

CAWIPAC Delegates 2006

Australian Federal Police

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Lyn Henderson
Margaret Boruncinski

New South Wales

Kim McKay
Elizabeth Casey
Philippa Woolf

Northern Territory

Joanne Foley
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Sonia Padmanabham

Queensland

Tonya Carew
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Donna Sturgess

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Cynthia Manners
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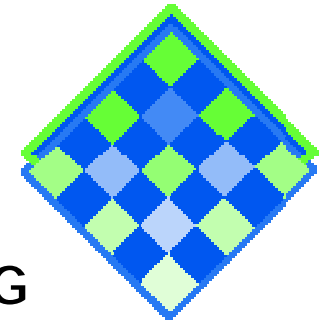
Tasmania

Donna Adams
Joanne Smith

Victoria

Lucinda Nolan
Jane Clarke
Kate Smith

COMMISSIONERS' AUSTRALASIAN WOMEN IN POLICING ADVISORY COMMITTEE



Vision

"Professional policing organisations valuing the contribution of women"

Mission

"To provide and develop strategies to assist Police Commissioners to maximise the contribution of women within policing organisations"



Annual Report 2006

EXECUTIVE SUMMARY

2006 was an auspicious year for CAWIPAC. Not only did it commemorate ten years since CAWIPAC's inception, 2006 also marked the end of the CAWIPAC Strategic and Business Plans for 2003-06. Reporting on Outcomes 1-4 by all jurisdictions through the Jurisdictional Report has proven a positive conclusion to CAWIPAC's business activities over the life of these Plans. The final CAWIPAC Jurisdictional Benchmarking Report was produced summarising and commenting upon the 2005-06 performance measures for Outcomes 1-4.

Jurisdictional Benchmarking Report

As 2006 is the last year of reporting against the 2003-06 Strategic and Business Plans, it is pleasing to note the reported trends in this last year of the Plans' operation. They are:

Outcome 1 is about ensuring women are active and valued participants at every level of policing organisations. Most jurisdictions were able to report an increase in the percentage of women accessing flexible work practices and professional development and adequate marketing of these opportunities.

Outcome 2 is about Middle Managers supporting women's participation in the workplace. The jurisdictional report shows a reduction in the attrition rate of both sworn and unsworn employees and an increase in access to flexible work practices. There was reported success on those initiatives listed under 'Process' such as job descriptions and performance appraisals including the responsibility for the implementation of equitable work practices and the education of managers on contemporary HR principles. There was also an overall increase in the average length of service for both sworn and unsworn women employees.

Outcome 3 involves executive leaders valuing and acknowledging the contribution of women in diverse work roles. Most jurisdictions reported an increase in the financial investment in leadership/ management

training for women and an increase in the percentage of women participating in higher duties and secondments. Most jurisdictions also reported that they have in place, or are working towards, establishing processes for showcasing women's achievements as well as examining issues impacting upon women through their organisational performance review process.

Outcome 4 is focused upon policing organisations promoting the contribution of women in policing to the wider community. Overall, jurisdictions reported an increase in the percentage of women applying to join policing organisations in both a sworn and unsworn capacity. There was also reported achievement of implementation of processes which display women's achievements, and most jurisdictions are working towards more women attending media and communications training.

Forums

During the year, South Australia Police hosted two CAWIPAC forums and a commemorative ten year anniversary dinner. The first forum held in May 2006 in Adelaide, progressed ideas and models developed at the two day workshop held in Sydney in March 2006 which was facilitated by Mr Mike McAllum of Global Foresight. The Adelaide May conference focused on defining and further clarifying priorities for the new CAWIPAC Strategic Plan and Business Plan 2006-2009, based on the five major environmental influences identified at the Sydney workshop. This forum was pivotal in establishing the bulk of the work undertaken for the remainder of 2006. Extensive out of session work revolved around the outcomes of this forum. In particular, host jurisdiction South Australia Police showed their dedication to CAWIPAC's continued work through extensive redrafting of the Strategic plan to ensure appropriate reflection of the collective input of all jurisdictions.

The impetus to move on with 'business as usual' in May pending the outcome of 'Reviewing the Needs of Policing for the Future' was

provided by CAWIPAC Sponsor, Commissioner Paul White. It was resolved by the Australian Police Minister's Council on 29 June 2006 that the National Common Police Service groups (including CAWIPAC) would be amalgamated into the 'new organisation'.

The second CAWIPAC forum held in Adelaide in November 2006 ratified the draft 2006-2009 Strategic Plan and developed the 2006-09 Business Plan. Discussions were held on the way forward for CAWIPAC, and how best CAWIPAC can support women in policing into the future. A ten year anniversary dinner was held on the first night of the forum which was attended by the South Australia Police Commissioner, Mr Mal Hyde, as well as present and some past delegates. Guest speaker was Detective Superintendent Ann McEvoy of the Australian Federal Police.

New Strategic and Business Plans

Following from the November conference, the Strategic and Business Plan was finalised and subsequently ratified by all Commissioners.

Under the new Strategic Plan 2006-09, the vision for CAWIPAC is:

'CAWIPAC has a pivotal role in influencing policing, to deliver opportunities for women that reflect, their aspirations, skills and changing lifestyles.'

The new purpose of CAWIPAC 2006-09 is:

'CAWIPAC represents the legitimate aspirations of current and future women in Australasian policing.'

The three key Directions for the Strategic Plan based on identified environmental influences are:

- Direction 1 – decision makers driving cultural change
- Direction 2 – women leading innovative partnerships
- Direction 3 – capitalising on emerging technologies

The key strategic Directions are closely aligned with the *Directions in Australasian Policing 2005-08* and will frame future planning for women in policing.

In support of the Strategic Plan 2006-09, the CAWIPAC Business Plan articulates a targeted program of works including strategies and key success measures to ensure effective implementation of the strategic Directions.

Summary

Other activities undertaken during 2006 included continuation of tele-meetings to progress issues out of session. During 2006 these meetings focused upon the outcome of the report into 'Reviewing the Needs of Policing for the Future' and CAWIPAC's future direction. The main focus of these meetings during the second half of 2006 however, was out of session progression of the Draft Strategic and Business Plans 2006-09. The final ratified Plans are the result of extensive collaborative research and input from all jurisdictions. These Plans will inform the forward direction of CAWIPAC into a new and exciting future.