

The Journal

for Women and Policing

- *Not For Sale: Feminists Resisting Prostitution and Pornography*
- *NSW Celebrates 90 Years of Women in Policing*
- *National Excellence in Policing Awards 2005*
- *ACWAP Conference in Darwin and NSW*
- *Women and Crisis Negotiations*





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The Journal

for women and policing

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Cover:

*Constable Sally Urquhart and Senior
Constable Trad Thornton on the
northernmost point of the Australian
Mainland.*

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Editor's Report

It is with a heavy heart that I write this editorial today. The committee would like to dedicate this issue of the Australasian Council of Women and Policing journal to Queensland Police Constable Sally Elizabeth Urquhart registered number 4014432 (Pictured on the front cover). Sally was one of 15 people killed on the 7th of May 2005, when a commuter aircraft crashed into rugged mountain terrain 11 kms northwest of Lockhart River Aboriginal Community on the Cape York Peninsular, Far North Queensland.

Sally was stationed at Bamaga with her fiancée Senior Constable Trad Thornton. Sally was on her way to a Queensland Police in-service course to qualify her for the rank of Senior Constable when the tragedy occurred. Sally has left a hole in policing in the Far Northern Region and in the hearts of many officers she has served with. We have included an article on Sally and her policing career plus an overview of the Aboriginal communities where she served. All will long remember the positive impact that Sally has made on the Queensland Police Service.

On a different note the New South Wales Police are celebrating 90 years of women in policing in July 2005. They were the first police force to swear in female officers in the British Commonwealth and one of the first police forces worldwide. Included are some of the photographs of the uniforms in days gone by, which are priceless.

Dr Abby McLeod highlights the cultural impediments to gender reforms in the Royal Papua New Guinea Constabulary. Abby has worked as a gender adviser to both the Royal Papua New Guinea Constabulary Development Project and the PNG Law and Justice Sector Program. Her article has been complemented by an article by Brenna Lindsay who was part of the International Deployment Group (IDG) deployed in PNG.

Some of the other articles featured in this journal include one by the State Negotiator Training Officer with the Queensland Police, Sergeant Kevin Curreri on Women and Crisis Negotiations, New Zealand's first women detective by Valarie Redshaw and an article on Policing Timor-Leste by Graeme Eaton who is currently the Crime Prevention and Community Safety Advisor to the PNTL, with the Timor-Leste Police Development Program.

We feature an article on Assistant Commander Lautoa Faletau from the Tonga Police Force, which includes information on the South Pacific Chief's of Police Women's Advisory Network (SPCPC WAN).

Helen McDermott's article, Not for Sale: Feminists Resisting Prostitution and Pornography is a review of the confronting book by Christine Start and Rebecca Whisnant. It addresses the exploit of women and children and the harm caused to those involved in pornography and prostitution, definitely worth reading for anyone who cares about the exploitation of women, children and men in the sex industry.

I have run out of room to mention all the articles in this edition however I would like to acknowledge and thank all of the authors of these articles in assisting me in compiling this edition.

Lastly I would like to mention the Women in policing Excellence Awards and the ACWAP conference in Darwin from the 21st – 24th August. Information is available in this journal and on our web site for these events.

In memory of Sally Urquhart

Kindest Regards

Kim Eaton

NSW Celebrates 90 Years of Women in Policing



2005 represents 90 years of women in policing in NSW. NSW Police was the first police force in the British Commonwealth and one of the first in the world, to employ women as sworn police officers. The aims of the anniversary events are to celebrate the strength, diversity and opportunity for women in NSW Police, to recognise the many achievements so far and to encourage continued improvement.

In 1915 Maude Rhodes and Lillian Armfield became the first female police officers in NSW, chosen from 500 female applicants. They were sworn in as Special Constables, enjoying none of the benefits of their male colleagues. They were not supplied with uniforms and had to sign an indemnity releasing the Police Department of any responsibility for their safety. Lillian Armfield earned distinction 32 years later as the first woman to be awarded the King's Police Medal.

During World War II there were difficulties in recruiting men and no shortage of women interested in filling the positions with over 500 female applicants in 1941. It wasn't until 1947 that women were accepted into the Police Association as Special Constables.

In 1948 two women, Amy Millgate and Gladys Johnson were trialled in the Traffic Branch. They designed their own uniform in the military style. The following year Lillian Armfield retired as Special Sergeant First Class. Despite 34 years of service she received no remuneration on retirement.

In 1951 the School Lecturing Branch was formed. All female recruits now commenced duties at the Traffic Branch and then moved into plain clothes positions as vacancies arose.

Gains were gradual. It wasn't until 1958 that women were permitted to participate in the passing out parade with men and prior to 1961 women were not permitted to continue working as police after they married. Only in 1965 did women gain full police powers and employment conditions, while still retaining a separate

seniority list. The quota system for women remained until 1980 and in 1982 women still only made up 3.3% of police strength.

After years of lobbying a Women's Branch of the NSW Police Association was established in 1973. Del Fricker was the inaugural president. Del Fricker won numerous awards throughout her policing career and, along with Gwen Martin became the first female detectives in 1971.

Women did not begin General Duties until 1976. The four women transferred on a trial basis were Claire Brittain, Christine Ridley, Margaret White and Christine Nixon, now Chief Commissioner of Victoria Police. Those who questioned women's bravery as police were silenced following the 1979 awarding of 'Police Woman of the Year' to Jill Frazer after she was assaulted arresting an offender. The assault led to the amputation of her left leg and subsequent death.

In 1980 the NSW Police Force had to abandon its quota system for female recruits at the direction of the Anti-Discrimination Board. Throughout the 1980s and 90s the number of 'firsts' continued, including the introduction of maternity leave in 1988. Bev Lawson became the first female superintendent in 1989 and the first female District Commander in 1993. In 1994



Christine Nixon became the first female Assistant Commissioner and is now Australia's first female Chief Commissioner of Police, in Victoria.

In 2005 Women are represented in all areas of policing and across all ranks. Today, women make up approximately 24% of police strength.

The 90 years of Women in Policing Steering Committee encourages all female members, former and current, both sworn and unsworn to get involved in the range of events and to celebrate strength, diversity and opportunity; our motto for the year.

On Friday July 22 there will be a march in Sydney from Circular Quay to Town Hall. All current and former members, both sworn and unsworn are invited to participate. At the 80 Year celebrations in 1995 hundreds of women showed the strength and numbers of women in policing, we'd like to make 2005 even bigger and better.

Following the march there will be a reception at Government House, hosted by the Governor, Her

Excellency, Dr Marie Bashir. Numbers are limited so invitation to this event will be by ballot and restricted to current and former NSW Police women employees.

The grand finale is the gala dinner to be held at Doltone House, Pyrmont. There will be a range of entertainment including a fashion show, awards ceremony and speeches by Commissioner Moroney and Chief Commissioner, Ms Christine Nixon. The evening will be hosted by Julie McCrossin of Good News Week and ABC radio fame.

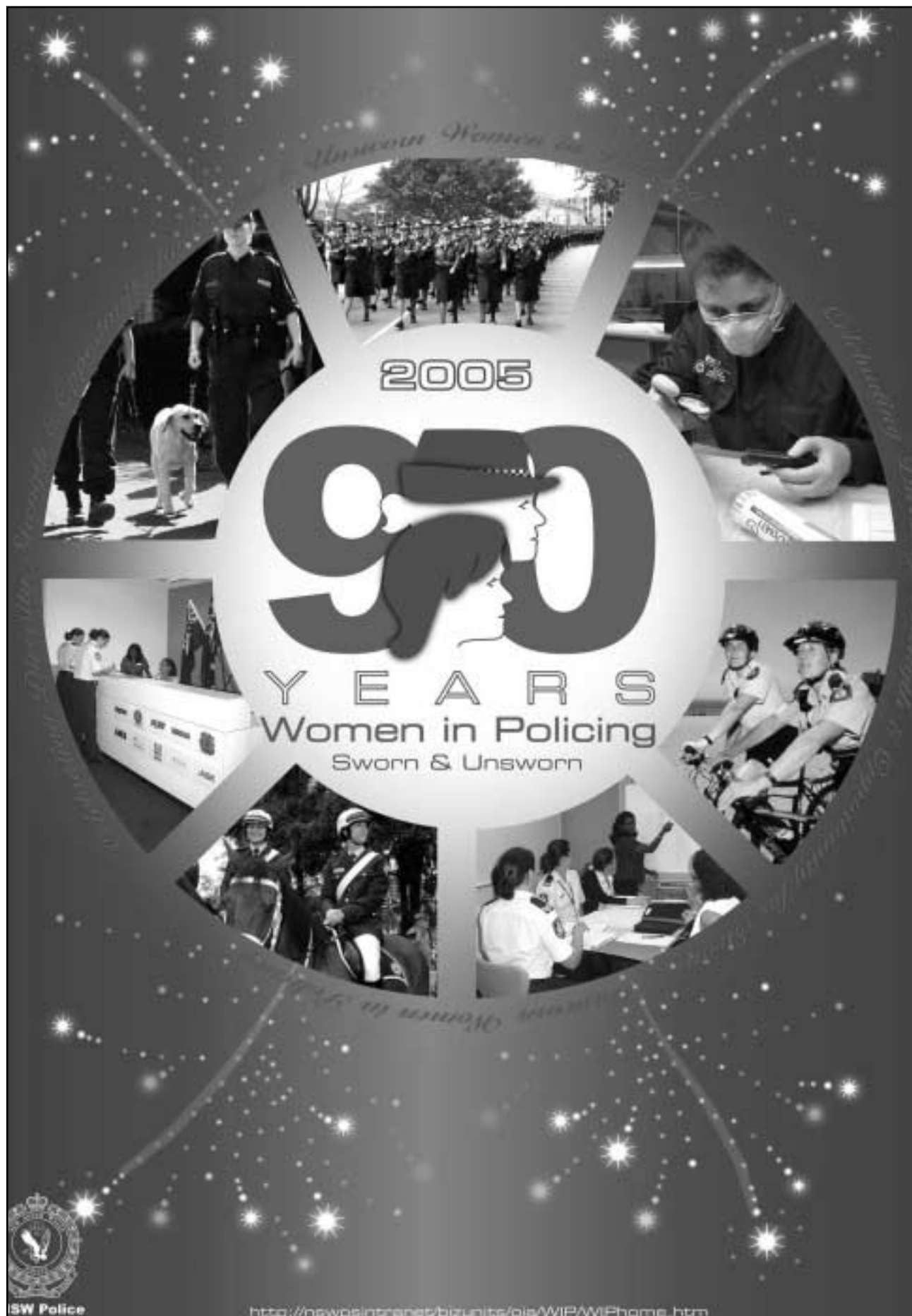
FURTHER INFORMATION on 90 Years of Women in Policing Celebrations

For more information can be found at the NSW Police web site, www.NSWP.com, on the NSW Police intranet site, or email WOMNPOL@police.nsw.gov.au. Telephone enquiries can be directed to Snr Sgt Tracy Chapman or Snr Cst Victoria Williams on 02 8835 7847.









Update on the Status of Women in Policing in Australia

By Tim Prenzler

Tim Prenzler, School of Criminology and Criminal Justice, Griffith University

The following is a snapshot of the changing position of women in policing. The news is fairly positive overall, with a few complications and issues that need to be considered.

One of the best sources for statistics on the number and rank of women police is the Australian Institute of Criminology website, which includes a section titled "The Composition of Australia's Police Forces". These data are collected from police departments and modified into a standard format. The most recent figures are for 2003 (as at 30 June) and the oldest are from 1995. This allows for a window of almost a decade to see changes over time. Table 1 shows the percentages at each rank at the national level at each time period. The table includes non-sworn staff in the last row. Note that the senior executive rank also

includes non-sworn staff; and there are some categories, such as Cadets or Aboriginal Community Police Officers (ACPO), that apply in only one or a few jurisdictions.

It is clear that the number of women police has increased at all ranks. Although numbers at the higher ranks are still very small, this is in part due to the time involved in officers moving up the ranks. Progress in general is in the right direction, but it is also very slow. Of particular concern is the figure of approximately 30% for recruits. This is still well below the percentage of women in the population (51%) and has been stuck around that mark since the late-1990s. In fact, it is currently down from a high of 33.4% in 2000. Women will never get close to making up 50% of sworn officers if female recruits don't make up 50% or more of academy classes.

There are also a lot of important things these figures don't show. They don't show the deployment of women, so it's possible that specialist areas are still harder to get into for women than for men. Neither do they show how many women are applying to join the police vis-à-vis how many are recruited. They also do not show attrition rates. Research shows that women are much more likely than men to leave police work for family reasons. Therefore, there is a leakage of women over time that exacerbates the problems of static recruit numbers and the tiny numbers at higher ranks.

Table 2 provides some basic figures for each police department taken from the 2003/4 annual reports. These are the latest figures available. Note that the categories are approximate for comparative purposes. Some figures for sworn officers do not include executive ranks or part-timers, for example; and the figure for the Northern Territory is for non-

Table 1: Women in Australian Policing

Rank	F % 1995	F % 2003
Senior Executive	1.9	6.3
Chief Superintendent	2.1	3.1
Superintendent	0.5	5.2
Chief Inspector	1.6	5.5
Inspector	2.0	6.2
Senior Sergeant	2.7	6.0
Sergeant	4.3	8.8
Senior Constable	12.8	18.7
Constable	20.4	31.0
Probationary Constable	27.2	31.1
Recruits	22.8	29.9
Cadets	24.1	42.3
Police Aides	28.8	44.4
ACPO/Special Constables	1.7	27.9
Other	22.8	17.9
Total Sworn	13.5	20.9
Public Service	59.6	65.7

Table 2: Women Police by Jurisdiction 2003/4


Department	Total Sworn	Female Sworn	% Female Sworn	% Female Recruits*
Tas.	1,140	260	22.8	50.7
Vic.	10,079	1,560	15.4	41.6
SA	3,877	877	22.6	37.2
WA	5,001	787	15.7	32.0
NT	891	178	19.9	?
Old	8,703	1,857	21.3	35.7
NSW	15,009	3,680	24.5	?
AFP	2,292	561	24.4	?

* Numbers not included.

commissioned officers only. There are some important changes represented by these figures which are informed by research in the last 15 years. One major development is the normalisation of conditions in Western Australia and Victoria. These departments were well behind the others in the 1990s due to highly discriminatory policies, especially with tough physical criteria for applicants. The WA figure of 15.7% sworn females in 2004 is low but up from 9.5% in 1995, and 32.0% of recruits are now female. Victoria is in the same situation, but doing particularly well with 41.6% recruits. In these states, new commissioners brought in open door policies and some affirmative action. Also of some note is the fact that New South Wales and Queensland have fallen back somewhat. In the 1990s, these states stood out for their support for women, primarily due to the commitment of HR managers. But some of the momentum seems to have been lost. NSW currently has the highest number of sworn personnel but recruitment in the 1990s would have suggested a better outcome. Currently, NSW does not publish figures on recruits or trainees or first year constables in their annual report.

