

Police Service Chaplaincy

Chaplaincy in the Service has grown significantly over the past ten years. There are now five full-time and 34 part-time chaplains. The Service has an ecumenical focus to Chaplaincy drawing chaplains from across the Anglican, Roman Catholic, Uniting, Presbyterian, Pentecostal, Church of Christ and Salvation Army traditions of the Christian church.

Queensland Police Service chaplains are strategically located in every region and district across the State. From Doomadgee in the far North West to Coolangatta in the South East, from the Gulf of Carpentaria to Birdsville, a chaplain will call in to the local police station to say 'G'day'. Chaplains always take the time to speak with both police officers and staff members and, when appropriate, offer confidential support to those members and their families.

Members of the Service, and/or their families, can approach their local chaplain to receive pastoral care and practical support when they are facing difficulties in their professional capacity or their personal lives. Chaplains are regularly involved in the sad times, such as the death of a family member or other difficult situations of conflict in the home or workplace. Chaplains also get to share in the happier experiences of life such as officiating at the weddings and in the baptisms of police personnel and their families.

A particular area of involvement of the chaplain is among those members who are on leave because of workplace injury or personal illness. On request, a chaplain will exercise pastoral care through home or hospital visitation.

Chaplains are also involved in the welcome, graduation and induction of recruits. At a regional level, chaplains are involved as these recruits take up new positions in stations around the State. Some regions use chaplains in the grief and loss areas of peer support training. Chaplains also are engaged as active members of the boards and committees of Police Citizens Youth Clubs (PCYC), Community Supporting Police, Police Remembrance Day Blue Ribbon Committee, Police Legacy and the Retired Police Associations. Chaplains conduct church services across the State to commemorate National Police Remembrance Day.

Voluntary Early Retirement

During 2002–03, 27 employees accepted voluntary early retirement packages. The total monetary value of these packages was \$1,059,310.86



"Bike patrols" improve access to policing services.



Chaplains provide support to all Service members.

Balancing Work and Family

The Service has recognised the need for members to balance work and family responsibilities. It is therefore committed to providing the leadership, environment and policies for members to achieve this end. Furthermore, it recognises the productivity benefits that accrue to organisations with 'family-friendly' policies and practices, and aims to maximise those benefits for both the Service and its members.

Under the Work and Family Policy, management is responsible for assisting members to balance work and family commitments and for finding fair and equitable solutions to conflicting demands.

To this end, the Service has endorsed a number of specific policies and initiatives. Careers are now more flexible and can be structured differently, depending on individual circumstances or choice. Specific 'family-friendly' policies include:

- the development of flexible work practices such as tele-commuting and the 48/52 principle (additional time off with less pay or part-year employment);
- the availability of part-time employment to any member of the Service (subject to operational priority and the approval of the relevant Assistant Commissioner, Director or Executive Manager), either for a fixed term or for a period of an unspecified duration;
- the promotion of a Child Care Information Service which provides up-to-date information for parents about the location and range of child care services, pre-schools and kindergartens available in Queensland;
- a pregnancy policy, including specific support such as sick leave, maternity leave and, where required, 'alternative duties'; and
- a Parent Information Kit, which contains information about a range of Service policies and initiatives designed to support working parents.

Supporting Women's Career Development

The Service continues to support women's career development through:

- the Women's Advisory Group (WAG);
- the Equal Employment Opportunity (EEO) Management Plan;
- the Work and Family Policy; and
- a range of specific strategies and initiatives designed to provide specific support to women employed in the Service.

The WAG network is represented on the Senior Executive Conference. The network assists women to develop the knowledge and skills necessary to compete in a merit-driven environment, and provides advice and assistance to management on policies affecting women in the workplace. The WAG network, in conjunction with the Equity and Diversity Unit has been continuing to pursue a work and family balance for Service personnel, primarily focussing on the successful implementation of part-time working arrangements.

The 2003–2006 WAG Action Plan is currently being developed. This plan will focus on the professional development, support and encouragement of women applying for senior positions within the Service.

The tables that follow show the number of female police officers and staff members in the Service, and within specified EEO target groups.



Each year the number of female officers increases.

