

Our People

Equity and Diversity

The Equity and Diversity Unit promotes a diverse workforce that reflects the Queensland community through programs and initiatives developed as part of the Equal Employment Opportunity Management Plan. The Unit also pursues the objectives of the *Anti-Discrimination Act 1991*.

During 2005–06 the Unit actively contributed to fostering a diverse workforce through the:

- development of a new EEO Management Plan in accordance with the requirements of the Office of Public Service Merit and Equity and the *Equal Opportunity in Public Employment Act 1992*;
- delivery of Auslan training for people who work with hearing impaired staff members;
- continuation of the Justice Entry Program for Aboriginal and Torres Strait Islander people;
- review of current support networks fostered by the Unit;
- delivery of targeted training aimed at reducing negative workplace behaviours; and
- development and delivery of mediation training.



Mediation training has been offered to members of the Service since 1999 as a method of responding to negative workplace behaviours. During the period, the Unit conducted three training sessions to increase the number of mediators and ensure the Service's alternative dispute resolution options were consistent with industry standards. The Service now has 47 mediators throughout the State to offer a fast and effective response to negative workplace behaviours.

During the period, trained mediators continued to improve the existing Harassment Referral Officer network across Queensland. The network provides guidance to managers and supervisors, and promotes awareness and early resolution of negative workplace behaviours and unlawful discrimination.

Supporting Our Employees

Service members are regularly required to attend incidents which are often outside the scope of most other professions. Involvement in such incidents may result in members experiencing traumatic stress. Stress reactions to potentially traumatic events can affect all aspects of workplace, psychological and social wellbeing. The Employee Assistance Service (EAS) was recently reviewed by external consultants to identify ways to improve service delivery and more effectively and proactively manage workplace stress. The EAS facilitates a network of 21 senior Human Services Officers statewide, who are registered psychologists or social workers and provides a range of services including:

- 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 officers deployed to 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.

During the reporting period, the People with Disabilities Support Network provided support to members with disabilities and helped to develop the knowledge and skills required to participate equitably in the working environment.

Police Service Chaplaincy

Chaplains are regularly called upon to follow up after incidents and provide 24-hour on call support to Service members and their families. They also conduct baptisms, marriages and funerals for Service members and their families, providing an opportunity to build relationships and trust between members and chaplains. Police Legacy and the Retired Police Association in many areas of the State are also supported by the Police Chaplaincy.

The Chaplaincy's continued close involvement within the Brisbane Branch of Community Supporting Police Inc. has encouraged the ongoing development and maintenance of emergency accommodation resources in Brisbane. These resources are available to all Service members and their families needing to temporarily locate to Brisbane for medical services and treatment. During the period, the Chaplaincy Service continued to grow in strength and now has seven full-time Chaplains, 28 part-time Chaplains and five voluntary Chaplains across the State. It has initiated the development of:

- the Queensland Police Chaplaincy Induction Handbook, which includes the recently approved Code of Conduct for Chaplains together with the Chaplaincy Charter and Service policies, protocols and liturgies relating to Chaplaincy structure and practice;
- a closer association between the more historic mainstream faiths and those present in today's multicultural society, in order to provide appropriate support to the broad faith community within the Service. This has been evidenced by the attendance of a majority of these faiths at the National Police Remembrance Day Services in 2005; and
- a multi-faith contacts list to establish closer contacts with the many faiths. Once established this will be made available to all Chaplains as a resource for referral.

This year's National Senior Chaplains Conference will incorporate a forum conducted by The Australasian Police Multicultural Advisory Bureau. The forum will enable the exchange of information between police jurisdictions and identify best practice models to address inter-faith religious diversity issues affecting our multicultural society.

The movement of the accountability of the Chaplaincy Unit into the Health Services Branch has created the opportunity to promote and clarify the Police Service Chaplaincy core business.

Balancing Work and Family

The Service continues to maintain its commitment to ensure members are able to balance work and family responsibilities through the ongoing development of family friendly policies and practices. Employees can now access part-time work for a range of reasons. The Service is trialling a new part-time work model which aims to increase accessibility to an equitable shift roster for those officers wishing to work part-time.