The mixed profile shown by these figures can be attributed in part to a lack of coordination between departments. There is no body with sufficient authority or resources to coordinate information and strategy at the national level. Detailed diagnostic statistics are not available at a single source and there is no national plan of action with sufficient power. There are all sorts of good things happening in each jurisdiction and some action at the national level, including the Women in Law Enforcement Strategy (focused particularly on career development). But more is needed and the best

way forward would be for the federal Minister for Justice to make a strong commitment and put resources into progressing gender equity Australia wide. A national program would need to focus on strategies to recruit and retain more women. There would also need to be close attention to issues of deployment and promotion, as well as harassment and discrimination.



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In Memory of Constable Sally Urquhart



Sally and her dog "Prince"

Constable Sally Urquhart registered number 4014432 was a Queensland Police Officer from the 19th February 2001 until the 7th May 2005.

Constable Sally Urquhart was onboard an Aerotronics flight from Bamaga bound for Cairns when it crashed into dense rainforest and rugged mountain terrain 11kms northwest of Lockhart River Aboriginal Commission, killing all fifteen occupants on the 7th May 2005. This tragic loss has affected the whole community in the Far North, in particular the Aboriginal and Torres Strait Islander Community of Bamaga and Injinoo.

Constable Sally Urquhart had been stationed at Bamaga Police station, with her fiancé Senior Constable Trad Thornton for the past 18 months.

Sally was the eldest of three children born to Shane and Elizabeth Urquhart. She grew up as the daughter of School teachers and subsequently lived throughout Queensland. Sally was a young lady born for success, she was school captain at both primary and high

school; a model student. In the words of her father, "She touched the hearts of everyone she met from childhood to present, in the many parts of Queensland where we have lived".

After finishing school she went on to complete a double degree at the University of Queensland in Law and Science, winning the University prize for Family Law.

Whilst at uni, Sally shared accommodation with a police officer, Plain Clothes Detective Peta Ross and it was during this time that Sally set her sights on joining the Queensland Police. After graduating from university, Sally commenced recruit training at the Queensland Police Academy at Oxley on the 19th February 2001 and graduated on the 4th September 2001.

Her first posting was to the Metropolitan North Region where she was stationed at Hendra. Even at this early stage in her Career Sally was showing signs of great potential. Her service history indicates that she excelled in all aspects of general duties and worked well in a team environment.

It was here that she met her fiancé, Senior Constable Trad Thornton. Trad was working in the Public Safety Response Team, (PSRT), at the time.

Sally was posted to Cairns Station on the 14th October 2002, where she performed general duties in Team 4. Her Supervisor / Team Leader identified early that Sally was an officer who was prepared to accept any responsibility or task and displayed a high work ethic. She was well suited to general duties policing and excelled at all aspects of her work.

Sally's professionalism and understanding towards all members of the public went beyond that of her duty as a Police Officer. She was always willing to assist members of the community and was commended by the then Assistant Commissioner Allan Roberts for her efforts.

Trad was transferred to Cairns a short time later and after 4 months, the pair were identified as suitable officers to work in the Aboriginal community in the Cape York Peninsular and were transferred to Aurukun Station where they policed from the 11th March until the 21st August 2003.

Aurukun is a station that has recently increased from 4 to 7 staff, with a population of approximately 1200. Most of the work involves policing aboriginal community which in itself is a huge task, the sacrifices that officers make to go there are enormous, however the life experiences are priceless.

Sally excelled in her work and she was involved with all levels of the community. Sally's personality and demeanour ensured that she was readily accepted by the community. Sally had a presence about her that brought calm to situations that verged on mayhem and conflict. Whilst stationed at Aurukun her rapport with the community members was one of respect, trust and honesty.

These qualities and her dedication to duty ensured that The Queensland Police were respected, in a sometimes difficult environment. Sally's attitude to work and her diligent and tenacious nature ensured that she was going to achieve whatever she desired.

Sergeant Andrew Clarkson (current Officer in charge of Aurukun) remembers Sally dealing with confronting and daunting situations that required great courage and composure. He remarks that Sally excelled in these situations, and it was reassuring to know that she was with you.

Sgt CLARKSON remembers her personality, her smile and her innate ability to say the right words at any given time making the rigors of policing Aurukun enjoyable. "I will always remember the day that I was promoted to Officer in Charge, Aurukun not for the promotion, but for the way that Sally rushed over to me when she heard the news, gave me a hug and a kiss and then made a fuss over it all".

Sally was a selfless person who ensured that others would always come first. She was a dedicated police officer who values ensured that justice was served. When I heard of the tragedy, I pondered as to why could one who's light shines so strong and bright be taken from us.

Policing within any Cape Community within the Far Northern Region is a daunting experience for police officers to say the least. Officers within these communities develop the ability to foresee behavioural changes within the community Officers are exposed to a myriad of situations and events that test their abilities. To be tenacious, resourceful and professional at all times is sometimes a feat within itself.

Since the implementation of Alcohol Management Plans (AMP's) communities have undergone a dramatic metamorphosis. With the lifting of the 'veil' of alcohol, policing within the communities has changed tact from the much talked about reactive policing style to a more proactive community based approach. This change has been embraced by the community and supported by both elders and councils.



Local kids at Aurukun swimming pool

Policing for female officers is compounded further by local culture and tradition. Male's in these communities are reluctant to deal with female officers. From my observations all the females that I have worked with at Aurukun have been able to establish a rapport and gain respect within the communities, that some male officers have failed to achieve. These officers have utilised their various skills and instincts to finesse and diffuse potentially volatile situations.

The ability to arbitrate, negotiate and resolve situations are attributes that police utilise everyday. Working within remote and isolate communities ensures that these skills are honed and developed to there absolute potential. The ability to endear oneself to a community and make a difference was never more evident, with the tragic loss of Sally. Elders and councillors from the community stopped me to talk to me about Sally and how 'good a person she was'. Silas Wolmby an elder and traditional landholder of Aurukun stated to me that "she made him smile, and he knew that she would always do the right thing."

From Aurukun she was transferred to Bamaga Police station. This area consists of 5 police. Sally was one of two female officers in Bamaga. The second being Senior Constable Joanne Bailey, the following comments are from Jo.

Sally was nothing more than a champion. She would undertake any task with such enthusiasm, whether it be major criminal investigations such as rape and indecent dealings to minor jobs that are required to

efficiently run a small station. Sally was instrumental in organising court days and her organisational and leadership skills were way above her policing years.

Besides her policing skills, Sally had an amazing quality of 'brightening up the room'. She was always genuinely happy to see you at any time and nothing was a bother. Her laughter could be heard across the houses, which would straight away make you smile.

Trad and Sally made many friends in Bamaga. Since they were engaged in June 2004, she shared her excitement with her closest friends. Her wedding plans were all sorted out, again she was organised down to the jelly beans on the table!

But it was not to be, and like many people from the Far North the 7th May 2005 will remain as the worst day they have ever experienced. But things are getting easier, and as a good friend of ours said recently, we are truly more blessed to have known Sally, even if it was only for a short time. She is sadly missed.



Sally on Patrol in Bamaga



*Sally's graduation day pictured with squad mates
Constable Krissie Warriner and
Constable Mardi Watts*

Policing in Timor-Leste

By Graeme Eaton

Political, geographical, social and cultural landscape

After 24 years of Indonesian Administration, the Republic of Timor-Leste finally declared full independence on the 20th of May 2002. Through an initial period of UN Administration, the world's newest nation now has its own Parliament, consisting of 88 elected officials with Fretilin holding 63% (55) of these positions. Thus far, the government is stable and the next national elections are scheduled to be held in August 2006.

The landmass of Timor-Leste is relatively small, at about 15,000 square kilometers. While not large, the rugged terrain, remote locations, poor soil and harsh climate raise a number of challenges for policing. The recent National census highlighted the rapid population

growth rate of Timor-Leste and determined the population to be 924,000. The July 2004 census also highlighted the country's high birth rate of 40,000 per year, with the population predicted to double in the next 22 years. The fertility rate is one of the highest rates in the world at 7.5 children per woman. This rapid increase in population will have considerable implications for government service provision.

The nation is divided into 13 Districts, one of which (Oecussi) is an enclave within Indonesian West Timor with limited transportation links to the rest of the country. Access to remaining Districts from the capital varies depending on season and road conditions.

There are 20 main languages spoken in Timor-Leste with the official languages being Tetum-Praca and Portuguese. Since Independence, preference has been for the former. With the change in language



Policewomen stationed at PNTL



PNTL Transit Unit officer directing traffic in Dili.

preference, there has been a decline in the general populations' acceptance of Bahasa Indonesia. Whilst this change has the ability to provide identity to the new nation, problems could arise due to the lack of the technical nature of the tetum language.

The Catholic Church is an important institution in Timor-Leste, with some 91.7% of the population being practicing Catholics. The remaining minority practice Islam and Animism. A large proportion of the population (thought to be about 85%) are subsistence farmers. Timor-Leste is one of the poorest countries in the world, with an average income of US\$520 per annum.

PNTL Background:

After the 1975-1999 occupation by Indonesia, policing by the East Timorese recommenced in March 2000 with the organisation of PNTL (Policia Nacional de Timor-Leste), being formally established on the 10th of August in 2001. Over the intervening years, control of policing has moved from United Nations Police (UNPOL) to the PNTL. At present, the PNTL are supported by advisors from UNPOL and members of the Timor-Leste Police Development Program. (TLPDP). The UNPOL are set to continue until 20 May 2006 under the auspices of the United Nations Office Timor-Leste (UNOTIL).

Organisational structure within the PNTL

The PNTL is headed by a Police Commissioner who is supported by two Deputy Commissioners (Operations and Administration). Each of the 13 districts is supported by a District Commander, who in turn has officers at sub-district and village level. The current staffing level is 2996 staff, consisting of 23 inspectors, 191 sub-inspectors, and 2779 agents and senior agents.

The PNTL are also supported by the Border Patrol Unit, Rapid Intervention Unit, Immigration Unit, Marine Unit, Police Academy, National Community Protection Unit, Public Relations Unit, Professional Standards Unit, National Traffic Unit, and National Crime Investigation Unit.

The Commissioner of the PNTL is responsible to the Government of the Republic of Timor-Leste through the Ministry of the Interior.

Progress

The PNTL is no different from other police services in developing countries in that it is both resource and experience deficient. Approximately 20% of the current Police were former Indonesian Polri (Indonesian Police during the Occupation) with the remaining 80% being new recruits. Intensive training and on the job

instruction by UNPOL and in more recent times, advisors, has advanced the experience of police at relatively quick rate. However, significant training is still required. Lack of resources to actually perform duties appears to be a major policing (and governmental) issue.

The training and advisory role that UNPOL has played with the PNTL over the past 5 years, is the area in which the TLPDP hopes to build upon. There has been significant progress to date, that should continue.

Gender and Development

Raising the status of women in developing countries is a major priority for Australia's overseas development. All AusAID funded projects, including the TLPDP provide a strong emphasis on equitable partnerships between men and women in all areas of development. As such, each TLPDP advisor actively practices and encourages gender and development advancement in their own areas of responsibility. The TLPDP have women advisors in 3 of the four major components which further provides emphasis in this area.

Women are represented in almost all areas and units of the PNTL, though the degree of that representation varies from unit to unit. The UNPOL recruitment process to staff and develop the PNTL focused heavily on ensuring a good representation of women in the emerging police service. The success of this measure is arguably evidenced by the 20% representation of women currently in the PNTL. The percentage of

women at Inspector rank is 4%, and there are approximately 15% of women at sub-inspector rank. Despite these notable achievements, the PNTL themselves see the need to continually strive to increase these figures. Comparison rates of the representation of women within the PNTL during and before the Indonesian occupation are not readily available.

Background of the TLPDP:

The Timor-Leste Police Development Program commenced in July 2004 with funding from the Australian and United Kingdom governments. The program is jointly managed by Hassall and Associates (for AusAID), and the Australian Federal Police. The purpose of this \$33 million, 4 year program is to contribute to the Timorese government's own efforts to maintain a safe, stable environment conducive to economic and social development and sustainable poverty reduction. The program is consolidated into five components, these being: Crime Prevention and Community Safety, Investigations and Operations, Training and Development, Administration, Oversight and Strategy, and finally the Technical Extension Facility. Component 4 (Administration, Oversight and Strategy) includes specialist advisors in the areas of Finance, Logistics, Human resources and Police Policy. The Program is based in Dili and travels to the districts as required. There are currently 15 advisors (6 civilian advisors and 9 AFP advisors) divided among the four main components.



A workshop was held to discuss the community protection

Conclusion

As an emerging nation, the need for a well trained and experienced police service is critical to continued social and economic success. The PNTL will be required to have suitably qualified staff (both operational and administratively) to ensure the success in this regard. One area that this can be achieved is through the maximization of the potential of all PNTL through gender mainstreaming in all areas of the organisation. Socialization of these practices within the PNTL can work towards achieving organisational goals.

The challenges confronting the government and the PNTL are no different to other developing nations and as such, with suitable training and education in the key areas, should enable the fledgling police service to slowly develop into an organisation that can form its own identity and achieve increased internal security that in turn creates an environment that is conducive to economic development through international and local investors, which is essential to the future of Timor-Leste.



Inspector Uंबरlina SOARES (Director HRD) and Sub Inspector Fatima MOTU-MALI (Capacity Building Unit)

About the Author

"Graeme Eaton is currently seconded from the QPS for a 2 year period to perform the role as Crime Prevention and Community Safety Advisor to the PNTL, with the Timor-Leste Police Development Program. His role sees him traveling extensively throughout the Nation educating and raising the awareness to the community and the PNTL in crime prevention and community safety concepts."

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Willie Brisbane March 2005

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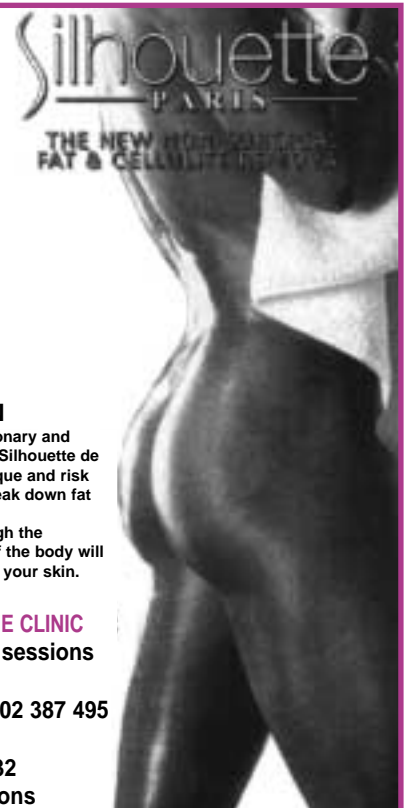
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Women and Crisis Negotiations

By Sergeant Kevin Curreri

History of Negotiations – Where we've been and where we are today

In the 1970's the New York Police Department developed the idea of hostage negotiations by using detectives who were selected for their 'gift of the gab' to communicate with hostage takers. Over the years police departments around the world have identified that negotiators can be valuable resources in dealing with more than just hostage situations. Negotiators regularly speak with people who we would describe as being 'in crisis' and others who are potentially suicidal. As such the term 'crisis negotiation' has replaced 'hostage negotiation' and the field has evolved leaps and bounds since its inception through scientific study and thirty years of operational practice, the combination of which has provided a better understanding of the communication process relating to critical incidents and increased success of peaceful resolution.

