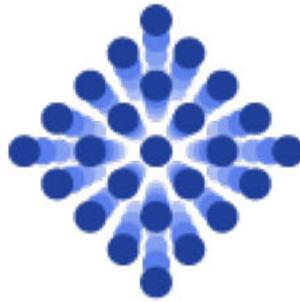


ATTACHMENT "SS-3"

This is the attachment marked **"SS-3"** referred to in the witness statement of Steven Schultze dated 22 July 2015.



Protective Services
Consulting and Project Management

**CAPABILITY STATEMENT
AND
EXECUTIVE SUMMARY**

June 2015

Protective Services
Consulting and Project Management

Protective Services Directors

Executive Director Stephen Wilson

Stephen has a combined 35 years of experience in Policing, Security, Investigations and Hospitality. These include experience gained in the Australian Army (RAEME), Victoria Police and the National Crime Authority of Australia. He is also a noted expert in the field of Liquor Licensing and Security surrounding hotels, nightclubs and events



Most noted as Australia's 'First deep infiltration and long term Undercover Operative' in operations for up to 14 months in duration. These operations led to the formation of the first undercover/covert unit in the Victoria Police. Stephen gained extensive experience at the Victoria Police Drug Squad where he specialized in Clandestine Amphetamine Laboratories and Medicare frauds and over prescription of pharmaceutical medications.

Stephen is now an expert in Risk Management and Training in the Community and Health Sectors leading the way to manage risk for family violence victims, health workers and patients. He is currently a Director of Protective Services, International Student Care and the CEO of Safeguard Security. He also manages the 3G Safety Watch Division a personal duress alarm system.

He holds the following qualifications:

-  Certificate 2 in Security Guarding/Crowd Control
-  Certificate 3 in Investigations
-  Certificate 4 Security and Risk Management
-  Certificate 4 in Correctional Practices (Prisons)
-  Completed Detective Training School
-  Completed VCGLR Liquor Licensing Management Course.

Director Steven Schultze

An experienced and determined senior manager with a highly successful background in delivering demanding and varied projects from inception to completion.

Experienced and decorated investigator responsible for complex and serious crime investigations including compilation of confidential reports and Supreme Court briefs of evidence.



For the past 2 years Steve has worked closely with victims, services and Government Departments within the family violence sector and justice system. Initiatives include first and emergency response solutions as well as assessing and implementing safety measures around family violence victims with the intent of preventing serious injury or death whilst allowing victims to remain within their own community.

Steve is recognised as an expert in relation to Risk, Safety Management and Implementation within the Family Violence Sector. In March 2014 Steve attended and completed Advanced Domestic Violence Training conducted by the International Family Justice Alliance in the USA. This training included attainment of competency in:

-  Intimate Partner Homicide Investigation
-  Lethality and Perpetrator Assessing
-  Advanced Strangulation Investigation
-  Child and Adult Sexual Abuse
-  Human Trafficking
-  Cultural Impact and Diversity relating to Family Violence
-  Victimology and Victim Impact relating to Family Violence
-  Stalking
-  As a former Senior Detective of Victoria Police Force serving in the Homicide Squad, Armed Robbery Squad and Bureau of Criminal Intelligence. (BCI).

Steve holds the following qualifications:

-  Advanced Diploma of Integrated Risk Management
-  Advanced Diploma of Business
-  Advanced Diploma of Work Place Health and Safety
-  Diploma of Security and Risk Management
-  Certificate 4 Security and Risk Management
-  Certificate 4 in Correctional Practices (Prisons)
-  Certificate 3 Investigations
-  Certificate 2 in Security/Crowd Control

Colin Rosewarne – General Manager Risk Management, Compliance and Training

Colin has 28 years' business management experience in private industry, internationally recognised authority on correctional safety and security, Senior Lecturer and Assessor in Security / Risk Assessment and Management, Correctional Management, Occupational Health and Safety. He is professional photographer concentrating on motorsport and an Ambassador of the White Ribbon Australia.