Supporting Women's Career Development

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

- the Equal Employment Opportunity 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 Senior Women's Forum;
- the Women's Advisory Group (WAG) Network;
- establishment of the Child and Family Issues Committee;
- representation on the Commissioner's Australasian Women In Policing Advisory Committee;
- the Work and Family Policy;
- the Career Planning Unit; 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 develop the knowledge and skills necessary to compete in a merit-driven environment. It provides advice to managers and members on policies affecting women in the workplace and has been responsible for a number of initiatives including the establishment of the Child and Family Issues (CAFI) Committee. The Committee adopts a holistic approach to flexible working arrangements which is based on the strategic and operational needs of the Service and the needs of officers concerned. The development of this Committee has allowed women to negotiate return-to-work arrangements which allow full participation in operational policing. Many of the WAG initiatives have proven to be of great benefit to male, as well as female, employees. Together, the WAG Network and the Equity

and Diversity Unit promoted work and family balance as a method of ensuring a lasting and productive employment relationship. The WAG Network is represented on the Senior Executive Conference by a senior female staff member and a police officer.

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

Aboriginal and Torres Strait Islander Employment

The Equity and Diversity Unit (EDU) works co-operatively with other units to enhance diversity outcomes within the Service's workforce. The Unit works in partnership with Human Resources Development Branch staff to establish and maintain the Justice Entry Program and is represented on the program board. The Unit monitors program delivery and provides support and assistance to Justice Entry Program staff and the Aboriginal and Torres Strait Islander trainees. It consists of Indigenous partners from key education, employment, training and criminal justice agencies as well as local community elders who volunteer their expertise to maintain, promote and improve opportunities for Indigenous people in policing.

The Program continues to increase the number of Aboriginal and Torres Strait Islander employees in the Service. Equity and Diversity Unit staff provided advice on promotional activities, assistance with Indigenous members for selection panels and ensured merit based selection processes applied by providing input into selection committees. During the period nine Aboriginal and Torres Strait Islander trainees graduated from the Program and five trainees are currently completing the Program.

The EDU provides assistance and advice in relation to annual recruitment promotions at key Aboriginal and Torres Strait Islander events such as NAIDOC Week and Indigenous Careers Markets. Presentations are also delivered to regional communities and educational institutions, promoting policing as a career option.

In 2005-06 the Equity and Diversity Unit and the Career Planning Unit, achieved the Award for Excellence in Corporate and Support Services for the establishment of the Police Liaison Officers Interagency Program. The Program assisted Police Liaison Officers to be matched with mentors from various other private and public sector agencies to encourage their career development.



Female Police Officers by Rank

	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)	30-Jun-2006 Number (Total for Rank) (% of Total)
Above Chief Superintendent	1 (14) (7.1%)	1 (14) (7.1%)	1 (15) (6.7%)	1 (14) (7.1%)	1 (14) (7.1%)
Chief Superintendent	1 (15) (6.7%)	1 (14) (7.1%)	1 (12) (8.3%)	1 (15) (6.7%)	1 (15) (6.7%)
Superintendent	0 (34) (0.0%)	0 (34) (0.0%)	1 (40) (2.5%)	1 (39) (2.6%)	2 (48) (4.2%)
Inspector	17 (269) (6.3%)	17 (268) (6.3%)	18 (266) (6.8%)	19 (290) (6.6%)	21 (307) (6.8%)
Senior Sergeant	32 (566) (5.7%)	36 (599) (6.0%)	39 (605) (6.4%)	46 (626) (7.3%)	47 (647) (7.3%)
Sergeant	145 (1,798) (8.1%)	193 (1,901) (10.2%)	215 (2,006) (10.7%)	246 (2,076) (11.8%)	287 (2,200) (13.0%)
Senior Constable	427 (2,530) (16.9%)	498 (2,614) (19.1%)	587 (2,769) (21.2%)	618 (2,765) (22.4%)	720 (2,878) (25.0%)
Constable	959 (2,827) (33.9%)	1006 (2,990) (33.6%)	995 (2,990) (33.3%)	1078 (3,186) (33.8%)	1062 (3,160) (33.6%)
Recruit	92 (314) (29.3%)	83 (270) (30.7%)	107 (300) (35.7%)	113 (299) (37.8%)	134 (362) (37.0%)
Total	1693 (8,367) (20.2%)	1835 (8,704) (21.1%)	1964 (9,003) (21.8%)	2123 (9,310) (22.8%)	2275 (9,631) (23.6%)

