

Our People

Equity and Diversity Unit

The Equity and Diversity Unit promotes a diverse workforce through the implementation of programs and initiatives developed as part of the Equal Employment Opportunity Management Plan. A diverse workforce ensures a mix of skills, abilities and cultures which increase the agency's relevance to the community, and provides a versatile and competent resource base.

During 2006-07, the unit achieved objectives outlined in the Equal Opportunity Management Plan 2006-08 including a multi-faceted approach to eliminate negative workplace behaviours in the Service, which incorporated:

- the development of condensed policy and processes for preventing and resolving negative workplace behaviours
- the trialling of a negative workplace behaviour awareness program to complement the new policy
- refresher training for members of the Harassment Referral Officer Network to assist officers and provide guidance to managers and supervisors, promote awareness and early resolution of negative workplace behaviours
- the training of additional staff members as mediators to ensure representation across the diversity of employment streams within the Police Service.

The unit continues to review and progress a number of other programs and networks supporting target groups such as Aboriginal people, Torres Strait Islanders, people from non-English speaking backgrounds, people with a disability and women.

Aboriginal and Torres Strait Islander Employment

The Police Service continues to recruit and monitor employees from diverse backgrounds, whilst also enhancing the understanding of diversity within the Service through suitable training programs.

During 2006-07, the Police Service actively recruited 21 new police officers who identified as Aboriginal and/or Torres Strait Islander. In addition, 23 trainees graduated from the Justice Entry Program, which assists Aboriginal and Torres Strait Islander people in obtaining the necessary educational qualifications required for application to enter the Police Service as a police recruit. The Service also provided traineeship positions in administration and employment through the Police Liaison Officer Scheme and Volunteers in Policing program.



Police Service Chaplaincy

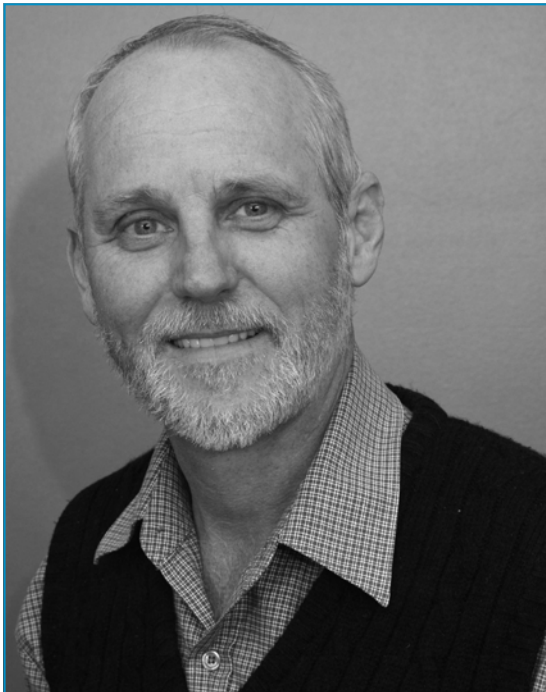
Chaplains continue to be called upon to follow up after incidents and provide 24-hour on call support to Police Service members and their families. The Chaplaincy consists of seven full-time chaplains, 28 part-time chaplains and five voluntary chaplains across the State. Chaplains also conduct Rites of Passage 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 continued involvement of the Chaplaincy 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 Police Service members and their families requiring temporary accommodation in Brisbane for medical services and treatment.

Each September, the Queensland Police Service Chaplaincy coordinates National Police Remembrance Day marches and services throughout the State. Members of the Police Service, community and government, along with families and friends of deceased officers take this opportunity to remember police officers from around Australia who have died on duty. A candlelight vigil is also conducted at the George Street, Brisbane memorial on the evening prior to Remembrance Day.

The Chaplaincy continues to foster the close 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 was evidenced by the attendance of a majority of these faiths at the National Police Remembrance Day Services in 2006.

In 2007, the National Senior Chaplains Conference will incorporate International Deployment Training, Chaplains in rapid response situations, spiritual and emotional resilience in police chaplaincy, and matters of relevance to national chaplaincy through cooperation, consultation, procedures and policy. This national conference enables the exchange of information between police chaplains from various jurisdictions and encourages best practice.



Father Lindsay Howie, Chaplain, Northern Region

"I now know that I have been in the presence of some of the best and the finest that the Police Service has ever produced."

Father Howie has been working for the Queensland Police Service since 2005. His role is primarily one of providing pastoral care for members of the Queensland Police Service and their families. His 'office' stretches from Bowen to Ingham and then west to the Queensland border.

On the good aspects of his work...

"I enjoy working with people who have a positive attitude and who for the most part really believe that they can effect change in society, who believe that their presence in the wider community gives others a sense of safety, peace and protection."