How do we select negotiators?

In Queensland calls for applications for the negotiators course are made approximately every two years based on staffing needs. Prospective negotiators submit written applications to attend the course. Applicants are then short-listed based on experience, referee reports and demonstrated aptitude. Short-listed candidates are then psychometrically profiled and interviewed by the Negotiator Training Team with the Police Service's occupational psychologist. During the interview phase candidates participate in a brief exercise in which they are assessed for their ability to communicate and strategise effectively under stress. When calls for applications were made for the most recent negotiator course, 179 applications were received. Of those applicants 52 people were short-listed and 15 were selected.

Successful applicants for negotiator courses are invited to attend a four-week live-in course where they are

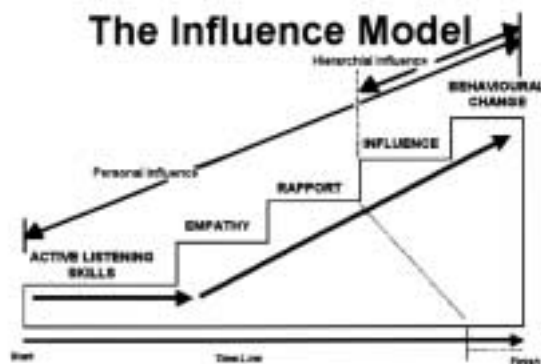
immersed in the negotiation process. After completion of the course successful candidates are sent into the field to work with experienced negotiators on deployments for a twelve-month period prior to being confirmed as police negotiators.

How do we negotiate?

It is impractical to think that all of the skills required of a negotiator can be boiled down to an article such as this, but I will attempt to impart some principles upon which most other negotiation skills are based. People frequently ask what the secret to crisis negotiation is. Really there are several basic principles which negotiators the world over follow. Basically a negotiator's function is to modify another person's behaviour predominantly through verbal communication. In order to do this the negotiator must gain influence over the subject. We recognise two types of influence: hierarchical and personal. Hierarchical being when one person exerts influence on another merely by his or her position in society. An example of this may be demonstrated when a higher-ranking officer directs a junior officer to perform a task. Hierarchical influence results in quick compliance, as it does not require the person seeking to exert influence to do anything but demand that the action be performed. However, in most cases to which negotiators are deployed hierarchical influence is not in place. The subject usually does not care that the negotiator is a police officer and has given him or her a lawful direction to cease a certain course of action. In these cases negotiators must develop and exert personal influence. (See diagram 1)

Personal influence is difficult to develop and takes time. Consider what a total stranger would have to say to you in order to get you to do something that you really did not want to do. Negotiators find themselves in this situation on almost every job. We are tasked with convincing total strangers to do something that they are very resistant to doing simply by speaking with them.

The first step in the model of influence that we use is active listening, which we use to demonstrate empathy with the subject. In essence we attempt to show the subject that we have heard not only what they are saying, but how they feel about the situation they are in. We then attempt to demonstrate to the subject that we are trying to understand what it must be like to be in his or her shoes. Demonstration of empathy assists in establishing a rapport or trust with the subject. Once a rapport has been established it is much more likely that the negotiator will be able to exert personal influence on the subject and in so doing modify his or her behaviour.



Active Listening

Emotion labelling – “You sound angry”

Minimal encouragers - “Uh huh. Yep.”

Paraphrasing – “So what you are telling me is...”

Reflecting and mirroring – Repeating the last bit of what was said, (i.e. “...then he hit me.” “Hit you?”)

Effective Pauses - Silence is uncomfortable and can be used to prompt speech

I messages - “I want to hear what you are telling me, but when you speak that loudly I can’t understand what you are saying.”

Open-ended questions – Used to elicit detailed information

We also recognise that people contemplating suicide usually must be treated slightly differently than people whom we would classify as being in crisis. In essence we can usually problem solve with a person in crisis, but this strategy may be detrimental when dealing with a person contemplating suicide as it can reinforce the

insolvability of problems such as the death of someone close to the individual or a terminal illness. Instead with the suicidal person we try focus on the consequences of the suicide itself, such as discussing how the suicide would affect those left behind or consequences if the suicide attempt fails and results in serious injury but not in death.

Every day we experience ups and downs emotionally, but despite the fluctuations of our emotions, we manage to function. When a person has reached the point where he or she has exhausted all of the usual coping strategies and finds him or herself in a highly emotional and most likely fairly irrational state, this is what we call crisis. To illustrate the point imagine that I asked you to sit in front of a classroom and tell me about what you were concerned about on the way in to work. You would most likely mention work issues, family issues, financial issues and the like. Imagine then if I placed a plastic bag over your head and started sealing it around your neck. I guarantee the problems you were thinking about would cease to be your primary concern very quickly. In a very short space of time your only thought would be, “How am I going to get my next breath?” You might wait for me to release the bag, but at some point you would probably begin lashing out to remove the bag at any cost. This is how people in crisis often act. They cannot think rationally about the issues they are facing and simply want them removed. We have to work to remove the ‘bag’ from their heads before we can expect them to make rational decisions.

Why we do negotiate?

The commissioners of all Australian police jurisdictions have agreed on how high-risk incidents will be managed. Their directives were published in the 1994 publication entitled, National Guidelines Compendium: Police Use of Lethal Force, Deployment of Police in high-Risk Situations, Deployment of Police Negotiators. This document outlines the agreed course of action for deployment to high-risk situations, which is contain, isolate and negotiate. Employing negotiation techniques instead of automatically resorting to a tactical resolution significantly reduces the chances of injury to police and others and minimises civil liability.

Negotiators have proven to be highly successful in resolving the vast majority of high-risk incidents to which they are deployed. In Queensland negotiators have not a lost person contemplating suicide who has spoken with a negotiator in over three years. We have never lost a hostage. We do recognise however that not every incident will result in a peacefully negotiated

resolution. Tactical intervention is required in some circumstances, however, negotiators can be used to assist tactical teams in gathering intelligence, and where possible manoeuvring the subject person to a position most conducive to a tactical resolution.

Why women are invaluable to negotiation teams

Women reading this article who have an operational policing background will clearly have a far better idea than I ever will of how people in crisis react differently to men and women who are intervening in their lives in some regard. It is not logical to debate whether men or women make better negotiators any more than it is to argue whether men or women make better police officers. The issue is this; maintaining strong numbers of women negotiators is vital for success of any negotiation unit.

There will always be occasions where a negotiator of one gender would be more advisable than another, however, these facts may not be known prior to the selection of the negotiator and quite simply sometimes there is no choice but to use who is available in a particular area. There are 21 women negotiators in Queensland for example. It is therefore impractical to believe that women negotiators will always be readily available in every locality; however, this does not mean that we should cease efforts to recruit greater numbers of women into the field of negotiations.

Potential advantages of deploying women negotiators

There are many advantages to having women available for negotiator duties. Some of these advantages will be discussed below, however it is important to recognise that there is enormous diversity in communication style and practices within each gender group, and most women and many men have a variety of conversational and speech skills, any one of which they may draw upon depending on the situation, their purposes, the roles they are filling and the context. Having said that differences in the manner in which men and women communicate can still generally be identified.

Women tend to approach sharing information, listening, making decisions, and handling conflicts and disagreements differently than men do. Deborah Tannen suggests in her book, "You Just Don't Understand," that men enjoy giving information as a way to show expertise whilst women like sharing information to build relationships. Tannen refers to these communication style differences as "report talk" by men and "rapport talk" by women. Tannen suggests

that men expect to give a "report" to enhance their own power whilst women use the opportunity of sharing information to help others gain the same level of knowledge as they have, equalize the playing field and build rapport with others. In using "report talk" Tannen states that men frequently interrupt and compete for airtime while women wait to speak until others are heard.

Women can also use gender biases possessed by the subject they are communicating to achieve a result. They may seem less threatening to some men both physically and emotionally, thereby allowing the subject to lower defences a bit. Women negotiators may also have greater results negotiating with certain men who possess very strong gender role views when attempting to elicit a response from a non-responsive subject or when it is decided that as a strategy negotiators will be used to "push buttons" to generate a desired response from the subject.

An example of this can be found in an incident in which a man who had very strong beliefs that women were inferior to men. The subject barricaded himself in a house and refused to speak with negotiators for an extended period of time. At one point it was decided that a women negotiator would use a loud speaker, which was audible to much of the neighbourhood, to say, "It's okay to be afraid. I promise I won't hurt you." The subject became so upset that his neighbours were hearing a women suggest that he was afraid of her that he quickly engaged the negotiator in dialogue.

Potential disadvantages of deploying women negotiators

There are certainly occasions when cultural and religious circumstances may suggest that the use of a women negotiator may not be wise. We must recognise that as negotiators our goal is to achieve positive behavioural change in the subject person through verbal communication. In some cultures communication between men and women may be restricted, which could make the selection of a women negotiator with certain men counter productive. However, this fact works in reverse as well. Though subjects are statistically overwhelmingly men (83% in Queensland), a woman from a culture with strong gender role restrictions may find it difficult to speak with a man.

Also both men and women may feel that a woman was the cause of his or her problems and transfer the feelings he or she may have about that individual to the women negotiator. Obviously, this too may be

evident in the reverse where a man is seen by the subject to be the cause of problems.

Where we are with women negotiator numbers currently

In the Queensland Police Service negotiators may maintain on-call status up to rank of Senior Sergeant. The target demographic for negotiator applicants is a non-commissioned sworn officer with generally over five years service, but junior enough to provide a return in service for the time and resources invested in training. Ideal candidates are constables and senior constables though some sergeants are selected.

The left hand column below lists ratios for men and women negotiators for each police jurisdiction in Australia. All figures were obtained through the respective state negotiator coordinator. The right hand column lists the respective ratios for men and women sworn employees for each respective policing jurisdiction. A comparison of the two tables demonstrates that across the Australian police services negotiator units are having success in maintaining higher ratios of women to men negotiators than is present in the service as a whole.

NEGOTIATOR RATIOS

State	Women/Total__%_
NSW	65/193 – 34.0%
QLD	1/95 – 22.0%
VIC	2/64 – 3.1%
SA	11/39 – 28.2%
ACT	10/27 – 37.0%
NT	12/26 – 46.1%
WA	4/16 – 25.0%
TAS	7/24 – 29.1%

TOTAL NUMBERS OF SWORN OFFICERS

State	Women/Total__%_
NSW	3655/14664 24.92%
QLD	1964/9003 21.8%
VIC	1911/10510 18.18%
SA	877/3910 22.4%
ACT	564/1768 31.9%
NT	290/1105 26.24%
WA	887/4294 20.65%
TAS	254/1132 22.44%

Included in the total number of Queensland women negotiators listed in the table above, three of eight regional negotiator supervisors are women (37.5%). Women also hold three of fifteen (20%) counter-terrorist negotiators positions in Queensland.

We are always striving to increase the number of

women negotiators across the state. Recently we have had greater success in recruiting women, but have found that we tend to lose women at a higher rate than men often due to part-time employment, which limits the availability for on-call status. In Queensland for example women make up 90% of all part-time sworn employees (Men: 22 (10%), Women: 204 (90%), Total: 226). Single-parent childcare issues also impact on availability of women to be on call, as women are statistically more likely to have custody of children where both parents are not living together.

What we are doing to improve

The Queensland Police Negotiator Training Team has identified several strategies to increase the numbers of women negotiators. First we are attempting to better market the role of negotiator toward women when lecturing to various areas of the police service, including the Constable Development Program, which constables must complete to be eligible for progression to senior constable. This article is also an example of this strategy to increase awareness of the role and function of negotiators to women police officers.

We are also working with regional negotiator supervisors to develop plans to better manage on-call rosters with increase flexibility through sharing of on-call responsibilities and shortening on-call periods to better suit negotiators who struggle to balance on-call status with child care arrangements and other responsibilities.

Conclusion

It is my hope that this article has provided some insights into the world of police negotiators to include a glimpse at the actual process of negotiations and how negotiators are selected and maintained in Queensland. Hopefully it has sparked some interest in the field and will give cause for some readers to contact their respective negotiator units to inquire about joining the team. Should I be able to assist you in this endeavour, please feel free to contact me on the e-mail address listed below.

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All statistics relating to staffing of police jurisdictions was obtained from the respective agency's human resources department and are reported to be correct as of April 2005.

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About the author

Sergeant Kevin Curreri is the State Negotiator Training Officer with the Queensland Police Service. Prior to joining the Queensland Police Service he was a police officer with the Longmont, Colorado Police Department, in the United States where he served in the roles of general duties officer, detective, special weapons and tactics (SWAT) tactical operative and as crisis negotiator. He is a graduate of the United States Federal Bureau of Investigation (FBI) Crisis Negotiation Course, the New Scotland Yard Advanced Hostage Negotiation Course and Queensland Police Crisis Negotiation Course. He holds a Bachelor of Arts degree in Journalism from Colorado State University and is currently undertaking studies toward a Masters Degree in Police Negotiation from Charles Sturt University. In

addition to training police negotiators in Queensland he lectures to both police and civilian groups in the areas of communications and critical incident management. Sergeant Curreri can be contacted on the following e-mail address: Curreri.KevinM@police.qld.gov.au



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Ursula Smith, New Zealand's First Woman Detective

By Valerie Redshaw

There has always been considerable debate about who could lay claim to the world's first policewoman. A search of overseas literature suggests that the first woman to be called a police officer was Marie Owens of Chicago, though she did not have arrest powers. The widow of a patrolman, she was appointed in 1893 to assist male detectives in cases involving women and children. Some claim that Margherita Ditmars who was appointed Polizei Fuersorginnen (police social worker) to the police department in Stuttgart, Germany in 1903 was the first European policewoman.

If arrest powers make a police officer, then Lola Baldwin, a 'safety worker', may be called the first woman police officer. She was hired in Portland, Oregon in 1905. That city later became the first to establish a Women's Division in its Police Department. In London, in 1907, a Miss Macdougall (in an unofficial capacity) was employed to take statements from girls involved in sexual assaults. It is generally recognised. However, that the first woman to have both the title of police officer and arrest powers was Alice Stebbings Wells who was appointed to the Los Angeles Police in 1910.

