

# The Journal

for Women and Policing

Winter Edition 2008  
Issue No. 22

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# The Journal

## for women and policing

Issue No. 22

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**Cover:** Top Photo by Greg Dwyer: Queensland S.E.R.T. Officers –  
 Top Left: Supt Fred GERE, A/C Barb ETTER and D/C Murray LAMPARD  
 – Top Right by Greg Dwyer: Sgt Dave MORGAN – Bottom Left:  
 PNG Officers: Greg HURA, Kepas SITIONE, Brendan BOWES and  
 Don DUSAL – Bottom Right by Kylie Coady: Sgt Paul MITCHELL.

## Contents

Editor's Report .....	2
Dear Editor .....	3
President's Report .....	4
Farewell Commissioner McCreddie .....	5
Tasmania Police – Family Friendly .....	6
THEMIS – Federal Intervention.....	7
Changing Police Culture: Evaluating Gender Bias in Applicants ....	10
Mars and Venus? Differences & Similarities of Men & Women in the workplace.....	13
Mentoring – Beyond the Gender Thing .....	14
IAWP Police Officer of the Year Awards.....	16
ON CRIMINAL SILENCES: Gender Based Violence in Timor Leste .....	18
Can Women Police Spearhead the Movement to Bring Justice for Women? A Global Role for Women Police.....	25
Life as a Police Wife in Far North Queensland.....	29
Missing Persons .....	31
Women and Police Peacekeeping – Celebrating 20 Years .....	34
First Woman to Lead Police Region in Indonesia .....	37
Call for Papers: 2009 Women and Policing Conference – Making It Happen! .....	37
BARBARA ETTER – Australia Police Medal Investiture .....	38
ACWAP 2008 Excellence in Policing Awards .....	39
Sorry Day and what it Means to Me .....	44
The Australasian Institute of Policing (AIPol) – a professional body for Australian and New Zealand Police .....	46

## Editor's Report

*Kylie Coady*

**W**elcome to the first edition for 2008. We witnessed an eventful start to the year with a change to the Australian Government and no doubt many more changes to come. So much can happen in the space of one year, and I hope you all have an extraordinary 2008, both professionally and personally.

This Edition is intended to mark the value of involving our male colleagues in the issues facing women in Policing. Many of our policing organisations have embraced mentoring and leadership programs, with key men coming on board as mentors and patrons for women. This is highlighted by articles such as 'Mars and Venus' by Natalie Sherlock and Mentoring by John Todor.

To mark the significance of Sorry Day, we are hearing from a key member of the Aboriginal community who provides a vivid account of the past, present and future issues facing our indigenous population. This heartfelt contribution is instrumental in increasing awareness of issues within the community. I would like to thank Angela for sharing a private and emotional journey of her life.

I trust you will enjoy the optimistic account of three women who explored the outback whilst working with the Federal Intervention project. Kate, Renee and Marya reveal the rewarding aspect of working in a remote community and the valuable experiences they have gained. Kate

Maloney shares with us her life as a Police Officer's wife, living in far north Queensland and facing challenges most women in policing can relate to.

Special congratulations to our ACWAP Committee Members, Barbara Etter and Joanne Howard. Barbara was the well deserved recipient of the Australian Police Medal, presented to her on 4 April in a ceremony held at Government House Western Australia. Joanne Howard was awarded Mentor of the Year in the IAWP Police Officer of the Year Awards ceremony held in Denver Colorado, USA late last year.

We had a successful launch of ACWAP'S new web site [www.acwap.com.au](http://www.acwap.com.au), which has been upgraded with superb new features and links. If you would like to keep up to date with the Councils' activities you can subscribe to our email discussion list. To subscribe, go to <http://au.groups.yahoo.com/group/acwap/> and once you are a member you can post a message to the list by sending a message to [acwap@yahoogroups.com.au](mailto:acwap@yahoogroups.com.au).





## Dear Editor,

I came across an interesting article from 1943 that was worth sending in for a giggle. Thank goodness times have changed.

**Lisa McMeeken**

### 1943 Guide to Hiring Women

*The following is an excerpt from the July 1943 issue of Transportation Magazine.*

*This was written for male supervisors of women in the workforce during World War II.*

**E**leven Tips On Getting More Efficiency Out of Women Employees: There's no longer any question whether transit companies should hire women for jobs formerly held by men. The draft and manpower shortage has settled that point. The important things now are to select the most efficient women available and how to use them to the best advantage.