Balancing Work and Family

In 2006-07, the Police Service trialed a new part-time policing model to increase accessibility to an equitable shift roster for those officers wishing to work part-time. This trial was successful in addressing part-time issues and was approved for implementation on a permanent basis. This policy has assisted officers in balancing their work and family life.

Telecommuting continues to develop application in a number of areas throughout the Service. This working option has also been used to assist members rehabilitate back into the working environment following extended absences.

Supporting Women's Career Development

The Service supported women's career development through:

- the Equal Employment Opportunity Management Plan
- the Women's Advisory Group (WAG) Network
- 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
- establishment of the Child and Family Issues Committee
- representation on the Commissioner's Australasian Women In Policing Advisory Committee
- the Work and Family Policy
- International Women's Day
- Conducting Information Sessions throughout the State
- participation in the Australasian Council of Women and Policing
- the Career Planning Unit
- a range of specific strategies and initiatives designed to provide specific support to women employed in the Service.

The Women's Advisory Group Network helps women to develop the knowledge and skills necessary to compete in a merit-driven environment and provides advice to managers and members on policies affecting women in the workplace. The network has been responsible for a number of initiatives, which not only benefit women but also men, specifically in balancing work and family life.

Members of the network have participated in working groups to develop an action plan that identifies the new strategic direction for the network for the period 2006 to 2009. In addition, the network has been involved in reviewing and writing policy, developing a marketing strategy, identifying and submitting award nominations for members both at a State and National level, coordinating the tri-annual training symposium and organising an International Women's Day function.

Network members have conducted information sessions throughout the State addressing topics of interest to both men and women. The Network continued to support the 'Buddy Initiative' where senior women travel to remote areas and provide training and support to female members.

Networking opportunities have also been targeted by WAG during this period. Members have linked with external community and government women's groups through presentations and meetings. To enhance internal networks, WAG has worked towards building stronger links with the relevant police unions through information sessions.

Female Police Officers by Rank

	30 June 2003 Number (Total for Rank) (% of Total)	30 June 2004 Number (Total for Rank) (% of Total)	30 June 2005 Number (Total for Rank) (% of Total)	30 June 2006 Number (Total for Rank) (% of Total)	30 June 2007 Number (Total for Rank) (% of Total)
Above Chief	1	1	1	1	2
Superintendent	(14) (7.1%)	(15) (6.7%)	(14) (7.1%)	(14) (7.1%)	(19) (10.5%)
Chief	1	1	1	1	0
Superintendent	(14) (7.1%)	(12) (8.3%)	(15) (6.7%)	(15) (6.7%)	(16) (0.0%)
Superintendent	0 (34) (0.0%)	1 (40) (2.5%)	1 (39) (2.6%)	2 (48) (4.2%)	3 (49) (6.1%)
Inspector	17 (268) (6.3%)	18 (266) (6.8%)	19 (290) (6.6%)	21 (307) (6.8%)	20 (313) (6.4%)
Senior Sergeant	36 (599) (6.0%)	39 (605) (6.4%)	46 (626) (7.3%)	47 (647) (7.3%)	55 (691) (8.0%)
Sergeant	193 (1,901) (10.2%)	215 (2,006) (10.7%)	246 (2,076) (11.8%)	287 (2,200) (13.0%)	326 (2,268) (14.4%)
Senior Constable	498 (2,614) (19.1%)	587 (2,769) (21.2%)	618 (2,765) (22.4%)	720 (2,878) (25.0%)	813 (2,989) (27.2%)
Constable	1006 (2,990) (33.6%)	995 (2,990) (33.3%)	1078 (3,186) (33.8%)	1062 (3,160) (33.6%)	1087 (3,273) (33.2%)
Recruit	83 (270) (30.7%)	107 (300) (35.7%)	113 (299) (37.8%)	134 (362) (37.0%)	95 (284) (33.5%)
Total	1835 (8,704) (21.1%)	1964 (9,003) (21.8%)	2123 (9,310) (22.8%)	2275 (9,631) (23.6%)	2401 (9,902) (24.2%)

