

**Question on Notice
No. 1498
Asked on Wednesday, 29 November 2006**

MS STONE asked the Minister for Police and Corrective Services (MS SPENCE) -

QUESTION:

How many women are currently serving in the Queensland Police Service and what leadership opportunities are available for them?

ANSWER:

The Queensland Police Service (QPS) has continued to increase the percentage of female officers each year since 1994-95. Since 1994-95 the percentage of female officers has risen from 12.6% to the current 23.5%.

As at 1 December 2006 there were 2,194 female police officers in the Service compared to 1,035 in July 1998 and 1,433 at February 2001.

There has been a steady increase in the number of female officers being promoted to higher ranks, including the Queensland Police Service's first female Assistant Commissioner who was appointed on 8 January 2001.

The service has been making a concerted effort to recruit additional female officers by specifically targeting media campaigns towards females, promoting flexible working practices.

At the 1 December 2006 there were 2418 female unsworn staff members employed by the Service.

Personnel by Gender—30 June 2006 as per QPS Annual Statistical Review (Female %)

| Exec. Officers | Comm. Off/Mgrs | Non-Comm Off | Constable | Public Serv Off | Other Personnel | Recruits |
|----------------|----------------|--------------|-----------|-----------------|-----------------|----------|
| 4% | 7% | 12% | 30% | 76% | 46% | 37% |

Women are active and valued participants at every level of policing organisations and the QPS is committed to developing strategies to enhance opportunities for female employees. At present some of the leadership and developmental opportunities available to serving women within the QPS include:-

- The Constable Development Program, which has been specifically designed to provide constables with the opportunity to develop skills, knowledge and behaviours which are important in preparation for the performance of duties at the rank of Senior Constable; and
- The Management Development Program which is structured to provide the management knowledge, understanding and skills necessary to support police officers in their transition to Sergeant, Senior sergeant and Inspector levels within the Queensland Police Service. In this endeavour, the Management Development Program will strive to model excellence in management practice.

- As part of the process for attaining Commissioned rank all officers must undertake the Assessment Development Centre. Officers at Superintendent rank are eligible to undertake the Police Executive Leadership Program (PELP), which aims to develop a national cadre of highly professional police, law enforcement and public safety practitioners. The program is designed for senior executives and leaders who have been identified as having the potential to achieve the most senior executive leadership positions within their respective organisations.
- One of the programs available to women is the Leadership and Mentoring Program for Women (LaMP). It is aimed at women at middle management levels within the QPS, i.e. Sergeant and above and A04 (or equivalent) and above. The program encourages and provides support for women undertaking management roles within the QPS.

The Senior Women's Forum, Queensland Women in the Public Service (QWIPS) and Women's Advisory Group (WAG) have all been established to encourage women and men in senior positions to support women's efforts, identify and address emerging workplace issues affecting men and women, provide women with strategies to achieve their goals and explore their potential and create a positive sense of wellbeing.

Support mechanisms are also being developed for women in remote locations, including the Buddy Initiative and the WAG representatives for regional areas. The aims of these support mechanisms are to achieve equity for women within the QPS, to promote efficiency and effectiveness in the QPS by assisting women to develop the knowledge and skills necessary for full participation in a merit environment, to provide an avenue to management for information and advice on matters affecting women in the QPS, to assist management in the development and application of policies affecting women in the workplace and, where appropriate, affecting women in the community.

The Career Planning Unit conducts courses for Career Planning Officers, Leadership and Mentoring Programs for Women and has recently developed the Interagency Mobility Program, which is an initiative aimed at providing senior women in the organisation the opportunity to develop skills via cross-agency relieving.