

Our Our People

Equity and Diversity

The Equity and Diversity Unit promotes the benefits of workforce equity and diversity 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).

In 2004-05, the Unit continued to identify and address issues of diversity and unlawful discrimination. The Unit has successfully participated in the following initiatives:

- the Leadership and Mentoring Program for Women;
- the Justice Entry Program (for Aboriginal people and Torres Strait Islander people);
- the Women's Advisory Group Anti-Discrimination Buddy initiative;
- the Indigenous Mentoring Program; and
- the Commissioner's Australasian Women in Policing Advisory Committee.

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

Two female police officers were awarded Excellence in Policing Awards by the Australasian Council of Women and Policing (ACWAP) in 2005. Superintendent Tonya Carew was awarded the Most Outstanding Female Leader award, whilst Sergeant Maree Foelz was recognised with a Highly Recommended Award in the category of Most Outstanding Female Practitioner.



Attending the ACWAP Awards ceremony (L to R) Sergeant Jacinta Hodgetts, Sergeant Michelle Millar, Superintendent Tonya Carew, Sergeant Maree Foelz and Trisha Kendall.

The Service's Justice Entry Program, designed to encourage Indigenous people to join the Service, won the 2004 Institute of Public Administration Australia Queensland Public Sector Best Learning and Development Initiative Award for the Public Sector Best Learning and Development Initiative. The Program was also one of three finalists in the Australian Training Initiative Award Category of the 2004 Australian Training Awards.

Supporting Our Employees

The Employee Assistance Service (EAS) provides a range of services to support the psychological health and well-being of all members of the Service. The EAS comprises 20 senior human services officers statewide who are registered psychologists or social workers. Services include:

- Individual professional counselling and support;
- Trauma intervention and support;

- 24 hour on call crisis response;
- Referral service to appropriate external professionals and agencies;
- Psychological assessment and monitoring of high risk groups including those deployed overseas as part of the Thailand tsunami response;
- Education and training in mental health issues to build strength through adversity;
- Management and organisational consultancy; and
- Management of the Peer Support Officer Program.



Peer Support Officers provide voluntary welfare support for their colleagues. There are currently over 400 trained Peer Support Officers statewide who provide a first point of contact for members and who can refer them to other support services. They often provide support to members following major or critical incidents or potentially traumatic events.

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 (PWD) Support Network provides support

for members with a disability and helps to develop the knowledge and skills they require to participate equitably in the working environment.

In 2004, the PWD Support Network launched the "Kaye Byrne Memorial Award" to honour staff member and Network Coordinator, Kaye Byrne. The award is designed to recognise a program, initiative or individual of the Service that enhances the standing of people with a disability in the Service or the community.

During Disability Action Week 2004 (DAW), the Women's Advisory Group Network won a DAW award in the government category for raising the profile of disability issues in the Service.

Police Service Chaplaincy

The Chaplaincy Service continues to provide care and support for police officers and staff members and their families.

The Chaplaincy Service has grown in strength with the establishment of two part-time positions during the financial year. This brings the chaplaincy strength to six full-time, 32 part-time and two voluntary chaplains across the State.

In the past 12 months, the Chaplaincy Service has responded to recommendations arising from a review conducted by Ethical Standards Command. This response has included:

- (i) a development of a Queensland Police Chaplaincy Code of Conduct and Chaplaincy Practice document;
- (ii) the review and amendment of the Queensland Police Chaplaincy Charter; and
- (iii) commencement of the development of a Queensland Police Chaplaincy Induction Handbook containing key information on Service policies, protocols and the chaplaincy structure and practice.

The Chaplaincy Unit's move into the newly formed Health Services Branch and the inclusion of non-operational areas of the Service into the Operational Performance Review process has created the opportunity to foster discussion and initiate further development of chaplaincy business.

Chaplaincy involvement within the Brisbane Branch of Community Supporting Police (CSP) Inc. has helped to facilitate the development of supportive accommodation resources in Brisbane available to all Service members and their families who need to temporarily locate to Brisbane for medical services and treatment.

A national Police Chaplaincy Group has been established as an initiative of the Police Commissioners' Conference. Two senior chaplains represent the Service in this forum and are progressing the development of guidelines, protocols and strategic planning for the cross-jurisdictional and international deployment of police chaplains in the event of a national and/or international disaster.

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Balancing Work and Family

The Service has recognised the need for members to balance work and family responsibilities and the benefits to the organisation of '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 implementation of flexible work practices such as tele-commuting;
- establishment of 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
- The initiation of a project to examine flexible working options in specialist policing areas.

