

# Our People

## Equity and Diversity

The Equity and Diversity Unit promotes equality of employment within the Service through programs and initiatives developed within the Diversity Management Plan. The Unit also pursues the objectives of the *Anti-Discrimination Act 1991 (Qld)*.

The Unit continued to identify and address issues of diversity and unlawful discrimination. The Unit has demonstrated this commitment through its participation in such areas as:

- the Leadership and Mentoring Course for women;
- Justice Entry Program (for Aboriginal and Torres Strait Islander people);
- the Women's Advisory Group Anti-Discrimination Buddy initiative;
- the Migrant Work Experience Program;
- the Breaking the Unemployment Cycle Initiative; and
- the Indigenous Mentoring Program.



*Liaison helps build safer and more supportive communities.*

In 2005, the Queensland Police Service will host the Australian and New Zealand Equal Opportunities Committee and the Police Commissioners' Australasian Women in Policing Advisory Committee.

## Supporting Our Employees and Families

The Service provides a number of support functions for employees and their families.

Human Services Officers are mental health professionals who are qualified psychologists or social workers. They offer counselling services for work-related, relationship or other personal difficulties, and advise management on employee assistance matters. Services are available to staff at all hours.

Peer Support Officers provide voluntary welfare support for their colleagues. Officers, who are trained for this role, provide a first point of contact for members and can refer them to other support services. They often provide support to members following major or critical incidents.

Harassment Referral Officers support members of the Service in the resolution of negative workplace behaviours, provide guidance and support to supervisors and managers on the prevention and resolution of negative workplace behaviours, and promote awareness of unlawful discrimination matters.

The People with Disabilities Support Network provide support for members with a disability and help to develop the knowledge and skills they need to participate equitably in the working environment.

## Police Service Chaplaincy

As in past years the Chaplaincy Service continues to grow, with a new full-time position being created in the North Coast Region. This brings chaplaincy strength to six full-time and 30 part-time positions around the State. To make the full-time North Coast Region position viable, five part-time positions were withdrawn.

The Anglican Senior Chaplain retired in January 2004 to take up a non-senior position at Metropolitan North Region. A new Anglican Senior Chaplain was appointed, who moved to headquarters to take up the position of coordinating chaplain.

A review of the Chaplaincy Service was conducted by Ethical Standards Command, resulting in a number of recommendations for its further development. These recommendations are currently being considered by the Chaplaincy Committee.

The Chaplains' Annual Conference was held in May 2004, attended by 30 chaplains. This conference is an important forum for the training and development of chaplains, as well as providing mutual support and the exchange of ideas.

The involvement of the Queensland Police Blue Ribbon Committee has led to increased promotion of National Police Remembrance Day across the State. In 2003, the Queensland Police Service introduced dawn services to be held at police memorial sites. The dawn service in Brisbane was well attended by the families of officers who had died in the course of their duty, the Retired Police Association, serving officers and staff members, and members of the general public.

Chaplains continue to provide care and support for sworn and unsworn members and their families.



*Chaplains provide support to police members and their families.*

## Balancing Work and Family

The Service has recognised the need for members to balance work and family responsibilities and the benefits to organisations with 'family-friendly' policies and practices.

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

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 initiatives such as the Child and Family Issues Committees;
- the availability of part-time or job-sharing employment to any member of the Service (subject to operational priority and management approval), either for a fixed term or for a period of an unspecified duration;
- 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.

## Promoting Women's Career Development

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

- the Women's Advisory Group Network (WAG);
- the Diversity Management Plan;
- the Leadership and Mentoring Program for Women;
- the Jim O'Sullivan Award for initiatives enhancing the standing of women in the Service;
- 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 Governor of Queensland, the Commissioner and Minister for Police and Corrective Services lend their support at a WAG Symposium.*

The WAG network helps 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. Together, the WAG network and the Equity and Diversity Unit have been promoting a work and family balance for Service personnel, primarily focussing on part-time working arrangements. The WAG network is represented on the Senior Executive Conference.