Here are eleven helpful tips on the subject from Western Properties:

1. Pick young married women. They usually have more of a sense of responsibility than their unmarried sisters, they're less likely to be flirtatious, they need the need or they wouldn't be doing it, they still have the pep and interest to work hard and deal with the public efficiently.
2. When you have to use older women, try to get ones who have worked outside the home at some time in their lives. Older women who have never contacted the public have a hard time adapting themselves and are inclined to be cantankerous and fussy. It's always well to impress upon older women the importance of friendliness and courtesy.
3. General experience indicates that "husky" girls - those who are just a little on the heavy side - are more even tempered and efficient than their underweight sisters.
4. Retain a physician to give each woman you hire a special physical examination - one covering female conditions. This step not only protects the property against the possibility of lawsuit, but reveals whether the employee-to-be has any female weaknesses which would make her mentally or physically unfit for the job.
5. Stress at the outset the importance of time; the fact that a minute of two lost here and there makes serious inroads on schedules. Until this point is gotten across, service is likely to be slowed up.
6. Give the female employee a definite day-long schedule of duties so that they'll keep busy without bothering the management for instructions every few minutes. Numerous properties say that women make excellent workers when they have their jobs cut out for them, but that they lack initiative in finding work themselves.
7. Whenever possible, let the inside employee change from one job to another at some time during the day. Women are inclined to be less nervous and happier with change.
8. Give every girl an adequate number of rest periods during the day. You have to make some allowances for feminine psychology. A girl has more confidence and is more efficient if she can keep her hair tidied, apply fresh lipstick and wash her hands several times a day.
9. Be tactful when issuing instructions or in making criticisms. Women are often sensitive; they can't shrug off harsh words the way men do. Never ridicule a woman - it breaks her spirit and cuts off her efficiency.
10. Be reasonably considerate about using strong language around women. Even though a girl's husband or father may swear vociferously, she'll grow to dislike a place of business where she hears too much of this.
11. Get enough size variety in operator's uniforms so that each girl can have a proper fit. This point can't be stressed too much in keeping a woman happy.

## Dear Editor,

I would like to make an honourable mention to Barbara Etter, awarded the Australian Police Medal on Australia Day 2008.

Not only has Assistant Commissioner Etter won the Western Australia's 2006 Business Woman of the Year, she is cleaning up with awards for distinguished police service. She is a great role model for all women in policing and we are very proud of her achievements.

Also worth noting are the other outstanding women who won an APM on Australia Day:

Katrina CARROLL (Queensland Police)

Deborah CHARTERIS (Victoria Police)

Daniela MATTIUZZO (Northern Territory Police)

**Jenny Fleming**

## Dear Editor,

I would like to inform your readers of the newly established Women and Firefighting Australasia Association Incorporated. One of the most exciting aspects of WAFA is that it will be shaped by its members - the myriad of amazing women from diverse backgrounds who have made a decision to become part of the firefighting industry. I would personally like to

see our Association provide networking and mentoring opportunities for its members. These could be in the form of, but not limited to, further conferences, AGMs, our website, an internet chat group and a mentoring program. I am looking forward to working with you all to support and promote the increasing contribution of women to the firefighting industry across Australasia.

**Susan Courtney**

**President - Women & Firefighting Australasia (WAFA)**

**Email: [susan.courtney@rfs.nsw.gov.au](mailto:susan.courtney@rfs.nsw.gov.au)**

**Website coming soon: [www.wafa.asn.au](http://www.wafa.asn.au)**

## Dear Editor,

We just wanted to say hello and let you know that we have quite a few readers of ACWAP Magazine in Jakarta now with 4 female sworn members of the AFP working here. The newest member to post is FA Jane Craill who is undertaking project work for IDG.

FA's Leisa James and Nikki Czarnecki are Liaison Officers (LO'S) based at the Australian Embassy Jakarta and are the first female AFP LO's in Jakarta. Leisa is the LO for Illegal, Unregulated and Unreported Fishing (IUU Fishing), a relatively new crime type for Australian Police and her role is to work with other Australian agencies and Indonesian Police in investigating linkages between serious organised crime and IUU Fishing.

Nikki is responsible for transnational crime including human trafficking, people smuggling and Child Sex Tourism offences. This is Nikki's second time working in Jakarta, the first time being with the Jakarta Regional Cooperation Team (JRCT). Both Leisa and Nikki have undertaken 3 months intensive language training in country prior to commencing work in Jakarta and are working on improving their language ability every day.

Kylie is working with the JRCT and has been in Jakarta for the last 2 years. She works mostly with the Indonesian police in counter terrorism investigations.

We all consider working and living in Indonesia a great experience and enjoy the challenges of living in the fourth largest city in the world!



From left to right Federal Agents Kylie Ford, Jane Craill, Leisa James and Nikki Czarnecki.

## President's Report

*Helen McDermott*

**T**he last few months for the Council have been busy. Our new committee is the largest we have ever had with almost half of the new committee members being new to the Council. This has been a chance for us to look at where we have been and where we are going.

The Council's management committee has been working on how to better communicate with our members and with the women and men in policing who aren't our members but who are great supporters and who are interested in what we are doing.

In February the ACWAP committee came together from around Australia and under the guidance of our Vice President Kim McGee worked on our strategic plan and mapped out our priorities and direction for the next few years.

We will be keeping our focus on being a leading organisation within Australasia in:

- participating in the global network of women in policing;
- improving the opportunities and outcomes for women within policing; and
- improving the policing service provided to women.