Ursula Smith of Bluff, New Zealand predates all of these women. Ursula was employed as a detective by the New Zealand Police late in 1892. The circumstances surrounding her employment are somewhat unusual.

In 1891 Richard Bell was murdered at Lora Gorge in Southland. Bell had been shot in the face at close range and before his death had named John McRae (a neighbour with whom he was frequently in dispute over wandering stock and the illegal distillation of spirits) as responsible. His wife and daughter had reported these facts to the local constable at Winton who had conducted the preliminary investigation. Members of the McRae family were deeply involved in the production of the illegal but much sought after Hokonui whisky and a threat of exposure could have been a possible motive for the killing.

From the beginning of the investigation a number of mistakes were made. Hans Rasmussen, the local constable chose to inform his superiors in Dunedin rather than his immediate and nearer supervisor in Invercargill and this was ultimately to lead to delays and dissent between the detectives and the uniformed police involved in the case. McRae was arrested but denied involvement. Little was found to link him to the crime. The widow, Catherine Bell kept changing her story. As the investigation became protracted witnesses were able to compare and adjust stories thus affecting the integrity of their statements.

It was a difficult community in which to conduct an investigation. The people were scattered but close in terms of relationships. Mostly they were poor farmers of Scottish highland origin. They were suspicious of outsiders and because many were involved in distilling the illicit Hokonui whisky they were reluctant to help police. An investigation that should have been aided by the localisation of the possible suspects went nowhere. The case was a media sensation and the lack of results embarrassing for the police.

In 1892, Ursula Smith wrote to police in Invercargill offering her services to help solve the well-publicised murder. She was a young woman of 20 and described as 'a thoroughly respectable amateur actress'. She suggested that she could go to Lora Gorge disguised as a 15 year-old from town sent to the country for health reasons. Her objective would be to try and make love to one of the young McRae's and gain his confidence. Defence Minister Seddon, Commissioner Hume and Inspector Hickson were horrified at the suggestion and did not take up her offer.

Sometime later, after the community had quickly seen through the disguise of an under cover detective posing as a swagman, the possibility of employing her as a detective was revisited. The opinions of the Invercargill's Magistrate and the Crown Solicitor were sought. Neither saw any impropriety in her

engagement and thought that she was far less likely to attract suspicion. The Defence Minister finally gave his approval and Miss Smith was engaged as a detective. In a formal letter Ursula Smith set out the conditions and salary expected. She was engaged at one pound per week with a further pound to cover her board and the same amount for travel expenses. In her letter she mentioned that she would be put to some extra expense at the start by having to buy 'a suitable outfit for so rough a place.' She added that 'if successful I will leave it to the Government to give me something extra or not as they think proper'.

Ursula travelled to Lora Gorge where it had been arranged that she live with a family pretending to be Bessy Nichol, Mr Taylor's niece from Victoria, visiting for her health. John McRae had by this time been released and preliminary charges dropped. No evidence had been unearthed linking him to the crime. Ursula immediately commenced her task of getting to know the families in the community. She struck up a friendship with Mrs Bell and the McRae's. The eighteen page report of her activities written in April 1893 outlined how she set about gaining the confidence of those closely involved in the murder inquiry. Her principal task was to develop a relationship with Donald McRae, son of John. Donald ultimately fell in love with Ursula and they met frequently either at the McRae home or went walking in the countryside.

On one occasion Ursula arranged to meet Donald in a secluded spot where a concealed Sergeant Ewan Macdonnell overheard him name James Trender as the guilty party. Local gossip had transferred the responsibility for the murder to Trender, a convicted cattle thief, who was reputed to have been a lover of both Mrs Bell and her daughter. Ursula continued to raise the issue of the murder with Donald until he said 'Do you think I did it?' When she replied 'Yes' he told her that she must not think that as he was innocent. He said he had a lot to tell her about it some day. Although she pressured Donald for more information he divulged nothing further.

At this stage the young female detective had to leave Lora Gorge as her room was required for other guests. Material in police records indicate that the head of the District, Inspector Pardy, felt that her investigation would have ultimately been successful had it been possible to extend her stay in the area without arousing suspicion. Interest in the case continued for years and the police image suffered from the lack of detection. There was a strong belief in the community that they let Trender get away with murder.

After her stay in Lora Gorge Ursula Smith returned to

'domestic duties' at her home in Campbelltown, Bluff. She was certainly a young women who possessed considerable courage and was described in police reports as smart, confident and able to look after herself. It would not have been easy to operate in such a closed and suspicious community. Her ability as an actress served her well. As a member of the Campbelltown Musical and Amateur Dramatic Club her name features frequently in the local press of 1891 as reporters laud her performances. One said "Probably no amateur has appeared in Invercargill who has exhibited such histrionic talent as the young lady who assumed the title role. She kept her hearers in a continual simmer of laughter with her clever brogue and witty sayings and when the curtain fell was loudly cheered".

Shortly after returning to her home, Ursula Smith again offered her services as a detective to the police. This time the aim was to assist in tracing a man who was assaulting women in Dunedin. She said that had no fear of danger, as with care and caution she believed she would be perfectly safe. She was willing to try to find the man provided a 'thoroughly reliable and respectable member of the force was always within a short distance – I would also carry a small revolver so I think I would be quite safe'. The police did not engage her as it was generally felt that detective work was too dangerous for a woman.

No photograph of Ursula Smith has been found. It was disappointing to find an envelope in police archives labeled photograph of Miss Smith then find a slip of paper inside that read 'photograph returned to Miss Smith at her request'. Her later life is yet to be researched. Ursula Smith has, however, through her own words and those of others left an impression of a confident and talented young woman who was ahead of her time. She certainly qualifies as New Zealand's first female detective and may well have been the first in the world to be employed by a police service in this capacity.

Note: New Zealand's first policewomen were appointed in 1941. It was 1958 before two policewomen were given the designation 'Detective'.



Valerie Redshaw

Taking the Next Step: how women are working to improve policing for women

Helen McDermott

Vice President, Australasian Council of Women and Policing
presented to the Women in Firefighting Forum, 13 May 2005, Sydney

The Australasian Council of Women and Policing

The Australasian Council of Women and Policing Inc is an independent body that is working to improve policing for women.

It was formed in 1997 with Christine Nixon as President and I was the inaugural Secretary.

Our membership comprises both women from the community, as well as sworn and unsworn women in policing and law enforcement.

The Council's has three equally important aims.

The first is to improve the policing services provided to women.

Policing doesn't respond well to women in the community. The crimes that significantly impact on women such as domestic violence, sexual assault, and stalking are difficult crimes, and have historically not received the same resources and prestige as crimes that such as car theft or armed robbery.

Yet research is showing that these crimes that impact on women, and in particular violence against women, are costing us as community billions of dollars every year.

The Council works both within and external to policing to highlight these issues and to encourage improvement in policing's response to women.

Our second goal is to improve the opportunities and outcomes for women within policing.

Women within policing have made great gains in the last few decades, but there is still a long way to go.

The number of women within policing varies between jurisdictions with the Australian Federal Police, the Northern Territory and NSW leading the way with female police officers comprising about 25% of the police services and with Western Australia tailing the other jurisdictions with only 15%.

Many of the structures, reforms and policies are in place to ensure that these numbers keep increasing, and we now just have to wait to see the results and hopefully watch the women move up the ranks.

We hope of course that when they get to key decision making roles that they do in fact improve policing for women.

We cannot become complacent about these policies and reforms, and we need to keep the pressure on the police services so they remain committed to having services that reflect the communities they police.

Our third goal is to participate in the global network of women in policing.

There are a number of networks of women and policing around the world, some are similar to the Australasian Council in that they a dual focus and are interested in both improving the representation, opportunities and outcomes for women within policing, as well as working towards better policing for women and improving how policing responds to women in the community.

Other networks mainly focus on providing the women from within policing and law enforcement the skills and networks they need for their careers within policing.

These groups work well together and focus on their similarities to achieve a global network.

History of the Council

The Council has its roots in a 1996 conference. Like this forum, the First Australasian Women in Policing Conference was a landmark event. For the first time in Australia and New Zealand, women and men came together from the region to discuss the status of women in policing. It was an event that changed how policing responds to women.

That change is so far only a very small step in a very long journey, but the Council is working hard to make sure that the direction remains forwards.

It is a result of that first conference that women in policing is now a standing item on the Australasian Police Ministers' Council agenda.

The Australian Institute of Criminology now leads the world in publishing data on women in policing.

It was as a result of the continued pressure from that 1996 conference that the Police Commissioners established their women's advisory committee that brings together their nominees twice a year.

It was as an outcome of a paper presented at the first conference that the women officials from the police unions came together and the Police Federation of Australia now has its women's advisory committee.

So the conference gave us the momentum.

We had the vision, we knew that certain structures and networks had to be in place and we worked hard to establish them, often against considerable resistance and sometime with nasty and personalised backlash.

But almost ten years later, those structures, mechanisms and networks are now providing an important platform for women within policing. We now also have a human rights framework through which policing can be critiqued and improved for women.

Establishing the Council – what we learnt

For us communicating with the women within policing was always a key issue.

Prior to the formation of the Council, we had a small newsletter. It started off as a way to tell people about the first conference and to create a sense of community among the women in policing.

We funded this newsletter by asking various

jurisdictions to publish different editions. This encouraged them to have some ownership of it. It also meant that we didn't have to publish every edition but only had to submit a few articles and provide advice.

Importantly, this engagement gave the newsletter a legitimacy it could never have had if we just did it by ourselves.

For us it reinforced the importance of engaging stakeholders to overcome the difficulties in communicating nationally.

Once the Council was formed, we then established our journal.

We signed up to a deal that provides us free of charge with 3,000 printed glossy journals, that are sent in bulk to each jurisdiction. We provide our publishers with copy and images and they do the rest.

This arrangement means that many women in policing receive a copy of this journal, whether or not they are a member. And it means that we have a presence in most police headquarters and many police stations.

A central part of our communication strategy has also been our website. It was originally developed and hosted by the Queensland Police Service and has gone through various stages of neglect but we now have systems in place that mean that it is easily and cheaply maintained and an important way for us to communicate with a wide audience.

We also use the internet for our email discussion list. This is a useful way of getting our message out widely and quickly. It is also a great way of keeping everyone informed about national and international news for women.

The Mouse that Roared

Since 1999 we have conducted what we call the Annual National Excellence in Policing Awards.

Through these awards we recognise the difference women and some men make to policing.

We deliberately called them the National Excellence in Policing Awards, as a way of mainstreaming women's achievements and how women in the community expect policing to respond to their needs.

Conferences

The Council also conducts a conference every three years, although we are looking to change that to every two years.

These conferences are quite academic in their approach and are designed to encourage women in policing to

look at their work from a wider human rights perspective. The conferences also explore what is happening for women in policing. They also encourage the development and strengthening of the networks of women in policing.

So by having the conferences explore our three themes, they provide an impetus and a body of knowledge that supports the Council's work.

The conferences give researchers, practitioners, activists and policy makers the opportunities to share developments and to come to a better understanding of how policing can be improved for women.

We are fortunate in that because of the history of the conferences, the Australian Institute of Criminology publishes our conference papers on its website. To have our papers included on a government website possibly gives our conferences greater exposure than maybe they would have if we published them ourselves.

Having a wider agenda than just women in policing also provides us with greater opportunities to work with other women's groups.

Other Women's Groups

The support, information and advice we get from other women's groups has been essential to the development of the Council. It is also very important for our day-to-day work.

By becoming an incorporated body, and fulfilling the requirements of being a national women's non-government organisation, we have become part of an important national network and qualify to apply for project funding.

For example, we have received two grants from the Australian Office for Women, one in 2000 with which we developed Fitting in or standing out – surviving your first years in policing

Our second grant is for a current project called women leading change. This is a leadership skills training module which brings together women in policing and women in the community to work in partnership to improve policing.

The pilot courses are about to start and we will have the resource materials available later this year.

We are also a member of one of the Australian Government's National Women's Secretariats. This secretariat which is called WomenSpeak is co-ordinated by the YWCA and comprises over 30 women's national women's groups who work together to consult with the government on a range of issues, such as human rights and women's leadership.

Conclusion

The Australasian Council of Women and Policing is a small but active group of women who are working in different ways to improve policing for women.

Resources are always in short supply and we rely heavily on the voluntary labour of our committee members any one else who can be convinced to participate.

We limit our focus to achievable outcomes and work on our core projects which are the National Excellence in Policing Awards, the Journal for Women and Policing, the Australasian Women and Policing series of conferences, and our website.

And by maintaining our strategic partnerships and networks, we have steadily improved and strengthened our reputation and influence with policing.

We work collectively and encourage women to participate in the council rather than have competitive or restrictive rules and ways of operating.

We have been the subject of many heated debates in many policing forums and we always try to see the humour in our work.

While our formal membership is small, we work to make our influence wide.

By sticking to our aims and our projects, we have continued to keep the pressure on for policing to change and improve for women

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Northern Territory Police

By Sandra Mitchell

Remote, harsh, challenging and rewarding – just a few words that could be used to describe the role of women in policing in the Northern Territory Police, the host organisation for this year's ACWAP conference.

From times past ...

Women are an integral part of the history of NT Police, from Ruth Heathcock – a police officer's wife - who was awarded an MBE in around 1946 for her efforts in the remote location of Borroloola. While her husband, Ted, was away from the community on patrol in February of 1941, she was responsible for mounting a three-day rescue mission for a man who had accidentally shot himself in the leg at his camp on the Wearyan River, some 60 miles of river and 15 miles of sea from Borroloola.

Mrs Heathcock, a trained nursing sister, received the note sent by the man in her husband's absence and organised a group including another man, his Aboriginal wife and two male Aboriginals to travel by dugout to the stricken male's camp.

After three days and three nights of rough travel, they

reached the man and she nursed him for eight days, awaiting the arrival of the Flying Doctor. He died one hour and 20 minutes before the plane arrived, but her efforts were recorded and in around 1946, she was awarded an MBE.

Then there was Norma Bailey, who was among the first females to serve as police officers, after being appointed in February 1961. Norma made the move from the NSW Police to the Territory as they only allowed community policing, rather than operational work for women. She served as a police officer until late 1961, but in those days, women couldn't be married and a member of the police force, so when she accepted the proposal of Saus Grant, she resigned from her sworn position.

That in no way ended her association with policing in the Northern Territory. As already intimated from the story of Ruth Heathcock, the role of a police officer's wife, particularly at bush postings, was a varied and challenging one. Norma was one of many police officer's wives who took on duties of looking after prisoners and preparing meals for them, to answering



station phones when the officers were out ... and basically taking on a whole load of duties as sometimes the only police representatives in a community.

If that does not seem a startling enough contribution to NT Police, add to it the fact that many in Norma's family have been – and continue to be – involved in NT Police throughout the years.