Target Group Membership by Salary Equivalent - Staff Members

SALARY RANGE (\$)*	Sample Size =3,440		Gender		Language Background			Aboriginal or Torres Strait Islander		People with Disabilities		
	FEMALE	MALE	ESB	NESB1	NESB2	N/R	Yes	No	N/R	Yes	No	N/R
\$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%	84.6%	7.7%	3.8%	3.8%	3.8%	96.2%	0.0%	7.7%	76.9%	15.4%
\$68,673 - \$77,347	34.0%	66.0%	88.3%	3.2%	6.4%	2.1%	2.1%	94.7%	3.2%	7.4%	85.1%	7.4%
\$61,068 - \$68,672	50.4%	49.6%	82.4%	6.9%	7.6%	3.1%	2.3%	93.9%	3.8%	13.0%	76.3%	10.7%
\$53,314 - \$61,067	51.5%	48.5%	81.1%	8.0%	9.1%	1.9%	0.8%	94.3%	4.9%	10.6%	80.3%	9.1%
\$45,725 - \$53,313	48.5%	51.5%	80.3%	5.6%	9.4%	4.7%	0.0%	91.8%	8.2%	7.3%	79.4%	13.3%
\$41,000 - \$45,724	60.7%	39.3%	87.5%	3.1%	5.7%	3.6%	5.0%	89.8%	5.2%	8.0%	80.6%	11.4%
\$27,095 - \$40,999	73.8%	26.2%	86.5%	4.8%	6.7%	2.0%	4.7%	91.7%	3.6%	9.0%	80.0%	11.0%
\$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%	2.6%	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 per cent, although there may be some minor rounding errors.

Table includes Police Recruits but does not include Police Officers.

* Salary Ranges are those applicable at the start of the 2006-2007 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 been 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.

* 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 Commissioner. In line with Office of the Public Service Commissioner requirements, members of the Prostitution Licensing Authority 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.

Detective Chief Superintendent Ross Barnett
Senior Sergeant Gregory Cruise
Detective Sergeant Alexander Granlund
Assistant Commissioner Felix Grayson
Detective Inspector Marlene Prenzler
Senior Sergeant Stephen Matthew Angus
Chief Superintendent Kenneth Benjamin
Superintendent Alan Brian Bourke
Detective Inspector Graham John Harris
Inspector Maxine Anne Renouf

Australian Bravery Decoration

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

Senior Constable David Raymond	Bravery Medal
Senior Constable Audra Govenor	Bravery Medal
Constable David Hall	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.

Sergeant Gary Beling
Detective Senior Constable Allan Cohrs

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.

Senior Constable Brett Martin
Senior Constable Patrick O'Hearn
Constable Benjamin Tome
Constable Luke Tulacz

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.

Constable Daniel Curtin
Constable Robert Jorna
Constable Grant Lutz
Senior Constable Ricky Lynch
Sergeant Thomas Nelson
Constable Lisa Caie
Inspector Geoffrey Sheldon
Constable Shayne Treasure

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 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.

Assistant Commissioner Ronald Vincent APM
Assistant Commissioner John Banham APM
Mr John Just 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 Patrick Sankey
Senior Constable Mark Van Der Kroef
Sergeant Jonathan Edwards
Senior Constable Michael Phillips

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.

Sergeant Malcolm Nichols
Chief Superintendent Stephen Hollands APM
Superintendent Peter Savage
Inspector Paul Fogg
Senior Sergeant Shaun Kelly
Sergeant Nyree Whelan
Mr Barry Martin (staff member)

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 Police Service in recognition of making an exemplary contribution to the Service.

Ms Debra Ollard
Mr Shane Dagge
Ms Laura Daley
Mr Adam Leyshon
Mr Harley Ennis
Mr Camden George
Mr Warren Kelly

Royal Humane Society of Australasia

Senior Sergeant Mark Ireland	Bronze Medal
Constable Cameron Little	Bronze Medal
Mr Herbert Tietz	Bronze Medal
Mr Andrew Bartley	Silver Medal
Mr Adam Leyshon	Bronze Medal



Awards for Excellence

Lantern Award for Excellence in Problem-Oriented and Partnership Policing

Gold Award – Beat the Streets Community Drumming Project (Metropolitan North Region)

Silver Award – Pathways – Leading You to a Safer Home (Metropolitan South Region)

Bronze Award – ECCQ Soccer Tournament (Metropolitan South Region)

Award for Excellence in Crime Prevention

Gold Award – U Turn Program (Office of the Commissioner)

Silver Award – Up Program (Metropolitan South Region)

(No presentation of the Bronze Award was made)

Award for Excellence in Policing Operations

Gold Award – False Alarms Procedures Pilot Project (Metropolitan South Region)

Silver Award – Persons of Interest Cards Keyring Project (Metropolitan South Region)

(No presentation of the Bronze Award was made)

Award for Excellence in Corporate and Support Services

Gold Award – Incident Command Virtual Reality Product (Human Resources Division)

(No presentations of the Silver or Bronze Awards were made)

Australasian Council of Women and Policing Awards

Assistant Commissioner Kathy Rynders

Inspector Amanda Anderson

Inspector Lesleigh Jackson

Most Outstanding Leader

Most Outstanding Administrator

Excellence in Policing Initiative