Female Police Officers by Rank

	30-Jun-1999 Number (Total for Rank) (% of Total)	30-Jun-2000 Number (Total for Rank) (% of Total)	30-Jun-2001 Number (Total for Rank) (% of Total)	30-Jun-2002 Number (Total for Rank) (% of Total)	30-Jun-2003 Number (Total for Rank) (% of Total)
Above Chief	0	0	1	1	1
Superintendent	(14) (0.0%)	(14) (0.0%)	(14) (7.1%)	(14) (7.1%)	(14) (7.1%)
Chief	0	1	1	1	1
Superintendent	(12) (0.0%)	(15) (6.7%)	(14) (7.1%)	(15) (6.6%)	(14) (7.1%)
Superintendent	2 (34) (5.9%)	1 (33) (3.0%)	0 (31) (0.0%)	0 (34) (0.0%)	0 (34) (0.0%)
Inspector	14 (252) (5.6%)	14 (260) (5.4%)	15 (263) (5.7%)	17 (269) (6.3%)	17 (268) (6.3%)
Senior Sergeant	25 (452) (5.5%)	26 (471) (5.5%)	28 (511) (5.5%)	32 (566) (5.6%)	36 (599) (6.0%)
Sergeant	97 (1,655) (5.9%)	115 (1,696) (6.8%)	145 (1,762) (8.2%)	145 (1,798) (9.1%)	193 (1,901) (10.2%)
Senior Constable	310 (2,207) (14.0%)	357 (2,314) (15.4%)	392 (2,392) (16.4%)	427 (2,530) (16.8%)	498 (2,614) (19.1%)
Constable	739 (2,540) (29.1%)	802 (2,618) (30.6%)	905 (2,780) (32.6%)	959 (2,827) (33.9%)	1006 (2,990) (33.6%)
Recruit	113 (322) (35.1%)	105 (279) (37.6%)	109 (315) (34.6%)	92 (314) (29.2%)	83 (270) (30.7%)
Total	1300 (7,488) (17.4%)	1421 (7,700) (18.5%)	1596 (8,082) (15.7%)	1693 (8,367) (20.2%)	1835 (8,704) (21.1%)

Target Group Membership by Salary Equivalent - Staff Members[#]

Sample Size = 3451	Gender		Language Background				Aboriginal or Torres Strait Islander			People with Disabilities		
	Female	Male	ESB ¹	NESB ²	NESB ³	N/R ⁴	Yes	No	N/R	Yes	No	N/R
Salary Range (\$)*												
\$75,580 +	22.6	77.4	77.4	6.5	12.9	3.2	0	96.8	3.2	9.7	80.6	9.7
\$69,162 - \$75,579	33.3	66.7	100	0	0	0	0	100	0	0	100	0
\$61,674 - \$69,161	31.1	68.9	81.4	8.1	6.8	3.7	0.6	95	4.3	9.9	78.3	11.8
\$54,604 - \$61,673	42.4	57.6	82.1	6	11.9	0	0.7	97.4	2	9.9	82.8	7.3
\$47,672 - \$54,603	52.9	47.1	77.8	7.2	8.5	6.5	1.3	86.9	11.8	7.8	81	11.1
\$40,886 - \$47,671	62.9	37.1	83.2	4.6	5.1	7.1	0.7	89.4	9.9	9.2	78.3	12.4
\$34,280 - \$40,885	59.9	40.1	84.2	4.2	7.5	4.1	6.2	87.7	6.2	8.6	79.6	11.9
\$23,182 - \$34,279	71.4	28.6	82	3.2	7.8	7	3.9	87.9	8.2	9.1	75.9	15
\$0 - \$21,181	67.8	32.2	58.6	1.1	11.5	28.7	2.3	69	28.7	17.2	37.9	44.8
% of Total Sample	63.6	36.4	81.7	4.1	7.7	6.5	3.4	88.4	8.2	9.2	76.7	14.1

Note: Percentages are 'row' percentages. Row percentages within each of the four target categories should add to 100 percent, although there may be some minor rounding errors.

Table includes Police Recruits but does not include Police Officers.

* Salary Ranges are those applicable for the 2002-2003 Financial Year. For the full-time employees, annual salary was used. For employees who worked part of the year, earnings were converted to the amount they would have earned in a full year. For part-time and casual employees, earnings were converted to the full-time equivalent annual salary.

1 ESB English Speaking Background

2 NESB1 Non-English Speaking Background - Immigrants

3 NESB2 Non-English Speaking Background - Children of Immigrants

4 N/R No Response

- Non-target group members, for example men and people from English Speaking backgrounds, are included for illustrative purposes only.
- Target group calculations rely on target groups self-disclosing this information on their census form.
- The data conforms to the reporting requirements of the Office of the Public Service. In line with Office of the Public Service requirements, QPS temporary employees are included in these figures.

Honours & Awards

Australian Police Medal

The Australian Police Medal is awarded for distinguished police service in an Australian police force. Queensland Police Service officers who have received this award are:

Chief Superintendent Clement O'REGAN
Chief Superintendent George STOLZ
Superintendent Alexander ERWIN
Superintendent Roy WALL
Inspector Tonya CAREW
Detective Inspector Terrence RYAN
Inspector Jillian STEINKAMP
Inspector Terry STEWART
Senior Sergeant Eric DARBY
Senior Sergeant Walter SIGANTO

Australian Bravery Decoration

Australian Bravery Decorations are awarded by the Governor-General for acts of bravery.