Supporting 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;
- establishment of Child and Family Issues (CAFI) Committees;
- 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 helps women to further develop the knowledge and skills necessary to compete in a merit-driven environment, and provides advice and assistance 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 by a senior staff member and police officer.

The 2003-06 WAG Action Plan includes a focus on the professional development, support and encouragement of women applying for senior positions within the Service.

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-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)	30-Jun-2005 Number (Total for Rank) (% of Total)
Above Chief Superintendent	1 (14) (7.1%)	1 (14) (7.1%)	1 (14) (7.1%)	1 (15) (6.7%)	1 (14) (7.1%)
Chief Superintendent	1 (14) (7.1%)	1 (15) (6.6%)	1 (14) (7.1%)	1 (12) (8.3%)	1 (15) (6.7%)
Superintendent	0 (31) (0.0%)	0 (34) (0.0%)	0 (34) (0.0%)	1 (40) (2.5%)	1 (39) (2.6%)
Inspector	15 (263) (5.7%)	17 (269) (6.3%)	17 (268) (6.3%)	18 (266) (6.8%)	19 (290) (6.6%)
Senior Sergeant	28 (511) (5.5%)	32 (566) (5.6%)	36 (599) (6.0%)	39 (605) (6.4%)	46 (626) (7.3%)
Sergeant	145 (1,762) (8.2%)	145 (1,798) (9.1%)	193 (1,901) (10.2%)	215 (2,006) (10.7%)	246 (2,076) (11.8%)
Senior Constable	392 (2,392) (16.4%)	427 (2,530) (16.8%)	498 (2,614) (19.1%)	587 (2,769) (21.2%)	618 (2,765) (22.4%)
Constable	905 (2,780) (32.6%)	959 (2,827) (33.9%)	1006 (2,990) (33.6%)	995 (2,990) (33.2%)	1078 (3,186) (33.8%)
Recruit	109 (315) (34.6%)	92 (314) (29.2%)	83 (270) (30.7%)	107 (300) (35.7%)	113 (299) (37.8%)
Total	1596 (8,082) (15.7%)	1693 (8,367) (20.2%)	1835 (8,704) (21.1%)	1964 (9,003) (21.8%)	2123 (9,310) (22.8%)

Target Group Membership by Salary Equivalent - Staff Members

Sample Size = 3 322	Gender		Language Background		Aboriginal or Torres Strait Islander		People with Disabilities		
	FEMALE	MALE	NESB1	NESB2	Yes	No	Yes	No	
SALARY RANGE (\$)*									
\$81,433 & above	12.0%	88.0%	3.8%	7.7%	0.0%	100.0%	0.0%	80.8%	N/R
\$74,517 - \$81,432	31.2%	68.8%	5.6%	11.1%	0.0%	100.0%	0.0%	88.9%	7.7%
\$66,448 - \$74,516	31.5%	68.5%	2.2%	7.6%	1.1%	96.7%	2.2%	81.5%	5.6%
\$58,832 - \$66,447	48.1%	51.9%	10.2%	9.4%	2.3%	96.1%	1.6%	80.5%	9.8%
\$51,363 - \$58,831	50.6%	49.4%	8.4%	9.6%	0.8%	94.0%	5.2%	82.8%	10.2%
\$44,050 - \$51,362	41.5%	58.5%	4.6%	8.7%	0.0%	92.3%	7.7%	82.1%	8.0%
\$36,936 - \$44,049	60.8%	39.2%	4.1%	6.4%	5.9%	89.5%	4.6%	82.5%	8.7%
\$25,791 - \$36,935	79.8%	20.2%	4.7%	7.3%	3.9%	92.8%	3.4%	82.7%	9.1%
\$0 - \$25,790	70.0%	30.0%	6.9%	4.0%	1.1%	96.4%	2.6%	86.1%	7.9%
% OF TOTAL SAMPLE	67.2%	32.8%	5.1%	7.1%	3.6%	92.6%	3.9%	82.8%	11.3%

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
- * 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 recorded. These figures have been included within non responses.
- * Non-target group members, for example men and people from English Speaking backgrounds, are included for illustrative purposes only.
- * Gender data is based on all current staff members at 30 June 2005.
- * Other target group calculations rely on target groups self-disclosing this information on their census form. Staff members who have not returned the census form have not been included in this sample
- * 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 Ian STEWART
Chief Superintendent Alan DAVEY
Superintendent James Victor CASEY
Former Superintendent Michael HUDDLESTONE
Inspector Garry Raymond JAMIESON
Inspector Clare Julie MURPHY
Detective Inspector Noel William RAGH
Senior Sergeant Michael Francis BRENNAN
Detective Senior Sergeant Gregory DANIELS
Senior Sergeant Michael PEARSON

Australian Bravery Decoration

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

Constable Matthew GROOM - 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.