Her husband, Saus Grant, retired as an Assistant Commissioner around 14 years ago and his brother, Pat Grant, retired as a Chief Superintendent.

Pat's two sons joined the force. Neil is a Detective Senior Constable and his brother, Ken, resigned a couple of years ago as a Superintendent.

Norma and Saus have three sons – one is a doctor, one a lawyer and ... as tradition would have it, their third son Matt, is a Detective Sergeant.

After her career as a police woman, Norma took up teaching and a number of charity roles. Her efforts have recently been recognised through the presentation of a Chief Minister's Award.

Today's women police ...

In more recent years, Kate Vanderlaan has racked up several firsts for females in Northern Territory Police and Australia.

Fourteen-year-old Kate probably had no inkling of

what was in store for her future when her family moved to Nhulunbuy in 1972.

She joined NT Police in 1979 and went to the traffic section in 1980 as the first female motorcycle officer not only in NT Police, but in Australia. She spent three years on the bikes during a five year stint in traffic and her career has seen her fill many roles in many areas.

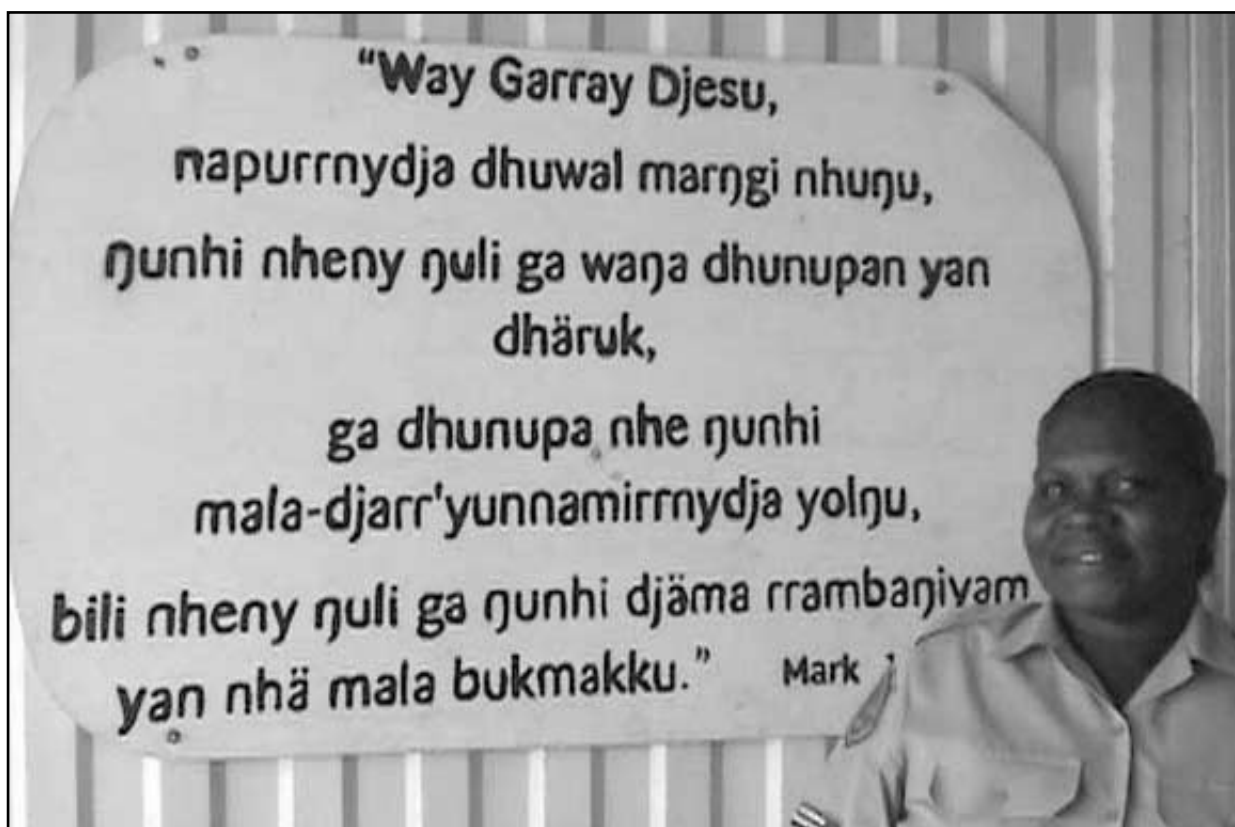
She has worked in general duties, prosecutions, at the training college and in Katherine as a Sergeant, before being the first female to be promoted to Senior Sergeant in 1991. Kate then had more moves, including as a Watch Commander in Alice Springs and Darwin, as a support officer for the Commissioner, recruitment and crime.

In August 2003 Kate was promoted to Commander and is based in Katherine, responsible for Central Region – a command which covers 473,129 square kilometres and takes in 35 per cent of the total NT population. Kate is responsible for 15 police stations in that Operational Service Region, which takes in at least 30 Aboriginal communities.

Indigenous policing ...

Among those communities is Galiwinku, on Elcho Island, which is where Aboriginal Community Police Officer (ACPO), Daisy Gumbala, is stationed.

Daisy, who grew up on Elcho Island, has been an ACPO



since 1999. She spent four years of her senior schooling at a boarding school in Darwin before returning to the community. She did a range of jobs for the council before deciding that ACPO was a role she was interested in. She was drawn to being an ACPO because of her strong commitment to the community and a will to assist in local matters.

With a good education and a strong command of English, Daisy is a recognised interpreter for the area and a valuable resource to NT Police. She has considerable experience in office management and computer and typing skills and is an outgoing woman who is very active in her community of Galiwinku.

She participates in softball and fishing and hunts and gathers materials for the old women in the community. She is heavily involved in the Women's Centre and, as she described it, anything to do with women.

While Daisy is supported by police from neighbouring Nhulunbuy, she is the only ACPO on the island servicing a population (including neighbouring small islands) of some 2000 people. Daisy is fluent in the 21 dialects of the island and also speaks several of the languages of the surrounding East Arnhem region.

Daisy said there were all sorts of interesting chores that need to be done on the community and she is certainly kept busy. From victim/offender conferencing to



addressing youth issues and many other matters, Daisy is the hub of policing servicing for the community.

There is the need to be firm, coupled with the cultural requirements in an indigenous community and the fact that those

Daisy deals with in many cases are part of her own extended family.

She describes her main goals for her community as keeping drugs out and providing a safe area that stays safe, for everyone.

These are just a few of many amazing stories of women in policing in the NT that could be told.

Darwin will provide a stunning backdrop to the ACWAP conference and those who attend will have their own chance to find out some of the amazing stories of women in NT Police.

The author would like to acknowledge the NT Police Museum and Historical Society Incorporated for the information they supplied to assist in the completion of this article.

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2005 Improving Policing for Women in the Asia Pacific Region

21-24 August 2005 – Darwin Holiday Inn Esplanade

Join the Australasian Council of Women and Policing at its 2005 conference in Darwin to explore how policing can be improved in the Asia Pacific Region.

Join delegates from Australia, New Zealand, the Pacific Islands and Asia to explore how policing can better protect women's human rights and improve the number of women in key decision making positions within policing.

This conference is not just for female police officers; if you are a researcher, a community worker, a police officer, in law enforcement, a policy maker, a human rights activist, a feminist or just interested in improving policing for women, this conference is for you.

Participate in the debate on how policing can be improved for women and develop your skills and networks.

Women and Policing?

Policing plays a critical role in women's lives. Without a policing service that responds effectively to women, women are not free from violence, they are not protected from exploitation, and they cannot thrive; the community cannot flourish.

Policing is central to protecting and empowering women and ensuring their equality. Police services around the world can no longer ignore their obligation to provide better policing services to women.

Policing in the Asia Pacific has been highlighted as a key element to international security, and women's security and safety is an important aspect of any future work in this area.

Countries in the Asia Pacific region are also examining how their police services can better respond to women, both to the women within policing and how policing services meet women's needs.

Policing in countries such as Australia and New Zealand have made radical changes to improve how they police women, but much is still to be done.

The expanding role of Australian policing internationally to include investigation and peacekeeping responsibilities in the Asia Pacific region requires the development of gender sensitive strategies to ensure that policing does not prejudice women's human rights in the region, but instead empowers women to develop and contribute to the future of their community.

Australian Council of Women & Policing

The Australian Council of Women and Policing is a non-government organisation that works to improve policing for women. It focuses on three main areas, improving the policing service provided to women, improving the opportunities and outcomes for women within policing; and participating in the global network of women in policing.

One of the Council's key activities is the Australasian Women and Policing conference series held every three years. Copies of the outcomes and papers presented at the previous conferences are available on the Australian Institute of Criminology website www.aic.gov.au.

About the 2005 Conference

This will be the fourth conference in the Australasian Women and Policing series. It will provide an opportunity to share insights, developments and strategies to improve policing for women in the Asia Pacific region.

The conference will also provide an opportunity to create and develop women's policing networks in the Asia Pacific Region

It will build on the outcomes from the 2002 Women and Policing Globally conference held in Canberra and will focus on how policing can be improved in Australia and the Asia Pacific Region.

Join us on the Sunday evening for a welcome reception at which we will launch the next exciting offering from Spinifex Press and the Council's own Women Leading Change project.

The Monday and Tuesday will then focus on the key themes of the conference.

The final day of optional workshops will comprise training sessions (including the Council's President Christine Nixon conducting a workshop on Leadership challenges in Policing), and a series of workshops that will allow participants to develop strategies and outcomes that they and the Australasian Council of Women and Policing can progress.

The Host Territory

Darwin: Capital City of the Northern Territory where Asia meets the Dreamtime. You will be visiting an exciting, eclectic mixture of cultures. Join us in a place that is uniquely Australian and home for more than 60 different nationalities, people who come from all continents of the globe.

Darwin City is set on a rocky peninsula reaching into one of the most beautiful natural harbours on the north Australian coast. Elevated above the cliffs, surrounded by water on three sides, it is a city fanned by soft cool breezes that contribute to its tropical charm. The tropical climate encourages outdoor living. Take advantage of this lifestyle to stroll through

Darwin's leafy streets, browsing through the art galleries and enjoying cafe life, discovering little hidden corners of the city.

Some attractions of Darwin and surrounding areas

Mindil Beach Sunset Market: One of Darwin's most popular attractions, this beachside market is a local institution as people gather to watch the sunset over the Arafura Sea. Held every Thursday evening and Sunday afternoon, the market offers local produce, authentic fare from dozens of different countries while local artists and craftspeople display their wares.

Kakadu: Internationally recognised, the World Heritage listed Kakadu National Park is one of Australia's most prized cultural and ecological treasures. From Darwin, the park is just 257kms along the fully sealed Arnhem Highway. Kakadu's rugged escarpments, spectacular gorges, stunning waterfalls and lush wetlands are home for a vast array of birds, reptiles, amphibians and insects. Ancient rock art indicates an Aboriginal presence for tens of thousands of years.

Katherine: This region has a wealth of natural attractions including areas of environmental and cultural significance, with outstanding beauty and diverse landscapes. Nitmiluk (Katherine Gorge) National Park consists of 13 natural gorges, numerous waterfalls and is home to many species of birds, fish, flora and freshwater crocodiles.

Draft Conference Program as at 9 May 2005 and subject to change

(please note the titles and programming for the concurrent sessions is still to be finalised)

	Sunday	Monday	Tuesday	Wednesday
Morning		Opening	Equality Through Policing	<ul style="list-style-type: none"> - Leadership challenges in policing - Trafficking in women - Developing networks, locally, nationally and internationally - A problem solving approach to dealing with domestic violence cases
		Policing women in the region	<i>Concurrent Sessions</i> <ul style="list-style-type: none"> - Trafficking women - Domestic violence - Women's leadership in policing 	
		Women in policing in the region	<i>Concurrent Sessions</i> <ul style="list-style-type: none"> - rethinking women's crime - police unions - TBA 	
Afternoon		<i>Concurrent Sessions</i> <ul style="list-style-type: none"> - Family violence - Changing policing - Policing for women in PNG - Trafficking in women and children 	<i>Concurrent Sessions</i> <ul style="list-style-type: none"> - Peacekeeping and rebuilding - TBA - Sexual assault 	
	Welcome Reception	Networks in the region	Hypothetical: If women ran policing	
Evening		National Excellence in Policing Awards Dinner	Informal Dinner	

SPEAKERS

Some of the speakers include:

Ms Christine Nixon APM, MPA (Harvard) Dip.Lab.Law (Sydney University) BA (Macquarie University) Honorary Doctorate of Letters (Wollongong), Christine is the President of the Australasian Council of Women and Policing. She joined the NSW Police in 1972 and on 23 April 2001 was appointed as the Chief Commissioner of Victoria Police, Ms Nixon is the Chair of the Australian Police Professional Standards Council, Co-Chair of the Australian Institute of Police Management and Sponsor of the Australasian Police Multicultural Advisory Bureau.

Dr Abby McLeod is a Postdoctoral Research Fellow at the Australian National University. She has worked on issues of gender, law and order in Papua New Guinea since 1999. In addition to her PhD fieldwork, which was undertaken in a remote rural Highlands village, she has worked as gender adviser to both the Royal Papua New Guinea Constabulary Development Project (2002 – 2004) and the Papua New Guinea Law and Justice Sector Program (2003 – 2005). She is currently writing a book on women and the law in Papua New Guinea and is involved in a collaborative research project with the Australian Federal Police, investigating AFP deployments in Papua New Guinea, Solomon Islands and Timor Leste. Abby has published on women's political involvement in Papua New Guinea, domestic violence in Papua New Guinea and the cultural impediments to police reform.

Inspector Sera Bernard is the Officer in Charge of Samabula Police District in Fiji, and was the first woman to take on the role of district officer in charge. In 2004 she was first elected as the National Coordinator of Police Women's Network and in 2003/04 was the Deputy Commanding Officer of the Fiji Contingent to the Regional Assistance Mission to the Solomon Islands. Sera was the first female instructor at the Fiji Police Academy and has a Diploma in Law Enforcement. She speaks English, Hindi, and Fijian and was the first female Public Relations Officer for the Fiji Police Force. In 2002 she was awarded a Certificate of Achievement by the humanitarian and Human Rights Law for Police and Security Forces.

Dr Sara Charlesworth is a research fellow at the Centre for Applied Social Research at RMIT University in Melbourne. Sara's research interests include gender equity in employment, industrial and anti-discrimination legislation; quality part-time work; and the intersection of work and family. Sara and Kerri Whittenbury are working on an Australian Research

Council funded project entitled 'Policing and Quality Part-time Work: Constraints and Options', in which Victoria Police is an industry partner.