Constable Troy Bernhard DAUBARAS
(Commendation for Brave Conduct)

Queensland Police Service Valour Award

A Queensland Police Service Valour Award is awarded to an officer who performs an act of exceptional bravery in hazardous circumstances.

Senior Constable Jason AUSTIN
Constable Kathleen BLACK
Constable Troy DAUBARAS
Senior Constable Stephen EDWARDS
Constable Joshua ELLIOTT
Constable Steven HARWIN
Senior Constable Roger HODGSON
Senior Constable Mark HUGHES
Constable Janet LINDSAY
Sergeant Shane PANOHO

Commissioner's Certificate

A Commissioner's Certificate is awarded to an officer who displays intelligence, promptitude, resourcefulness and/or dedication to duty to a degree far exceeding what might reasonably be expected from a member of the Police Service in the execution of his or her duty.

Constable Cassandra ADIDI	Senior Constable Marcus HAHN
Sergeant Mark BALLIN	Constable David HARDIKER
Detective Sergeant Peter BREWER	Detective Sergeant Cameron HERPICH
Senior Constable Jock BROWN	Senior Constable Trevor HUNTER
Constable Alicia COYNE	Sergeant Christopher HURLEY
Sergeant Jason CROWTHER	Detective Sergeant Robert HYTCH
Constable Mathew CUSKELLY	Constable Peter JOHNSON
Constable Troy DAUBARAS	Detective Michael JORY
Detective Sergeant Michael DOWIE	Senior Constable Ross KOUIMANIS
Detective Senior Sergeant Anthony DUNCAN	Senior Constable Stephen LINDSEY
Senior Constable Christopher EDGE	Constable David LITTLE
Sergeant Shaune ENGLISH	Detective Sergeant Geoffrey MARSH
Sergeant Darin FERGUSON	Detective Sergeant Mark REID
Senior Constable Craig FONTANA	Detective Senior Constable Andrew TRENNERY
Senior Constable Duncan FRASER	Police Liaison Officer Paul TREVVY
Senior Sergeant John GARNER	Police Dog TYSON
Detective Sergeant Kevin GOAN	Detective Senior Constable Mark WRIGHT

Awards for Excellence

The quality of the Service's policing initiatives was recognised in the 2002 Premier's Awards for Excellence in Public Sector Management. These Awards are designed to recognise and reward the achievement by public sector agencies in improving the standard of services provided to the Queensland community.

The Service won the Leadership Excellence Category with an initiative designed to reduce alcohol related violence in partnership with Indigenous people in Mount Isa and the communities of Doomadgee, Mornington Island and Normanton. The Service was also a finalist in the 'Focussing on Our People' category with its Volunteers in Policing program.

In 2002–03, the Service expanded the scope of its internal awards. Projects that made a positive and significant impact on the delivery of policing services in the arenas of problem-oriented and partnership policing; operational policing or corporate and support services were acknowledged in the inaugural QPS Awards for Excellence.

To be eligible, each nomination had to identify an opportunity or limitation within its area and introduce a unique and innovative initiative that would address it. The winner of the Problem-Oriented and Partnership Policing category was the Far Northern Region's 'Walk Away, Cool Down' domestic violence initiative. The Gold Coast District police and Integrated Mental Health Services partnership, which was designed to improve service delivery to those with mental illness, took the honours in the Operational Policing category. The top award for excellence in corporate and support services was won by 'Management Studies in Policing III –The Residential Course for Senior Sergeants'. This course focuses on strategic management and leadership and is designed to ensure officers have the skills necessary to support them as managers.

In the Line of Duty

Two memorials honouring Queensland police officers who lost their lives in the line of duty were unveiled during the financial year. The first, a memorial wall situated outside the Executive Building in George Street, Brisbane, features the names of 130 such police officers engraved on bronze plaques. Thirty of these officers were killed during World War 1. The memorial, designed by the Department of Public Works with input from the Queensland Police Union, was unveiled on 28 April 2003 by Queensland Premier, the Honourable Peter Beattie MP, and Police Minister, the Honourable Tony McGrady MP.

The second memorial, constructed by the Rockhampton police in partnership with the Rockhampton City Council, honours police officers killed in the line of duty within the District. The memorial was unveiled by the Commissioner on 2 June 2003 and features the names of 12 police officers.



The Rockhampton memorial honours those officers killed in the line of duty within the District.



The Police Memorial Wall, George Street, Brisbane.