Sergeant Audra GOVENOR
Senior Constable David RAYMOND

Commissioner's Commendation for Bravery

A Commissioner's Commendation for Bravery is awarded to an officer who performs an act of bravery in hazardous circumstances.

Constable William ANDERSON
Sergeant Kevin CURRERI
Senior Constable Alex EWINS
Constable Anthony FLANDERS
Constable Trudi FLINTHAM
Constable David HALL
Senior Constable Bradley HARGREAVES
Constable Benjamin HARM
Senior Constable William HUMPRHEY (awarded twice - medal and bar)
Senior Constable Robert MARTIN
Constable Maris OREGANIN
Constable Emma REILLY
Senior Constable Bradley SMART
Constable Michael WALBURN
Sergeant Ian WALLER
Senior Constable Glen WILSON

Commissioner's Certificate of Notable Action

A Commissioner's Certificate of Notable Action is awarded to an officer who performs a significant act as a result of being placed in a potentially hazardous situation beyond that of normal policing requirements.

Senior Constable Peter AHLOY
Constable David ALLAN
Constable Carol SPURDLE

Commissioner's Award for Meritorious or Special Service

A Commissioner's Award for Meritorious or Special Service is awarded for recognition of any member who performs commendable service in a designated role or function to an exceptional level over an extended period of time or who is involved in the planning or running of significant special events that are seen to be successful and enhance the professional image of the Queensland Police Service far exceeding what might reasonably be expected from an efficient member of the Police Service.

Former Director of the Office of the Commissioner Dr Ann SCOTT, PSM

Commissioner's Certificate (Operational)

A Commissioner's Certificate (Operational) is awarded to any member or group that displays intelligence, resourcefulness and/or dedication to duty to a degree far exceeding what might reasonably be expected from an efficient member of the Police Service in the execution of duty in the operational field.

Senior Constable Andrew BIRT
Sergeant Shane DAN
Detective Senior Constable Kelly HANLEN
Detective Sergeant Ian HUTCHIESON
Constable Russell JOYCE
Detective Sergeant John MAHONY
Detective Sergeant Nikolas NEWMAN
Chief Superintendent Leonard POTTS
Former Detective Senior Constable Anthony SMITH
Detective Sergeant David Edward WILKINSON

Commissioner's Certificate (Corporate and Support)

A Commissioner's Certificate (Corporate and Support) is awarded to any member or group that displays intelligence, resourcefulness and/or dedication to duty to a degree far exceeding what might reasonably be expected from an efficient member of the Police Service in the execution of duty in the corporate administrative or technical field.

Acting Senior Sergeant Shaun KELLY

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 Senior Sergeant Jonathon ROUSE
Detective Sergeant Mark HAMILTON
Sergeant Lea-Ann McNEILL
Plain Clothes Senior Constable Darren COWLES

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.

Mr Maurice BREWER
Mr Trevor DIXON
Mr Richard LOHSE
Mr Thomas MACKEL

Royal Humane Society of Australasia

Constable Christopher COLLINS - Bronze Medal
Former Police Liaison Officer Katherine Margaret Mary CONDON - Bronze Medal

Order of Australia

Sergeant Stephen Mark COOK - Medal
Superintendent Ross Michael DWYER - Medal
Sergeant Scott Andrew McLAREN - Medal
Senior Sergeant Kenneth Renald RACH - Medal

Queensland Police Service Awards for Excellence

Award for Excellence in Crime Prevention

Gold Award - Project Kit: Volatile Substance Misuse initiative from Far Northern Region with the Silver Award - Healthier Lifestyles Project from Southern Region. (No presentation of the Bronze Award was made).

Award for Policing Operations

Gold Award - Chat Trak: Internet Protocol Identification, developed by the Police Group at the Crime and Misconduct Commission. (No presentations of the Silver and Bronze Awards were made).

The Award for Excellence in Corporate and Support Services

Gold Award - Constable Development Program submitted by Human Resources Division; Silver Award - the Child and Family Issues Committee - Mackay developed by Central Region; and Bronze Award - Sex Offenders Investigation Workshop prepared by Northern Region.

Award for Excellence in Problem-Oriented and Partnership Policing

While no awards were presented in this category, the Judging Panel commented on a number of promising projects which are still in their infancy and are expected to be very competitive next year when more extensive evaluation has been conducted.