Dr Jean D'Cunha joined UNIFEM in June, 2000 and is the Regional Advisor/Programme Manager of the Programme of the Regional Programme on Empowering Women Migrant Workers in Asia. Jean trained as a sociologist, and has researched many aspects of female sexuality including prostitution and trafficking, and women and violence. She has written on gender concerns for Indian and international journals, lectured in the Department of Sociology at St. Xavier's College, and won a national award for journalism on women's issues in India in 1986. As well as working with UNIFEM, Jean is involved with an international research project on women in international migration.

Ms Jan Berry is the Chairman and principle spokesman Police Federation of England and Wales. She chairs all statutory meetings of the Joint Central Committee and Staff Side of the Police Negotiating Board. Jan is the first woman chairman in the history of the Police Federation. In her role as Chairman she pursues three major challenges: to improve the professionalism of the police service, to enhance police training and achieve greater inclusiveness within the Federation. Her service has been spent mainly on operational duties in Kent. Since becoming a police officer in 1973 she has performed a variety of duties from beat officer to CID.

Dr Mangai Natarajan is the coordinator for the International Criminal Justice major at John Jay College of Criminal Justice, the City University of New York. She has been conducting comparative research on women policing for more than a decade and has published on the topic widely. She is currently working on a book manuscript titled: Backdoor to Equality: Women Police in India which is a compilation of fifteen years of her research. Her major research interests include, developing and testing theoretical models for cross-cultural research on issues relating to women and children

Professor Andrew Goldsmith is Professor of Law and Criminal Justice at Flinders University, Adelaide. He holds degrees in law, criminology and sociology, and was recently awarded the LLD degree by the London School of Economics. He has a longstanding interest in policing and law enforcement and has published extensively in this area. One particular area of his work has been in the area of police integrity and police accountability. In recent years, he has advised several overseas governments on issues of police reform, most notably the governments of Kenya and Colombia. More

recently, he has been studying the issues of policing and transnational crime in developing countries through the concept of 'weak states.' He has recently formed a research partnership with the Australian Federal Police to examine the role and potential of Australian overseas police deployments in the Pacific region.

Dr Anne Gallagher is a former adviser on Trafficking to the UNHCHR. She is an international lawyer who has served over 10 years with the United Nations since 1992. Anne was the Team Leader of the AusAID initiated and funded: "Asia Regional Co-operation to Prevent People Trafficking" Project. She has published widely on the issue of trafficking in international journals.

Dr Jan Jordan (PhD (Criminology), MA (First Class, Sociology)) is a Senior Lecturer in the Institute of Criminology, Victoria University of Wellington. She has taught Criminology courses since 1989, whilst also undertaking various research projects on rape, prostitution, and violence against women. In recent years her research has focused in particular on women's experiences of police reporting and investigative practices. Jan was a member of the organising committee for the 1996 DSAC Rape Conference and subsequently worked with police in developing the 1998 Adult Sexual Assault Investigation Policy. She is a regular contributor to police training courses, and has recently published a book - *The Word of a Woman? Police, Rape and Belief* - based on her analysis of New Zealand police sexual assault investigations.

Dr Jenny Fleming is the Treasurer of the Australasian Council of Women and Policing and a Fellow located in the Security 21 project, part of the Regulatory Institutions Network at the Australian National University. Her Ph.D. in public policy is from Griffith University, QLD (1998). Her research interests include: the politics of police management, police reform, police unionism, public sector management, organisational culture and police labour issues. Jenny is currently working with Peter Grabosky and Clifford Shearing on *Policing in the 21st Century*, a collaborative project with the Australian Federal Police that explores ways in which police can allocate finite resources in a manner that reflects community values and delivers quality outcomes in public safety.

Dr Susan Hawthorne is a Research Associate at Victoria University. She has written widely on feminism and globalisation, on war, terrorism and free trade, and recently has been researching the extent of the torture of lesbians internationally. Her books include *Wild Politics: Feminism, Globalisation and Bio/diversity*

(2002) and *September 11, 2001: Feminist Perspectives* (co-edited with Bronwyn Winter, 2002).

Ms Jane Wangmann is a PhD student in the Faculty of Law, University of Sydney. and has worked in government and non government positions concerned with violence against women and women's equality including as a Senior Policy Officer in the Violence Against Women Specialist Unit, NSW Attorney General's Department..

Dr Sheila Jeffreys is a founder member of the Coalition Against Trafficking in Women Australia. She is an Associate Professor of Political Science at the University of Melbourne where she teaches sexual politics, international gender politics and lesbian and gay politics. She is the author of five books on the history and politics of sexuality.

Ms Kathleen Maltzahn Project Respect is Australia's leading anti-trafficking NGO. Director Kathleen Maltzahn has worked on trafficking and prostitution since 1992. This work has included direct work with trafficked women and other women in the sex industry in Australia and the Philippines; research on trafficking and prostitution; training for police, NGOs and others on trafficking, in China, Thailand, Bangladesh, the Philippines and Australia; and she has spoken extensively on trafficking and prostitution in Australia.

Federal Agent Audrey Fagan APM, is the AFP's Chief of Staff. She joined the AFP in 1981 and initially worked in protective services then in ACT community policing, including fraud and general criminal investigations. Audrey has worked with three Commonwealth Ministers as a law enforcement liaison officer, advising on issues of policing and law enforcement including the National Illicit Drug Strategy.

Detective Superintendent Kim McKay is currently the Commander, of the Child Protection and Sex Crimes Squad in the NSW Police. She joined the New South Wales Police Force in 1980 and has specialised in investigating serial sex offenders. She also at the Premier's Department assisting with the restructure of the Professional Standards operations of the NSW Police during the Royal Commission.

Dr Jude McCulloch is a senior lecturer in Criminal Justice and Criminology at Monash University. She is the author of *Blue Army: Paramilitary Policing in Australia* (Melbourne University Press, 2001). She has written extensively on women, policing and globalisation and had her work published in a range of academic journals, magazines and newspapers.

Ms Erica Lewis currently works as the Policy and Research Officer for the YWCA of Australia. As part of

that work Erica supports and facilitates the WomenSpeak Network. Erica also serves as on a range of Government and Community boards and committees including as the President of Sexual Health & Family Planning ACT, a member of the National Working Group for the CEDAW Shadow Report and as a member of the Commonwealth Ministerial Youth Advisory and Consultative Forum. Erica has also served as both the ACT Convenor and the National Co-ordinator of the Women's Electoral Lobby and on both the NSW and National women's committees of the National Union of Students.

Ms Kim Adams (BSc Hons, Master of Public Management) is a research officer within the police research team at the Crime and Misconduct Commission in Brisbane, Queensland and was previously with the Australasian Centre for Policing Research and the Queensland Police Service. Most recently her work has involved an in-depth study of the police response to domestic violence in Queensland which also sparked a personal interest in improving how police respond to domestic violence resulting in Kim recently beginning a PhD on the subject.

Ms Carole Moschetti B.A.Hons is completing her Ph.D. in the area of feminist sexual politics. She is undertaking her study in the Political Science Department at the University of Melbourne focusing on the role of the 'male sex right/rite' as the underlying cause of the sexploitation of women and children. Carole works with the Coalition Against Trafficking in Women - Australia. CATW is an international non-government organisation that recognises prostitution as a human rights violation and campaigns to end the trafficking of women into prostitution.

Chief Inspector Mark Szalajko is a member of the NSW Police. He has worked as a uniformed officer, a Detective and currently performs the role of Duty Officer. Mark has extensive experience overseeing major crime investigations and is currently undertaking a Doctorate of Public Policy and holds a Master of Public Policy and Administration, a Master of Commerce – Human Resource Management and Industrial Relation, a Graduate Diploma of Human Resource Management and Industrial Relation, and a Bachelor of Policing. Mark has spent two years studying the Cantonese language.

Mr Chris Payne joined the AFP 1978 and worked in Sydney in uniform, drugs, intelligence, fraud and general crime. On retiring from the AFP in 1997, he was the National President of the Australian Federal Police

Association. In 1992 he instigated and ran Operation Papertiger, the first sustained attempt by police to combat the 'contract-girl' rackets in Sydney. Mr Payne now works in Sydney as a private investigator and consultant. He has maintained an active interest in the area of slavery since retirement, has been widely quoted in the media and has spoken at seminars on the subject.

Peter Moskos from Law Enforcement Against Prohibition was a Baltimore City, Maryland Police Officer. Assigned to patrol on the midnight shift in the high-crime Eastern District, Peter policed ground zero in our "war" on drugs. He saw both the damage caused by the illegal drug trade and the futility of an arrest-based solution to the drug problem. Peter left the police force to return to his graduate studies at Harvard University. He received his Ph.D. in sociology in 2004.

Ms Nadia Boni has been a research officer for the Australasian Centre for Policing Research (ACPR) since 1992. She has a Bachelor of Science Degree with Honours in Psychology from the University of Adelaide and a Diploma of Education from Monash University. She was awarded the Griffith University Excellence in Research on Improving Policing for Women by the Australasian Council of Women and Policing in 2003, along with fellow ACPR researchers. Most recently, she has been researching physical fitness standards, the impact of physical fitness on work and psychological outcomes for police, and civil litigation against police.

Dr Jim Hann is the Executive Director of the Australian Institute of Police Management. Prior to joining the AIPM, Jim held executive roles in the Queensland Police Service, Queensland Department of Justice, University of Southern Queensland and Southern Cross University. His background includes biochemistry, information technology, and management. Jim was Chair of the National Exchange of Police Information (NEPI) Coordinating Group for two years, and he worked part time with the Australian Bureau of Criminal Intelligence (ABCI) in Canberra for two years. He has been at the AIPM for three and a half years.

Disclaimer: the program outline and list of speakers is correct at time of printing

Wednesday's Optional Workshops

The optional workshops on Wednesday 24 August will provide delegates with both skills development and an opportunity to participate in policy and strategy development. The workshops will run from 9am to 12pm.

Participants attending the Skills Development Workshops will have the opportunity to hear about new and developing challenges and approaches to policing.

The Strategy Development Workshops will provide delegates with the opportunity to learn about strategies to improve policing for women and participate in the development of ways forward for policing and the community.

Keeping Informed

The Council's website www.auspol-women.asn.au will be kept up-to-date as the topics and speakers are finalised.

To keep up-to-date about developments, join our email list. Just email the council on acwap@ozemail.com.au

Who should attend?

All women and men who want to improve policing for women in Australia, New Zealand and the Asia and Pacific regions, policy makers, police, law enforcement officers, senior police and law enforcement management, researchers, human rights activists, and women's services.

Registration Fees

ACWAP Members

\$600 early bird CLOSED

\$700 standard (by 22 July 2005)

\$800 late (after 22 July 2005)

\$150 Day 3 half day workshops

Non-ACWAP Members

\$650 early bird CLOSED

\$750 standard (by 22 July 2005)

\$850 late (after 22 July 2005)

\$200 Day 3 half day workshops

Day Registration

Single day registration \$350 per day (ACWAP member)

Single day registration \$400 per day (non-members)

Day registration includes:

- attendance at all conference sessions on the day of registration
- morning tea, lunch and afternoon tea as per the program on that day
- conference satchel and materials

(Workshop numbers will be limited and preference given to conference participants).

Cancellation Policy

All alterations or cancellations to your registration must be made in writing and will be acknowledged by post, facsimile or e-mail. Notification should be sent to:

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Senior Constable Libby Andrew

by Theresa Kuilboer

Media Liaison Officer, Alice Springs

When Senior Constable Libby Andrew decided to apply for the remote posting at Kintore she knew what she was getting into. Kintore being the newest police post in the Northern Territory and located some 530 kilometres from Alice Springs was always going to be challenging, but for Libby it was an opportunity of a lifetime.

Prior to being appointed to Kintore in January 2004, she had served for a year at Yuendumu, which is also a remote Aboriginal community in the Territory. But Yuendumu is a relatively large community (approximately 1000 people) and Kintore by comparison is tiny with just 200 to 300 residents.

During her stint at Yuendumu, much of Libby's time was taken up with grog-runners and domestic violence, making it a busy posting.

According to Libby the biggest contribution she was able to make in Yuendumu was just being a female police officer.

"In Yuendumu it was so different for the people there to have a female police officer," Libby said.

"The ladies could come and talk to me. They'd report things they wouldn't tell a male officer. I used to go to the Women's Centre once a week and the ladies would come and see me in private. I'd walk there, so there was no police car out the front. People would tell me what was going on. It was so important for the ladies to know I was a female police officer and they could just come and talk to me, and we could just create a bit of trust.

"And those same ladies, when I'd go off to a job where there were violent drunks, they were the ones who



would call out to me 'Libby, watch behind!' They were the people who would come to me at the car and say 'Yeah, that bloke there, he did it.' They wouldn't tell a male police officer those things.

"They were coming forward and helping me. They made my job easier because of the relationship we built up together."

Libby said the biggest difference between Yuendumu and Kintore was the lack of petrol sniffers in Yuendumu.

"Petrol sniffers are taken out of the community at Yuendumu and taken to an outstation, but we don't have that here in Kintore. I had my first call-out about a petrol sniffer in Kintore while I was still unpacking."

Problems with alcohol and domestic violence were also rife when Libby first moved to Kintore, but targeting grog-runners meant the problem was soon brought under control.

"There's only one road in and out of Kintore, so when we targeted grog-runners they soon found out bringing alcohol into the community was an expensive exercise – especially when it meant forfeiting their cars.

"It took about two months from the time the police station was first opened, but once the grog was kept out of the community most of the domestic violence disappeared as well."

That left Libby in a position to concentrate her efforts on the young people in the community and their particular problems.

Petrol sniffing is still rife in the small community.

"It's heartbreaking to see so many kids ruining their lives with petrol sniffing. Out of about 150 kids about 50 are sniffers.

"There are some kids here who are sniffing at five years old. The petrol makes them hallucinate – and a lot of them just want to hallucinate because they don't want to know about their life. It's tragic."

Libby has tried to make a difference to this wretched scenario.

In her own time, she has implemented a range of programs to try to give the young people a purpose in life.

The kids in Kintore now have a regular Blue Light Disco, a weekly movie night, sports matches and camping trips to keep them occupied.

When Libby first tried to run a Blue Light Disco she had no equipment and no potential to borrow any. So, in typical Libby style, she went to work to raise funds to buy what was needed. When the NT Police Commissioner arrived in Kintore to officially open the new police station in April last year he asked Libby how everything was going.

In answer, Libby told him about the community's needs and problems, and by the end of the conversation she had a huge donation towards disco equipment. A week before the Commissioner's visit the Kintore art corporation, Papunya Tula Arts Centre, had offered to donate \$5000 to the cause and the Commissioner subsequently donated an additional \$3,500. This meant Libby was now able to purchase state-of-the-art equipment for the community and run Blue Light Discos every second Saturday. And with Libby's enthusiasm becoming infectious, the community council staff also came on board by attending the discos and cooking barbecues for those attending.