The 2003-2006 WAG Action Plan focuses on the professional development, support and encouragement of women applying for senior positions within the Service through a number of key objectives.

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

## Female Police Officers by Rank

	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)	30-Jun-2004 Number (Total for Rank) (% of Total)
Above Chief Superintendent	0 (14) (0.0%)	1 (14) (7.1%)	1 (14) (7.1%)	1 (14) (7.1%)	1 (15) (6.7%)
Chief Superintendent	1 (15) (6.7%)	1 (14) (7.1%)	1 (15) (6.6%)	1 (14) (7.1%)	1 (12) (8.3%)
Superintendent	1 (33) (3.0%)	0 (31) (0.0%)	0 (34) (0.0%)	0 (34) (0.0%)	1 (40) (2.5%)
Inspector	14 (260) (5.4%)	15 (263) (5.7%)	17 (269) (6.3%)	17 (268) (6.3%)	18 (266) (6.8%)
Senior Sergeant	26 (471) (5.5%)	28 (511) (5.5%)	32 (566) (5.6%)	36 (599) (6.0%)	39 (605) (6.4%)
Sergeant	115 (1,696) (6.8%)	145 (1,762) (8.2%)	145 (1,798) (9.1%)	193 (1,901) (10.2%)	215 (2,006) (10.7%)
Senior Constable	357 (2,314) (15.4%)	392 (2,392) (16.4%)	427 (2,530) (16.8%)	498 (2,614) (19.1%)	587 (2,769) (21.2%)
Constable	802 (2,618) (30.6%)	905 (2,780) (32.6%)	959 (2,827) (33.9%)	1006 (2,990) (33.6%)	995 (2,990) (33.2%)
Recruit	105 (279) (37.6%)	109 (315) (34.6%)	92 (314) (29.2%)	83 (270) (30.7%)	107 (300) (35.7%)
Total	1421 (7,700) (18.5%)	1596 (8,082) (15.7%)	1693 (8,367) (20.2%)	1835 (8,704) (21.1%)	1964 (9,003) (21.8%)

## Target Group Membership by Salary Equivalent - Staff Members<sup>#</sup>

Sample Size = 2994	Gender		Language Background		Aboriginal or Torres Strait Islander		People with Disabilities					
	Female	Male	ESB <sup>1</sup>	NESB1 <sup>2</sup>	NESB2 <sup>3</sup>	N/R <sup>4</sup>	Yes	No	Yes	No	N/R	
\$81,433 & above	13.6	86.4	77.3	0.0	9.1	13.6	0.0	100.0	0.0	9.1	81.8	9.1
\$74,517 - \$81,432	26.7	73.3	80.0	6.7	13.3	0.0	0.0	100.0	0.0	6.7	86.7	6.7
\$66,448 - \$74,516	31.7	68.3	87.8	2.4	7.3	2.4	1.2	96.3	2.4	7.3	84.1	8.5
\$58,832 - \$66,447	43.0	57.0	73.6	10.7	11.6	4.1	1.7	97.5	0.8	9.1	81.0	9.9
\$51,363 - \$58,831	49.6	50.4	80.8	6.7	9.2	3.3	0.4	95.0	4.6	7.9	84.6	7.5
\$44,050 - \$51,362	47.2	52.8	79.3	4.7	7.8	8.3	0.0	90.7	9.3	10.4	77.7	11.9
\$36,936 - \$44,049	66.9	33.1	86.1	3.8	5.8	4.3	5.5	90.3	4.2	8.4	82.1	9.5
\$25,791 - \$36,935	75.8	24.2	78.2	3.2	6.5	12.1	4.3	92.6	3.1	10.3	78.9	10.9
\$0 - \$25,790	70.6	29.4	35.3	0.0	5.9	58.8	0.0	100.0	0.0	17.6	76.5	5.9
% of Total Sample	66.0	34.0	80.6	4.0	6.9	8.5	3.8	92.4	3.8	9.5	80.5	10.1

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 2004-2005 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
- \* Figures in relation to English Speaking Background (ESB) have been amended to include situations where a census form has been received but ESB details have not been recorded. This data has been included as N/R.
- \* Non-target group members, for example people from English Speaking backgrounds and men, 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, members of the Prostitution Licensing Authority (8) and QPS temporary employees are included in these figures.