Colin holds a:

-  Certificate II, III and IV Correctional Practice,
-  Certificate II in Security Operations,
-  Certificate IV in Security and Risk Management,
-  Certificate IV in Training and Assessment,
-  Certificate IV in Occupational Health and Safety,
-  Diploma of Workplace Health and Safety,
-  Technician Certification for Garrett Metal Detectors, Texas (USA),
-  Technician Certification for Fisher M Scope Cordless Portals, Texas (USA),
-  Master and Senior Master Trainer status for TASER Conducted Electrical Weaponry, (and)
-  Technician Certification for Australasia for the TASER Corporation Arizona, (USA).





Protective Services

Consulting and Project Management

Protective Services offers a strategic consultation and project management service specialising in the Risk Management, Private Investigation, Security, Training and Hospitality sectors.

Protective Services Directors experience includes: -

Experienced Law Enforcement Detectives who served as:

-  Criminal Investigators at Homicide Squad, Armed Robbery Squad, Drug Squad and NCA / Embedded Covert Operatives / Covert Surveillance Operatives.
-  Senior and Executive Management in Private Sector.
-  Project Management – Construction, Security, Training and Investigation Industries.
-  Operation of large hospitality venues.
-  Consultation in Private Security and Investigation Industry.

At present our focus is on the protection of people and not the protection of property. We are the only private company in Australia that specializes in managing risk of family violence victims/survivors and believe our input can be of great benefit to those in the sector.

We are currently developing new technology that looks into perpetrator tracking, wrapping a safety net around the victims and their families, and understanding that while many societal changes are needed to put an end to this insidious issue, in the mean time we MUST protect those that suffer at the hands of present and former intimate partners.

Much of our work has been at no cost to the sector. We have done it out of a need to help make a change. It has been rewarding and will continue to be so.

Risk Management – Family Violence

For the past 2 years Protective Services has worked closely and collaboratively with a number of Agencies to develop strategies to reduce the risk of violence posed to family violence victims by their partners.

To this end we developed a clear strategy and lines of communication to address the issues. In a nutshell a risk assessment is conducted on the victim, the perpetrator and the property and strategies were put into place to wrap the victim in a safety net.

CCTV and our 3G Safety Watch personal duress alarm are just two of our strategies. 3G Safety Watch is a 24/7 monitored alarm that can be worn discreetly by the victim and when in danger the red alert can be activated. This will automatically GPS the unit and opens a line of communication to the 24 hour monitoring centre. The monitoring centre is able to hear what is happening and can record the information for up to 2 hours that can be used later as evidence in either the Family Court or lower level courts in relation to IVO breaches.

3G Safety Watch also acts as a Lone workers device and therefore has many other features including a man down and geo fencing. It has a perfect application as a personal duress and verified alarm.

Improving Safety in the Home Project

The Improving Safety in the Home response is an early intervention initiative to enhance the SAFETY of women who have separated from their abusive partners yet are still at risk of further abuse. The primary aim is to support women and their children to stay in their own homes when safe and appropriate.

Protective Services Key Components:

- ◆ Use of a risk assessment and risk management framework to identify at-risk women and children
- ◆ Supported pathways into integrated policing and justice responses
- ◆ Comprehensive intake and assessment of support requirements
- ◆ Development of client centred, family focused C.A.R.E plans
- ◆ Comprehensive safety audits of home and cyber environment, and assessment of cultural risk
- ◆ Home security upgrades for families identified as at-risk including:
 - ◆ CCTV on the external of properties
 - ◆ Security doors
 - ◆ Security lighting
 - ◆ Lock upgrades
 - ◆ Provision of Personal safety devices that provide GPS tracking, live audio and visual streaming to a security centre via the Telstra emergency services band. When the safety alert is activated in a situation of risk the security centre facilitates calls to Police and / or Ambulance with an exact location and updates as the crisis unfolds.
 - ◆ Personal and cyber safety training
 - ◆ Ability to record, live stream and securely store CCTV visual footage and 3G Safety Watch.
 - ◆ Ability to retrieve this footage as admissible evidence by Police
 - ◆ Provision of personal support and referral to appropriate community services

Consulting and Project Management

Key Objectives:

- ◆ Alongside the provision of enhancing SAFETY for women and children the Improving Safety in the Home project has the following objectives:
- ◆ To provide a discreet, effective, multi-agency, joined-up early intervention that improves the safety and autonomy of victims of family violence and sexualised assault;
- ◆ Increased detection and accountability in relation to perpetrators, and improves the prospects of conviction in cases of intervention order breaches, thus improving police ability to prosecute intervention order breaches through the deployment of cost-effective CCTV monitoring and Personal Duress Alarm audio / visual equipment;
- ◆ Improving responsiveness of police and courts to victims of family violence and supporting judicial process outcomes;
- ◆ Directly reducing police callouts for family violence thus indirectly increasing police resourcing and public value;
- ◆ Supporting police responses aimed at recidivism; and
- ◆ The building of pillars to identify risk with perpetrators.

Protective Services

Consulting and Project Management

Results

From the Salvation Army:

Women who are utilising **Protective Services** in line with their safety plan were recently asked to comment on their feelings of safety before and since their access to STC:

How did you feel before STC?

Women reported there had been numerous breaches of the Intervention Order, some women reported stalking behaviours. Women's comments included 'scared, couldn't hide anywhere, stayed inside the house all the time, too afraid for the children to go to school, too afraid to go to work – I wanted to run away all the time, I had that fear'.

How STC improved the situation:

Women generally reported that their personal confidence had increased, they were feeling safer in participating in day to day activities, reclaimed a sense of normality and gained in personal confidence 'able to piece my life back together – 'I just have to press that button and someone will hear my distress – I am not alone'. All stated that they felt the device and associated response protected them. All women with children stated that the children felt safer with the STC.

Women stated that *'as English is not my first language I feel good I don't have to always repeat my story'*.

A general consensus was that the system enabled woman and women with children to remain safely in their own homes... One woman stated *'without this I would have had to go to refuge, I did not want this, my daughter is studying Year 12 she did not need this'*.

Case Managers noted that women with the STC system appeared to physically hold onto the device when it was first provided they then normalised the device into their lives.

And again

In Northern Metropolitan Melbourne in 2012 – 2013, there were 9,861 reported incidents of family violence, with an average of 190 incidents reported to Victoria Police each week.

The Crossroads Family Violence Service provides a diverse suite of services which aim to facilitate reduction strategies along a continuum: from universal approaches that seek to prevent violence before it occurs, to integrated crisis and recovery responses that seek to minimise the impacts of violence that has already occurred.

The Crossroads Family Violence Service, Safe at Home program is funded through NPAH funding as part of Victoria's Integrated Family Violence reform agenda and is designed to strengthen local capacity to respond to the immediate and longer term safety and wellbeing needs of women and women with children experiencing family violence.

The funding provides flexible and timely response to women and children experiencing family violence, not only keeping them safe, but often preventing them from becoming homeless. An outline of the interventions provided by our service is attached.

The service actively works with women and children to remain safely in their homes following family violence. The funding model has enabled access to a flexible funding pool, to address safety and risk issues in a timely manner. It has allowed for responses to be adapted according to individual circumstances.

S@H brokerage, when used immediately has diverted crisis and potential homelessness, significantly reducing the cost of ongoing demand on the system. The brokerage also enables an immediate intervention enabling a range of interventions that make a huge difference in women's lives increasing their ability to maintain their own homes and live safely.

When the risk related to family violence is high and the woman remains in her home MAFVS develop thorough risk mitigation and management plans. This planning would occur in partnership with the woman, police, relevant services and STC.

GPS trackers, CCTV cameras help protect women from domestic violence



Victoria November 19, 2014

Exclusive

Arming family violence victims with GPS-tracking alarms and installing surveillance cameras outside their homes has significantly reduced the number of times their perpetrators have breached intervention orders against them.

Twenty-one women wore a device the size of a business card called "SafeT cards" in a trial by non-profit group Safe Futures Foundation in the past year. When activated in emergencies, the cards track their owners' location and send a live recording to a security company, which can report it to police and contact paramedics if needed.

"So not only do the police know where the woman is, they're getting live updates of what's happening," the group's chief executive, Janine Mahoney, said. "So police are aware as they're heading into a volatile situation whether they need back up, if he has a weapon, if there's an abduction, if children are at risk."