Not content with this achievement, Libby gained the council's support in the form of a \$4000 donation to purchase a data projector and DVD player to enable the community to enjoy movie nights every Wednesday.

Then on Tuesday nights it's softball. Libby has raised a softball team from among the young people in the community and has even taken the team across the border to play against Kiwirikurra – the Western Australian community about 170 kilometres up the road.

"On Tuesdays I usually go around and pick them up because they often don't want to walk there, but some nights we don't have enough, and when this happens, I take those who do turn up to nearby Women's Mountain and go and find a rock hole or we'll go hunting. But before we even get out of town you'd get ten kids chasing the car, all wanting to get in."

Libby said the enthusiasm of the young people for any sort of entertainment has helped her in her attempt to attack petrol sniffing.

"When I'm here I know what's going on. I know who's sniffing and why they're sniffing. If they come along to play softball and I can see they've been sniffing I won't let them play. They've got to sit down and watch or they go away.

"But this sort of thing has led to a couple of girls who have stopped sniffing for me for about three or four



weeks. We were trying to reward them, so we kept a list of names, and if someone saw them sniffing or, anybody, whether it was a teacher or someone at council, came and said I've seen them sniffing or I've smelled petrol on their breath, she get crossed off the list.

"But the good ones, we took on a trip to Kiwirikurra and stayed the night. We took three vehicles and about 20 kids and played sport against the Kiwirikurra kids. The night before the sports day we took them all out to a water hole for a swim, then the following day we played a hockey game and I ran a disco for them that evening."

Libby said it was gratifying to see the kids trying to stop sniffing, even if it was only for a short time.

"I just really try and encourage them. Even just giving them a ride in the car and taking them somewhere and telling them how proud I am of them for trying to give it up. They're just yearning for attention and love. But no-one cares about them, so when someone offers to take them somewhere or does something for them, they're there, the whole lot."

Libby said while she had seen some improvements for young people in the community, there was still a long way to go. But she continues to persevere and among her latest achievements is managing to get the community a \$77,000 troop carrier through the Juvenile Diversion Program. This will now mean Libby doesn't have to use her own car for all the work she is putting in during her own free time.

Then in March this year she organised a meeting between the community members and outside agencies to specifically address the problem of petrol sniffing.

"It went really well. We had a barbecue for a group of about 70 people outside the local council office. Then after lunch 37 people sat around the meeting table for an afternoon of formal discussions. A lot of good things came out of the meeting – offers of grant money and some really good ideas such as the possibility of establishing a petrol sniffing outstation like Mt Theo near Yuendumu.

"It's going to be a long and winding road, but together I have no doubt that we can sort this community out."

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National Excellence in Policing Awards 2005

The Australasian Council of Women and Policing (ACWAP) is calling for nominations for the seventh Annual Excellence in Policing Awards.

The awards will be presented on Monday 22 August 2005 at the Council's Improving Policing for Women in the Asia Pacific Conference Dinner in Darwin.

Nominations for the awards close on Friday 15 July 2005, although you are encouraged to submit them as early as possible.

The Council's National Awards for Excellence in Policing are an opportunity to publicly acknowledge and reward the achievements of the women and men who are contributing to making policing and law enforcement better for women. They recognise the excellence that is being developed and currently exists in policing and law enforcement. They acknowledge the work being done around Australia and New Zealand to ensure that women's concerns and needs are properly taken into account and addressed by policing and law enforcement.

For 2005 the Awards have been revised and the categories and selection criteria have changed from previous awards.

Award Categories

The categories for the 2005 ACWAP Excellence in Policing Awards are:

- Bravery Award
- Bev Lawson Memorial Award
- Most outstanding female leader
- Most outstanding female investigator
- Most outstanding female administrator
- Most outstanding female practitioner
- Excellence in policing for women initiative
- Excellence in employment initiative
- Griffith University Excellence in Research on Improving Policing for Women Award
- Best workplace relations outcome for women

For Nomination Forms and more information about the awards go to the ACWAP Web site <http://www.auspol-women.asn.au/awards.htm>



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resolutions of the Security Council it has the status of international law.

The Women's International League of Peace and Freedom has now launched its website on Resolution 1325.

The site www.1325australia.org.au is an invaluable tool for everyone involved in the peacebuilding and peacekeeping process.

1325australia is an action site for Australian Women working to implement United Nations Security Council Resolution 1325 within the Australian context.

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Cultural impediments to gender reforms in the Royal Papua New Guinea Constabulary

Abby McLeod

Since 1989, The Royal Papua New Guinea Constabulary (RPNGC) Development Project has been seeking to improve the conditions and profile of Papua New Guinean policewomen. As the longest running Australian bilateral project in the region, the RPNGC Development Project provides a useful avenue for the exploration of attempts to mainstream gender in development activities. This paper seeks to provide a brief overview of key gender initiatives undertaken by the project (particularly in the final phase of the project) and to examine the interplay between these initiatives and the Papua New Guinea cultural context.

Background

The Royal Papua New Guinea Constabulary (RPNGC), constituted under the Police Act 1988, is commanded by the Commissioner of Police and currently has a funded strength of 5250 members (although the authorized establishment is 6,300). In addition to the Regular Constabulary (which includes 14 mobile squads), the RPNGC employs both reserve and auxiliary police. From 1989 – 2005, members of the RPNGC worked alongside Australian advisers on the RPNGC Development Project, which was an institutional strengthening and capacity building project, conducted in three distinct phases. The project employed both police and civilians from Australia and New Zealand, each of whom was responsible for skills transfer in various areas of operations and administration. Despite the differing foci of each phase, a number of key areas received consistent attention throughout the project, including fraud and anti-corruption, prosecutions, community policing (since 1993), corporate planning, information management, human resources, logistics and infrastructure, leadership and management, training, finance, discipline, general duties and gender.

Gender in the RPNGC

Reflecting the values of society at large, only 5.4% of RPNGC police members are women. Of these women, only 6 are commissioned officers, the majority of policewomen being Constables. Within the work place, women face regular sexual harassment, are absent from senior decision-making, are given limited opportunities to participate in operations such as the provision of electoral security and are typically overlooked for promotion opportunities. More generally, policewomen claim to feel undervalued in the Constabulary, which is a male dominated institution that promotes aggressive policing.

Throughout the project, both male and female police and civilian advisers have sought to mentor RPNGC policewomen. In addition, advisers specifically tasked with improving the conditions and profile of policewomen have been employed on a short-term basis. During the early years of the project, gender specific activities were subsumed under the rubric of "social and cultural issues" and "welfare". The most recent phase of the project, namely Phase III (2000 – 2005), sought to "mainstream" gender considerations in to all project activities, while continuing activities specifically targeted at women. These included activities to improve the welfare and security of police families and women, the increased participation of women in community policing and improved RPNGC awareness of gender-related issues in policing, law and justice. Specific activities included training initiatives focussing upon family violence, gender, law and order issues, HIV/AIDS and protective behaviours. Specialist training was provided for policewomen working in community policing and community police officers were equipped with training packages directly pertaining to key issues faced by women in the community.

Major efforts were made by all advisers to assist RPNGC officers to network with community organizations, particularly those dealing with issues such as family and sexual violence. In attempts to address women's inequality at a structural level, policy initiatives such as the Equal Employment Opportunity policy and a merit based promotions policy were initiated and training on these policies was provided throughout the country. A mentoring program for policewomen was initiated (yet later abandoned) and a Diploma for Women in Public Sector Management at Divine Word University was developed specifically to advance the education of policewomen. In addition to undertaking studies at Divine Word, throughout the project policewomen have attended international training courses, professional attachments and conferences, as well as hosting PNG national policewomen's conferences. This by no means provides a comprehensive overview of the gender initiatives undertaken during the project. Rather, it highlights some of the key gender issues upon which the project focussed.

Impediments to gender reform

The RPNGC Development Project, Phase III, operated within a male dominated social and institutional environment. Papua New Guinea is by and large a patriarchal society, in which men dominate public affairs and domestically, have property rights in women by virtue of the practice of bride price. Consequently, women frequently characterize themselves as second-class citizens, who are denied basic Constitutional rights such as freedom of movement and equal opportunities to participate in the development of Papua New Guinea.

While modernization promised to emancipate women from the stronghold of repressive patriarchal customs, evidence suggests that the position of women has far from improved. Indeed, women's empowerment is cited as a major cause of contemporary domestic violence, whereby husbands beat women seeking to advance their public or professional status in attempts to "keep them in their place." Domestic violence continues to be perceived by men (and many women) as a legitimate means of "disciplining" ones wife and rape, including pack rape, is often defended on account of women's refusal to comply with "traditional" gender norms pertaining to dress and mobility.

Given the limited value attached to girl's education, Papua New Guinean women are less literate than men

and hence less able to process written information about the law and legal rights. Moreover, as men dominate all formal legal mechanisms, women are often reluctant to deal with them and receive inequitable treatment before the law due to the patriarchal attitudes of male employees. It is within this context that the Royal Papua New Guinea Constabulary operates and within which the RPNGC Development Project, Phase III, attempted gender reforms.

The impediments that the aforementioned social and institutional environments pose to the implementation of gender reforms are obvious. Primarily, attempts to elevate the status of women conflict with long held beliefs about the position of women in Papua New Guinea society. Consequently, in such an environment, gender reforms are primarily externally driven, with little ownership by institutional members. Moreover, with only 5.4% women in the RPNGC, there is little collective support for gender reforms, as those who speak out in favour of improved conditions for women are ostracized by both the majority of men, and women who lack the confidence to challenge the status quo, lest they suffer further workplace disadvantage. For women, the unintended consequences of workplace gender reforms provide particular disincentives. Not only do they suffer from the resentment of male colleagues, but they also suffer at the hands of husbands who resent their wives' career progress, in particular the opportunities that it affords them for increased travel and social mobility and ensuing gains in personal confidence and resistance to male control.

Success of gender reforms within the Constabulary

Assessing the actual impact, as opposed to achieved outputs, of gender reforms within the Constabulary is extremely difficult. If one is to measure success in terms of numbers, thousands of community members throughout the country have attended workshops on issues that relate significantly to women, such as domestic violence, HIV and conflict resolution. Within the Constabulary itself, the RPNGC Development Project has ensured that women are fairly (and even over-represented) represented in training workshops and anecdotal evidence suggests that regional and provincial training officers have internalised the commitment to women's proportionate inclusion in all training activities. With the introduction of the

position-based promotions system and the recent inclusion of the OIC EEO on the Promotions Board, it is hoped that women will gain fairer access to promotions. Although, given the existence of the wantok system, it is clear that the promotions system will take many years to deliver equitable and merit based promotion.

The RPNGC Development Project has established an EEO Policy and EEO Unit but it is too early to assess the success of this initiative. While there is much scepticism about the Constabulary's commitment to EEO, recent workshops suggest that if men are educated about the benefits of EEO to men, greater support for EEO may be garnered from within the RPNGC. Given the plethora of Constabulary problems, however, it is clear that in the absence of the RPNGC Development Project, EEO will be given little priority.

The Diploma of Women in Public Sector Management (DWU), which commenced in accordance with the EEO policy, has succeeded in improving the skills of a number of policewomen, however, as with all other training initiatives, attention to providing workplace situations in which graduates can apply and transfer their skills to others is needed. Significant gains have been made in terms of recruiting women into community policing, however, it is important to acknowledge that community policing is not attractive to many women, who do not want to further entrench their subordinate status within the police force by being associated with a unit that has limited occupational status. Probably, a more valuable indicator of women's participation in community policing is the fact that regular policewomen throughout the country, who occupy positions in other units, willingly engage in community policing activities in addition to their designated duties.

In terms of improved RPNGC awareness of gender related issues, the Project can claim to have been highly successful. Throughout the country, policemen and policewomen are educated about, and highly aware of gender related issues. Indeed, both policemen and policewomen frequently "play" with the rhetoric of human rights and women's rights, indicating awareness of relevant issues. Attitudinal and behavioural change are yet to occur, however awareness has certainly been developed.

An important indicator of the Project's success in terms of gender initiatives ought to be the claims of RPNGC

policewomen. When questioned about their perceptions of gender reforms within the Constabulary, all policewomen with whom I spoke claimed that while they are still disadvantaged within the workplace, women's position within the Constabulary has vastly improved, with women being more fairly deployed in operational areas of policing, women gaining increased access to training opportunities and women feeling more empowered as a result of the significant attention that has been paid to gender awareness within the Constabulary. Increased access to promotions and the improved operation of the EEO complaints process, they claimed, would further improve their workplace experience.

Conclusions

As a socially and culturally entrenched phenomenon, gender relations are highly resistant to externally driven change. In an environment such as Papua New Guinea, and more specifically the Royal Papua New Guinea Constabulary, attempts to challenge the status quo will be inevitably met with substantial resistance. In this environment, any improvements to women's status, no matter how slight, are significant achievements.

The RPNGC Development Project contributed to improvements in the status of policewomen and greatly impacted upon the level of gender awareness within the organization. The project clearly demonstrated that while changes to attitudes require attention to both men and women, where women have been extremely disadvantaged vis a vis men, affirmative action is an effective means of elevating the position of women. The challenge for those seeking to undertake further gender reforms with the Constabulary is bridging the gap between awareness (which has been generally achieved) and attitudinal and behavioural change.

About the Author:

Abby McLeod is a Postdoctoral Research Fellow at the Australian National University. She worked as gender adviser to both the Royal Papua New Guinea Constabulary Development Project (2002 – 2004) and the Papua New Guinea Law and Justice Sector Program (2003 – 2005). 5

The journey to make a difference International Deployment Group

By Brenna Lindsay

Sometimes as Australian women we take our freedoms for granted and it is when travelling we are reminded how lucky we are.

Through the Australian Federal Police (AFP) International Deployment Group (IDG) Australian police, men and women, have the opportunity to serve and experience overseas missions in Papua New Guinea (PNG), Solomon Islands, Timor-Leste, Cyprus, Jordan and Nauru.

In PNG, Australian police are assisting the Enhance Cooperation Program and they are known as the Assisting Australian Police, or AAP.

The aim of the AAP is assist the Royal PNG Constabulary (RPNGC) to strengthen its capacity to perform its core functions and in turn restore law and order to PNG.

There are approximately 40 women deployed to PNG for the ECP mission. This number consists of sworn policewomen and support members, being approximately 24% of the whole contingent which is currently located in Port Moresby and Bougainville.



Those who choose to deploy overseas have their reasons, along with preconceived ideas and expectations of what it will be like on the ground.

PNG's recently well publicised reputation for lawlessness precedes it, but for many Australian police deployed there it is full of good people and rewarding experiences we don't hear about in the Australian media. It is those people and experiences that really make working in PNG a unique and gratifying experience.

Since the mission began in November 2004, RPNGC and AAP officers have learned much about each other's culture; and from a women's perspective, how they can contribute to the education of female officers; and provide support for women in need of policing assistance.