Target Group Membership by Salary Equivalent - Staff Members

Sample Size =3,440	Gender		Language Background		Aboriginal or Torres Strait Islander		People with Disabilities					
	FEMALE	MALE	ESB	NESB1	NESB2	N/R	Yes	No	Yes	No	N/R	
SALARY RANGE (\$)*												
\$84,528 & above	19.2%	80.8%	84.6%	3.8%	7.7%	3.8%	0.0%	100.0%	0.0%	7.7%	84.6%	7.7%
\$77,348 - \$84,527	23.1%	76.9%	88.5%	7.7%	3.8%	0.0%	3.8%	96.2%	0.0%	7.7%	76.9%	15.4%
\$68,973 - \$77,347	34.0%	66.0%	88.3%	3.2%	7.4%	1.1%	2.1%	94.7%	3.2%	7.4%	85.1%	7.4%
\$61,068 - \$68,972	51.1%	48.9%	82.4%	6.9%	8.4%	2.3%	2.3%	93.9%	3.8%	13.0%	76.3%	10.7%
\$54,478 - \$61,067	53.3%	46.7%	80.7%	7.8%	9.8%	1.6%	0.8%	94.3%	4.9%	10.2%	80.7%	9.0%
\$46,842 - \$54,477	41.8%	58.2%	79.1%	5.9%	9.5%	5.5%	0.0%	91.4%	8.6%	8.6%	77.7%	13.6%
\$39,422 - \$46,841	61.3%	38.7%	87.6%	3.3%	5.7%	3.3%	7.0%	88.2%	4.9%	8.5%	79.8%	11.7%
\$27,095 - \$39,421	74.4%	25.6%	86.4%	4.9%	6.7%	2.0%	3.9%	92.5%	3.6%	8.8%	80.4%	10.8%
\$0 - \$27,094	71.4%	28.6%	85.7%	3.6%	3.6%	7.1%	0.0%	89.3%	10.7%	10.7%	71.4%	17.9%
% OF TOTAL SAMPLE	65.3%	34.7%	85.7%	4.9%	6.9%	2.5%	3.9%	91.8%	4.3%	9.0%	80.0%	11.0%

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 2005-2006 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 2006.
- * 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 2005/06

Australian Police Medal

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

Chief Superintendent Lawrie CHURCHILL
Detective Superintendent Michael CONDON
Senior Sergeant Janelle HAMILTON
Chief Superintendent Stephen HOLLANDS
Sergeant Alwyn PEARSON
Chief Superintendent Graham RYNDERS
Senior Sergeant Cheryl SCANLON
Senior Sergeant Victor TOLLENAERE
Inspector William TURNER
Detective Chief Superintendent Paul WILSON

Australian Bravery Decoration

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

Sergeant Robert DUNCAN Australian 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 Garry ALSTON
Sergeant Alan BENTHAM

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 Kim ADAMSON
Sergeant Richard DOWNIE
Sergeant Robert DUNCAN
Senior Constable Glen LAMONT
Constable John LIMA
Sergeant Peter MOLONEY
Senior Sergeant Matthew ROSEVEAR