## Honours and Awards

### Australian Police Medal

The Australian Police Medal is awarded for distinguished police service in an Australian police force.

Assistant Commissioner Peter John BARRON  
Chief Superintendent Michael Anthony HANNIGAN  
Chief Superintendent Robert Willem RETROT  
Superintendent Leonard John POTTS  
Detective Inspector Gilbert John ASPINALL  
Inspector Lesleigh Clare JACKSON  
Senior Sergeant Ross Edward BAUER  
Senior Sergeant Janelle Faye HARM  
Senior Sergeant Craig Anthony HINTZ  
Sergeant Raymond John SUTTON

### Australian Bravery Decoration

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

Senior Constable Jason BROSANAN - Bravery Medal

### 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 Andrew BAILEY  
Senior Constable Brucke McKINNIE  
Constable Mark WOITOWITZ

### 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 duty.

Detective Sergeant James BRYANT  
Detective Sergeant Denzil CLARK  
Detective Sergeant Kerry JOHNSON  
Detective Sergeant Peter JORY  
Detective Sergeant Gary PLANT  
Plain Clothes Senior Constable Mark BAMFORD  
Detective Senior Constable DIGGLE  
Detective Senior Constable Rees FOLPP  
Detective Senior Constable Kirsten HELTON  
Detective Senior Constable Adam McKINNON  
Plain Clothes Senior Constable Bradley McLEISH  
Plain Clothes Constable Suzanne WAKERLEY

## Commissioner's Certificate of Appreciation

A Commissioner's Certificate of Appreciation is awarded to a person who demonstrates leadership, outstanding police work or professionalism, or makes a significant contribution while participating in a major event which requires broad Service-wide involvement across regions, commands and divisions. The Commissioner's Certificate of Appreciation is awarded to a person external to the Service in recognition of making an exemplary contribution to the Service.

Community Police Constable Gabriel NAI

## Royal Humane Society of Australasia

Constable Christopher COLLINS - Bronze Medal

## Awards for Excellence

The quality of the Service's policing initiatives was again recognised in the *2003 Premier's Awards for Excellence in Public Sector Management*, building on the Service's success in previous years. These Awards acknowledge excellence in the public sector's commitment to provide innovative, world-class service delivery to the people of Queensland through collaborative partnerships, both multi-agency and within the community, that reflect the vision of the Smart State.

The Service won the *Partnerships and Reconciliation* category with the TAG (Truancy and Graffiti) Mareeba initiative. This project has focussed on the development of strategic partnerships with the local community and other government agencies to help young people break a cycle of truancy and petty crime.

The Service also won the Highly Commended category in *Leadership Excellence* with a joint nomination from Queensland Health entitled The Partnership Project between Queensland Mental Health Services and the Queensland Police Service. This initiative has improved services for thousands of people by addressing cultural differences and sometimes conflicting roles between two large and complex organisations.

The Service also conducts an internal awards program that recognises projects that have made a positive and significant impact on the delivery of policing services in the arenas of problem-oriented and partnership policing; operational policing; crime prevention; or corporate and support services.

To be eligible, each nomination has to identify an opportunity or limitation within its area and introduce a unique and innovative initiative that would address it. In 2003-04, the Queensland Police Service Award for Excellence in Problem Oriented and Partnership Policing was won by *TAG Mareeba. BASIC (Businesses Accessing Security Involving Cops)* which was designed to assist businesses with strategies to reduce the incidence of break and enters, took the honours in the Crime Prevention category. The top Award for Excellence in Policing Operations was won by *Up to Speed*. This project developed partnerships with local pharmacies to address the availability of chemicals used in the production of amphetamines. The outstanding project in the Corporate and Support Services category was the Major Incident Intelligence Training program which facilitates an enhanced role for intelligence information in the investigation of major incidents.