Senior Constable Wendy-Anne McHale from the AFP Sydney Office is finding Waigani Police Station (Port Moresby) general duties extremely different from any experience she has faced.

"The majority of jobs I have dealt with have been alcohol related assaults/threats and domestic violence. Some of the men I have come across (and a surprising number of women) don't understand abusing or assaulting a female is an offence and for them to be told by a female officer doesn't generally go down too well."

"As a female police officer I am treated differently to my male colleagues, both by the public and the RPNGC. I have discovered when I provide a response, men often need to hear the same response from a male officer before they will consider believing it."

"Coping with the attitude towards women here and being exposed to the level of violence and injuries to victims makes it quite hard at times. Working in PNG can be frustrating, but the women in PNG need help and support to gain a better standing in the community and the female RPNGC officers, having worked in this society for so long, are appreciating the guidance as well."



"I enjoy working in PNG because I feel I am helping those around me to have a better life. The work can be very rewarding and a few times I have really felt like I have connected with people and got the message across, which really makes it all worthwhile."

Senior Constable Kylie Miller also from the AFP Sydney Office is in general duties at Gordon Police Station in Port Moresby.

"I had heard the status of women was different in PNG to that in Australia, with women often being considered second class citizens, but this can only change if PNG women have role models to support them, they learn the appropriate legislation and we as female police officers, set an example."

"My role here can vary. I deal with the general public on a daily basis and in between that I may have the opportunity to educate local women and RPNGC officers about how it might be more appropriate for women to report crime, or I could be teaching an RPNGC officer new skills."



The majority of my day involves attending assaults, domestic disputes and sexual assaults. As there may not be any female RPNGC officers on my shift, and my presence can make PNG women feel safer and more comfortable when preparing statement with the police."

"Working in general duties is a rewarding experience as we often directly see the difference we are making to a person's life. The task before the RPNGC and AAP is long term, the personal contact in assisting others helps in keeping sight of the big picture."

The AAP in Port Moresby currently consist of 135 sworn officers and 32 unsworn members amongst the AAP contingent. Some of the unsworn members are mentors to the RPNGC whilst others provide direct support to the AAP contingent.

Kylie also recommends and encourages other female police officers to serve with the IDG, "I have found working with RPNGC officers, male and female, an enjoyable experience as they are full of enthusiasm and appreciation. This is what makes it so rewarding."

Team member, Sue Kirby, from Sydney was one of the first AAP women to deploy to Port Moresby. She too had heard of the problems facing women in PNG and considered her personal safety before deciding to deploy.

"My role is to organise AAP travel and this requires me to regularly walk to the local Travel Centre in downtown Port Moresby. I walk slowly and talk to as many of the local people as I can. The street people may not realise it but they are my best gauge of how things are on the street. If they are noisy and laughing, then all is well."



"I was driving out to the airport early one morning and had my headlights on. On my way back it had become light and I was following a car that had a couple of men in the back. The oldest one kept making a cut throat sign and pointing at me. I thought he was saying I am going to kill you and kept well back from the car. But, then he started pointing at the front of the car and yelling and making the cut throat gesture. Turns out all he was doing was telling me to kill the lights. Just goes to show you can't assume everything is bad in PNG."

Sue says that "Deploying to PNG has been the experience of a lifetime. If you are looking for a challenge, to broaden your horizons whilst being in a team environment where you rely on each other for support, then serving with the IDG is the best growing experience you can have and well worth giving it a go."



Assistant Commander Lautoa Faletau

Tongan Police Force

Current spokesperson South Pacific Chief's of Police Women's Advisory Network

LLB, Bachelor Soc. Sci. (Politics)



Lautoa Faletau is currently an Assistant Commander in the Tongan Police Force and is the Head of Training, Education and Legal Services. This position involves leading a team of eight police officers and support staff located at the Police Training School in Tonga. Presently, Lautoa is a project officer with the Pacific Islands Chiefs of Police (PICP) Secretariat, located in Wellington, for twelve months.

From 1995 to 1999 Lautoa was the Police Legal Officer with the Tongan Police. During this time Lautoa established the first Police Legal Unit at the Tonga Police headquarters. As Police Legal Officer, Lautoa gained extensive experience in investigating disciplinary offences, preparing policy papers and providing legal advice for all members of the Tongan Police Force. Lautoa was the only full time officer in

this unit and served with police officers of all ranks; responsible for managing a police response to complaints of police misconduct. Such responses often required detailed analysis of policy and legislation.

Being appointed to the Officer in Charge of Prosecutions in 2000, Lautoa gained an insight into criminal investigations, with a large part of her time spent prosecuting and preparing serious criminal cases. The majority of the cases were heard in the Supreme Court of Tonga.

In 2004 Lautoa was promoted to Assistant Commissioner and appointed as the Head of Training, Education and Legal Services. Hence, retaining her role as legal advisor, however with the added responsibility of developing training and education for police in Tonga. While currently undertaking a project oriented role with the PICP, Lautoa continues to assist with the development of training for the Tongan police. This is in addition to her current PICP duties.

Lautoa has served as a member of the Advisory Board for the Center for Women and Children in Tonga since its inception in 1997. The Centre provides crisis counseling for women and children who are victims of violence. In addition they are advocates for women and children and provide training on Family violence, basic counseling and have recently conducted training for the Tonga Police on basic counseling and conflict resolution. She has also been a resource person for a Legal Literacy project funded by the UNDP and coordinated by the Regional Rights Resource Team which seeks to raise community awareness on the legal rights of women and children.

Lautoa is also the current spokesperson for the Pacific Islands women's police network known as the PICP Women's Advisory Network. She has held this position for the last two years.

South Pacific Chiefs of Police Women's Advisory Network

The Women's Advisory Network (WAN) was borne out of recommendations from the International Women In Policing conference, held in Canberra in 2002. During this conference, the Acting Commissioner for the Fijian Police, Mr. Moses Driver, supported a women's advisory body for the then South Pacific Chiefs of Police Conference (SPCPC).

The Australian Federal Police (AFP) and the New Zealand Police advanced the idea further by holding the first WAN meeting in Suva 2003. All representatives from the seven Pacific Island countries represented in Canberra attended. It was at this inaugural meeting that Lautoa was elected to represent the WAN at the 32nd SPCPC in Brisbane. It was recommended that a pilot network be approved in the seven countries. It was also proposed that the WAN representative would report back to the Chiefs of Police at the next annual meeting. The Chiefs endorsed the recommendations, and in June 2004 the WAN held its first official meeting, in Nuku'alofa, Tonga.

The members formulated a business plan and elected Lautoa to present this plan and to represent WAN at the 33rd SPCPC in Tonga. At the 34th SPCPC conference another elected representative will replace Lautoa.

The ultimate role of the SPCPWAN is to foster the contribution of women in policing and provide timely and effective advice to the Pacific Chiefs of Police in relation to issues impacting on women in policing. Its goals support and reflects the goals of the Chiefs' Strategic Plan 2004 -2007. These three goals are:

1. Foster a culture of absolute integrity for all Pacific Police Officers;
2. Foster and facilitate communication, cooperation and collaboration to build effective relationships between police services in the Pacific Region;
3. Promote capacity building measures for Pacific Police Services to deliver an effective community policing service.

The Chiefs formally endorsed the WAN business plan 2004 - 2007 in Tonga and ongoing support for WAN is demonstrated in their approval for WAN to be a standing agenda item at all its annual meetings and has full observer status. In addition, the Chiefs directed that work attachments of senior women police across jurisdictions be considered by the Secretariat in the coming year.

Current WAN Activities

Each delegate has been responsible for awareness raising and establishing networks in the member countries. In addition, members have been instrumental in formulating local plans and actions. A survey on the status of women in police in the seven member countries has been conducted and is currently being analysed by the AFP, Learning & Development Unit in Brisbane. The AFP and the New Zealand Police women's networks continue to advise and to assist with co-ordination of the WAN activities

In addition the PICP Secretariat has seconded the WAN representatives from Fiji and the Solomon Islands for 7 weeks. The projects to be undertaken by these members include the co-ordination of WAN activities, reviewing its current business plan and business plans for funding for the network's next annual meeting in Fiji on 1-2 June.

To promote the role of the WAN, Lautoa and network members will be attending the Fourth Australasian Women In Policing Conference, which will be held in Darwin in August 2005.

Countries with current membership in WAN

Cook Islands, Fiji, Papua New Guinea, Samoa, Solomon Islands, Tonga and Vanuatu.

Contacts

For more information please contact Lautoa Faletau at the PICP Secretariat.

Telephone : 64 4 4707359

Email : lautoa.faletau@police.govt.nz

Not For Sale: Feminists Resisting Prostitution and Pornography

By Christine Stark & Rebecca Whisnant

Spinifex Press \$34.95 ISBN 1 876756 49 7

Review by Helen McDermott

Investigating the trafficking in women and children has been a high priority for policing in Australia in the last year or so.

In its Action Plan to Eradicate the Trafficking in Persons, the Australian Government has committed more than \$20 million to improving its response to trafficking.

However looking at trafficking in isolation is not the solution. It is just like looking at drug trafficking without thinking about demand reduction, harm minimisation and supply reduction. There is little point in only focusing on only the border control or in-country detection of trafficked women and children when the demand for trafficked women in prostitution remains so high that trading in women and children remains a highly profitable business.

We have to ask ourselves about the men who use prostitutes and support this miserable industry.

We ask ourselves those question in relation for drug trafficking, and we look at why people use illicit drugs and what we can do to reduce this demand, so why can't we do the same thing for women and children trafficking?

When we think of drug trafficking, we do not accept that it is alright for our average suburban man or woman to support the industry. We do not think that having our legitimate economy siphoned into the black economy is alright. So why do we think that it is alright when it comes to the money earned from trafficked women and children?

What are we saying to the men in our lives who use prostitutes? And these men must be the ones in our lives. They are men in our community. They are not beamed from Mars into the brothels in every city and

town every night. So they must have to be our brothers, our nephews, our boyfriends, our work colleagues. They do not magically appear every day to pay their legitimately earned wages to these illegal brothels that exploit women and children in our cities and our towns.

Do we really think that the men who pay to have sex with trafficked women really don't realise that those young women have been trafficked? Or is it that men who use prostitutes are so insensitive to women and objectify women to the degree that they just don't notice these women's plight? Can't they tell them from a prostitute who "chooses" to sell her body for cash? Have they reached the stage where all women are just sexual objects who should just do what they are paid to do and do not exist as human beings?

Without the men who use prostituted trafficked women, there would be no trade in women for prostitution.

The Australasian Council for Women and Policing argues that the current approach is flawed in that it only addresses the supply aspect of trafficking. It considers that trafficking in women requires a similar approach to that used for the National Illicit Drug Strategy and that that approach easily translates to reducing trafficking in women and children.

The Council considers that the similarities between the two organized criminal activities are significant in the trans-national nature of the criminal activity, the substantial profits and the cost to and impact on our society.

The three components in the Drug Strategy are well known: harm reduction (eg provision of needles), demand reduction (educational programs); and supply reduction (law enforcement and policing activities).

These three components are easily translated to reducing the trafficking of women and children into Australia:

Supply reduction, such as border control, the current Australian Government legislation, and the international efforts at reducing poverty in source countries;

Harm minimisation, for example some of the occupational health and safety programs developed for the prostitution industry;

Demand reduction with promotional campaigns that show men who prostitute women the damage they cause and the criminalisation of the use of prostituted women, as opposed to the regulation and criminalisation of women who "choose" prostitution.

As with drug control, without harm minimisation and demand reduction strategies, the best attempts at supply reduction will be no more than a bandaidd measure with the numbers of and harm to the victims increasing.

Trafficking in women and children is a highly lucrative industry and unless the normalisation of the use of prostitutes is addressed, the trafficking will continue and will grow, despite the best legislation and the dedicated work by police and law enforcement.

Not For Sale: Feminists Resisting Prostitution and Pornography provides us an insight into the diverse and coherent debate that analyses the harm caused to those involved in pornography and prostitution. It shows how pornography and prostitution undermine women's equality and has a negative impact on everyday meaningful sexual relationships.

Prostitution is not just a job like any other job.

If it were we would want our daughters, our nieces and our mothers to take up a career as a prostitute. If it were, men who are police, publishers, teachers and tradesmen would be encouraging their daughters to "choose" to be a prostitute. They would also be encouraging their brothers, friends and colleagues to go and buy access to their daughters', their nieces' and their wives' bodies. Diplomas in prostitution would be among the most prestigious and competitive courses offered at TAFE.

But we know this is not the case, and prostitution and prostitutes are stigmatised and poorly regarded.

Ironic, when we think about the money that the sex industry attracts.

Maybe prostitution is not just a job. Maybe it is the tangible outcome we see of women's inequality and the misogyny we see in our society?

Not For Sale provides us with insight into how the debate about prostitution and trafficking in women focuses on the women and makes them responsible for the industry and its consequences.

One article points out that it is as if men are not involved in the prostitution at all. Our brothers, uncles, friends and colleagues funding and protecting such an abhorrent trade? Seems hard to imagine.

Part One of Not for Sale provides an international insight into the systems of prostitution and looks at issues such the impact of the internet, prostitution among first nation women, and some personal accounts of how pornography and prostitution work.

Part Two is called Resisting the New Sexual World Order and it looks at how women today are dealing with the normalisation of pornography and the use of prostitutes. It explores how women's concerns about trafficking, pornography and prostitution have been ignored by groups who say that they are fighting for human rights.

Part Three looks at how the issues can be addressed and some of the underlying challenges must be named and recognized.

It is at times confronting, but it is a book that is essential reading for anyone who cares about how women and men are being exploited by the sex industry and how damaging pornography and prostitution can be to healthy relationships and women's status in our unequal world.

Australasian Council of Women and Policing

2005 Improving Policing for Women in the Asia Pacific Region

21 - 24 August 2005

Darwin Holiday Inn Esplanade

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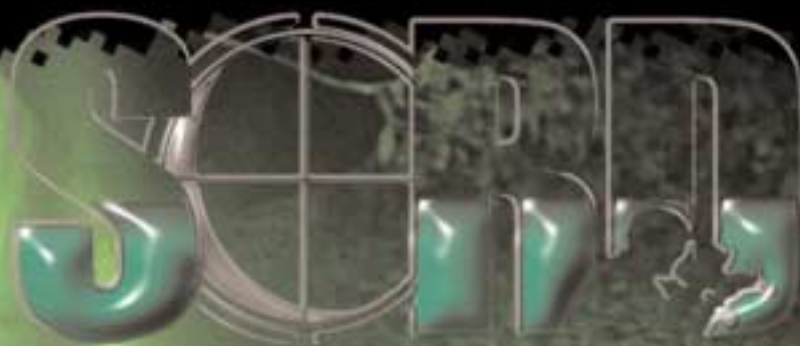
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