Former police officers also worked with the women to identify safety risks in their homes, on their mobile phones and online. Five of the women, who were identified as being at high risk of family violence, also had CCTV cameras installed outside their homes to deter perpetrators.

Safe Futures Foundation's evaluation of the trial found that none of the five perpetrators made aware of the women's safety devices breached their intervention orders afterwards:

"Knowing that the perpetrator could be made accountable if the order was breached and that the legal system could better support them if they have admissible evidence for use in court enhanced their sense of control over their situations."

One of the women reunited with her perpetrator and requested the CCTV camera be removed. Four others stopped using the SafeT card because they felt they no longer needed them.

Ms Mahoney, who has worked in the family violence sector for more than 30 years, said the devices empowered women to use technology – often used to stalk or intimidate them – to protect themselves and their children in daily life.

"We want to give women choices but [also make sure] they're informed and that they understand the consequences and that solutions are on offer, rather than having to try to work it all out for themselves."

Before the trial, participant Kristy McKellar was attacked by her ex-husband throughout her pregnancy. He beat her in front of their then four-month-old daughter for more than an hour.

Ms McKellar was choked until she became unconscious and could not hear for a day as a result of her injuries.

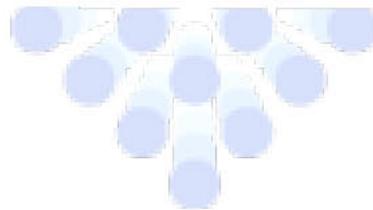
Her ex-husband breached an intervention order against him six times. Ms McKellar said he often hid her mobile phone or destroyed it to prevent her from getting outside help.

"I felt completely vulnerable, overwhelmed and I didn't know how to keep myself or my daughter safe. I got to the point where I couldn't manage the situation alone."

The devices allowed her to reclaim her independence: "Without the support I received I don't think I'd be able to move around my community and do the things that are important to [us]. I'm still very cautious, but it's given back our life in feeling that if something does go wrong, we do have protection and it's been a really amazing feeling."

Both the Coalition and Labor have pledged to fund a further trial of the duress alarms and CCTV cameras for family violence victims respectively if elected. But it is unclear how much money would be spent on them and how many women this would involve.

Attorney-General Robert Clark said the government had committed \$2 million for a two year trial of GPS monitoring of high risk perpetrators, which included duress alarms for high-risk victims.



Protective Services

Consulting and Project Management

Training

Protective Services currently deliver in conjunction with leading Australian Registered Training Provider Real Institute the nationally accredited, fully funded dual Certificate IV courses in Security and Risk Management (CPP40707) and Correctional Practice (CSC40112) at both of our Melbourne, and Geelong locations. The Security and Risk Management qualification is an excellent qualification with the Corrections Certificate then opening an insight into the corrections and / or immigration systems.

Protective Services has also worked closely and collaboratively with a number of not-for-profit agencies to develop strategies to reduce the risk of violence posed to family violence victims by their partners.

To this end, we have developed a clear strategy and lines of communication to address the issues. In a nutshell, a risk assessment is conducted on the victim, the perpetrator and the victim's property and strategies are put into place to wrap the victim in a safety net.

At Protective Services we currently ensure that all of our Risk Management staff are placed through the following Dual Certification course which we ourselves run in Melbourne and Geelong.

Training packages delivered also include:

- ◆ Certificate II and III in Security Operations (mid 2015),
- ◆ Certificate IV in Security and Risk Management,
- ◆ Certificate IV in Correctional Practice,
- ◆ RSA – RSG
- ◆ First Aid,
- ◆ General Safety,
- ◆ Security Awareness, and
- ◆ HEAT (Hostile Environment Awareness Training).

Counter Terrorism and Ice Awareness programmes are also now being delivered.

Hostile and Hostage Environment Awareness Training (HEAT)

Our extensive operational backgrounds and our experience coupled with our international training qualifications gives our students a course of study that is not only theoretically fulfilling and legislatively compliant ticking an auditor's checklist, but is also backed up with real-life, on-the floor practical examples from our instructors to help every student understand the 'real' course that they have chosen.