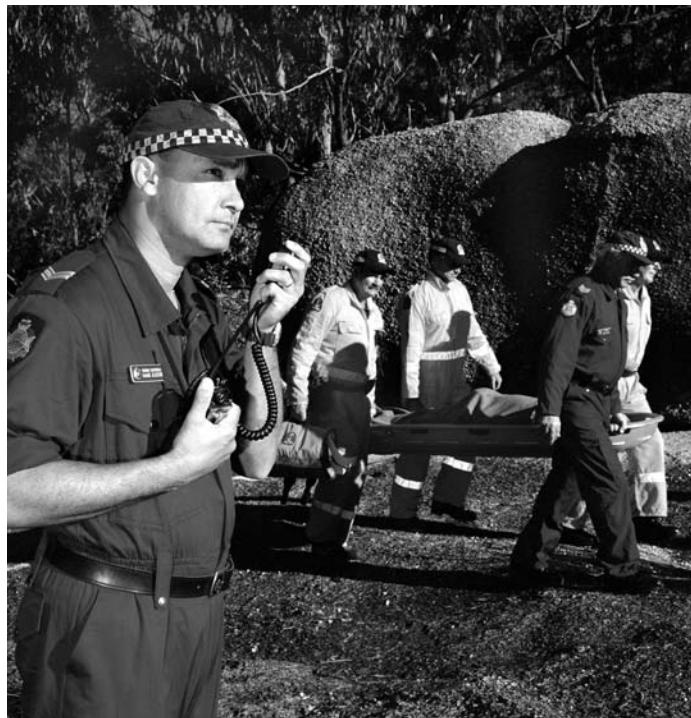
Commissioner's Certificate of Notable Action

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 Jason BARROWCLIFFE
Former Sergeant Penelope CLARKE
Senior Constable Brian COOK
Senior Constable Priscilla COTTRELL
Constable Louise DAVIS
Sergeant Jonathon EDWARDS
Constable Barry GRIFFIN
Sergeant Owen HARMS
Constable Cameron LITTLE
Senior Constable Jeremy LLOYD-JONES
Sergeant Brett MacGIBBON
Senior Constable Cameron McLEAN
Sergeant Lawrence NAUSCHUTZ
Senior Constable Matthew PEGG
Senior Constable Scott PENROSE
Constable Jeffrey REIS
Senior Constable Glen ROBINSON
Sergeant Christopher SHAW
Constable Andrew SIMPSON
Constable Angela SINGLETON
Senior Constable Mark STAFFORD
Constable David TRAMACCHI
Constable Kerry WILCOX
Sergeant Simon YOUNG

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 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.



No presentation of this award has been made

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.

Former Senior Constable Christopher COCHRANE

Senior Constable Peter EICENS

Senior Sergeant Jose IBANEZ

Constable Adrian MASSINGHAM

Constable Michelle SAWTELL

Senior Constable Scott WILKINSON

Commissioner's Certificate of Appreciation

A Commissioner's Certificate of Appreciation is awarded to a person or group external to the Service, who provides substantial assistance to the Police Service.

Mr Dean BURGESS

Mr Matthew DEARLOVE

Mr Justin MADDEN

Mr John NORTH

Royal Humane Society of Australasia

Sergeant Robert DUNCAN

Silver Medal

Senior Constable Conrad GREENWOOD

Certificate of Merit

Constable Craig HASTIE

Letter of Commendation

Sergeant Philip VON DER HEYDE

Certificate of Merit

Awards for Excellence

Lantern Award for Excellence in Problem-Oriented and Partnership Policing

Gold Award – Homelands Partnership (Far Northern Region)

Silver Award – Border Towns Crime Prevention and Substance Abuse Project (Southern Region)

Bronze Award – Westside Partnerships (Far Northern Region)

Award for Excellence in Crime Prevention

Gold Award – Who’s Chatting to Your Kids? (State Crime Operations Command) Silver Award – Project BizSafe (Operations Support Command).

(No presentation of the Bronze Award was made.)

Award for Policing Operations

Gold Award – Project PHARM (Southern Region).

(No presentations of the Silver and Bronze Awards were made.)

The Award for Excellence in Corporate and Support Services

Gold Award – NATA Implementation Project (Operations Support Command)

Silver Award – Project SPADA (System Preview and Data Acquisition) (State Crime Operations Command)

Bronze Award – Interagency Mentoring Program (Human Resources Division).