Our HEAT training is one such course. HEAT training is unique, like all of our courses in the sense that we do not believe in a 'one-size-fits-all' approach and that not everyone think on the same level and understanding.

Rather, our training is tailored to the individual industry attempting to incorporate the unique eccentricities of the hostile environment location attendees are visiting. Doing this gives the attendees a far better understanding of the actual situation facing them on the ground in that particular hostile environment. In cases where multiple environments will be visited, or where different people will be travelling to different environments, a more general approach is taken. On the whole though, we recommend (as far as possible) that people travelling to the same hostile environment attend the same course.

HEAT COURSE CONTENT

- ◆ General Security Awareness Training.
- ◆ Personal Safety Training.
- ◆ Vehicle Security.
- ◆ Regional Threat discussions.
- ◆ Armed Robbery Management / Hostage Survival.
- ◆ Travel Security.
- ◆ Contingency Planning.
- ◆ Scenario and role play.
- ◆ Understanding violence.
- ◆ Fear & adrenal response management.
- ◆ Mental and physical tools of survival.
- ◆ Principles of personal safety.
- ◆ Controlling personal space and distance.
- ◆ Attributes of self-defence.
- ◆ Use of natural body protective tools.

Our other Training and Specialist Operatives

Identities to remain confidential

Profile 1

Ex Police

Highly successful record of leadership and achievement with proven expertise and experience in all facets of global and national security operations, police and corrections capacity development, anti terrorism, program design and management, and policing in high risk environments such as Iraq, Pakistan, Moscow, Nigeria, Eastern Europe, South America, India, Papua New Guinea, Solomon Islands, Indonesia. Having built a wealth of skills working in very high profile roles for prominent global and national aviation companies in the Middle East and Australia, in policing and corrections across the pacific and on many major international criminal investigations and technical security projects. A very keen analytical mind combined with proven highly successful people skills, team building, relationship management, innovation and excellence.

Profile 2

Special Operations Australian Army

Working in a high risk search team to counter insurgence operations in Afghanistan. Conducting Demolition Tasks. Provide mobility and counter mobility capabilities to the Australian Army and its allies. Enhancing the ability of friendly forces to move while denying movement to enemy forces. Working side by side with Australian Special Forces and the American DEA within the teams. Conducted tasks including Penetrating minefields, Route Search, Building Search, Vehicle search and Open area Search. Assist in the conduct of engineer search tasks. Detecting and identifying Improvised Explosive Devices whilst on operations. Operate and maintain hand and power tools. Biometrics, Conduct Specialist Combat First Aid while on operations. Advanced Roping and Confined spaces work.

Profile 3

Vic Police Special Operations Group present

1999-

Undertook a number of varied roles at the SOG specialising in dynamic and explosive breaching. Was responsible for researching and implementing Victoria Polices **Counter Assault Team Tactics** which have now been adopted and utilised for visiting dignitaries including US head of state Hillary Clinton in 2010, Her Majesty Queen Elizabeth's visit in 2011 and worked closely with the US Secret Service for the 2014 visit of Barack Obama, whilst the SOG was deployed in Brisbane for the G20 conference. Also been responsible for researching and training SOG members in relation to covert surveillance and arrest procedures.

Protective Services contacts and identifications

Business Name: Protective Services Pty Ltd.

ABN: 34 692 641 076

ACN: 165 175 306

CEO and Senior Partner: Stephen Wilson – [REDACTED]

Senior Partners: Steve Schultze – [REDACTED]

Stephen Wilson – [REDACTED]

General Manager – Risk,
Compliance and Training Colin Rosewarne – [REDACTED]

Initial contact: [REDACTED]

Initial email: [REDACTED]

Web: www.protectivegroup.com.au

Addresses: Old Geelong Gaol, Myers Street, Geelong,
Victoria, 3220.

73 Queens Road, Melbourne, Victoria, 3004.

Suite 201, Level 2, 261 George Street, Sydney,
New South Wales, 2000.

Post Address: Old Geelong Gaol, Myers Street, Geelong,
Victoria, 3220.