We will continue to work to influence policing jurisdictions to achieve women's equal participation in the society by valuing women in policing and ensuring priority is given to improve service delivery to women in the community.

Plans are underway for our 2009 conference *Making it Happen!* and we are looking forward to having a successful, informative and enjoyable conference in Perth. This conference will hear the voices of women in policing and hear how they have 'made it happen' and find out from women themselves how they have been part of improving policing for women.

The conference will be held at the Duxton Hotel



in Perth from Sunday 23 August until Wednesday 26 August 2009. The welcome reception will open the conference on the Sunday evening and the last afternoon of the conference will offer a range of optional skills training workshops.

So please consider submitting a paper to the conference and start organising to join us at what should be an exciting and informative event.

Nominations for the 2009 Excellence in Policing Awards are now open, and as usual this will be a great chance to hear about the amazing work that is going on in all of the police services and the community to improve policing for women. The Awards presentation dinner will be held in Sydney on Friday 24 October. We look forward to seeing you all there!

# Farewell Commissioner McCreadie

*Written by Michelle Plumpton*

**A** career spanning 44 years is an achievement in itself but one that has made a very real difference to women in policing, is exceptional.

Richard McCreadie was appointed Commissioner of Tasmania Police on 26 August 1996. He retired from this position on 7 March 2008. His appointment to the highest rank, in any police service, topped a career which began as a 17 year old junior constable.

In a career spanning every section of the service he has been visionary, dynamic and influential in his leadership. In his time as Commissioner, Mr McCreadie has instigated some of the most significant reforms ever undertaken in the policing organisation and even Tasmania. A significant part of these reforms was his ongoing commitment to the advancement of women within policing.

Mr McCreadie has always been a strong advocate for equality, it is an integral part of his philosophy and disposition.

During his time as Commissioner, Mr McCreadie increased the number of female police officers by 94%. In 1996, Tasmania did not have any female commissioned officers, they now have three and a promotion system that is fairer to everyone, aiming for a greater work/life balance. He actively encouraged developmental opportunities for women and his leadership has assisted to increase women's full participation in the workplace. The diversity of women's roles within Tasmania Police has now been included as a corporate management priority.

In his 14 years as Commissioner, Mr McCreadie approved the establishment of the Women's Consultative Committee from whom he took advice. He introduced innovative workplace policies such as flexible employment, work from home and infant feeding in the workplace. These initiatives have supported a number of female employees to balance work/life commitments and to remain in employment, particularly those with primary carer responsibilities. A significantly higher proportion of Tasmania Police Officers take advantage of part time employment than in other jurisdictions. Female employees make up 88.2% of part time employees.

He was a strong advocate for access and equity, introducing the policy and ensuring others adopt and accept it widely, so much so it is now part of the Department of Police and Emergency Management's culture. In 1996, Mr McCreadie quickly identified two political and contentious issues, which had an impact on policing, the Department's relationship with the Tasmanian Aboriginal community and the gay, lesbian and trans-gender community.



*Remembrance Day 29.9.07 at Tasmania Police Academy.*



*Mr McCreadie and his granddaughter Olive, aged 2.  
Source: Examiner Newspaper*

His advocacy of gay, lesbian and trans-gender rights was seen by many as unorthodox. In the face of criticism, he appointed for the first-time, male and female police liaison officers who were not homosexual or trans-gender, established a committee to address their specific needs and implemented an educational process beginning at the police academy.

For the first time, Mr McCreadie consulted with the Tasmanian Aboriginal community elders to achieve a better understanding of their needs. He also appointed aboriginal police liaison officers who were not aboriginal and introduced a Koori training course into the police academy.

Mr McCreadie has been married for over 40 years to his wife Anne. They have 3 sons, Matthew who is an Inspector in Tasmania Police, Scott and Daymon. They have 2 granddaughters and 1 grandson.

ACWAP wishes Mr McCreadie and his family the very best for a happy and well deserved retirement.

## Tasmania Police – Family Friendly

*Written by Joanne Smith*

**L**ike many Australian families, Constable Adam Lloyd of Tasmania Police Western District Traffic Services found himself in a worrying situation when he and his wife Mandy discovered they were expecting their third baby, less than three months after the arrival of their second. After being told that there was a one in a million chance of falling pregnant naturally (the first two children were results of IVF) lightning had struck! Mandy had only just returned to full time work as Senior Teacher of a local primary school and Adam was continuing to work full time with Tasmania Police. With the arrival of baby Imogen the Lloyd family had Sian, 4 years and Gracelyn 11 months in addition to a new house and a 10 week old Rottweiler puppy. Adam also pays maintenance for his first daughter Chelsea, 10 years from a previous marriage.

With the prohibitive cost of full time child care for three, Adam and Mandy assessed their options for future work. Full time child care and maintenance would have effectively wiped out one salary making housing repayments and living impossible. Adam was aware of the 'family friendly' policy of Tasmania Police in relation to its members and approached his Commander at the time with the proposition that he work the current nine day on and five day off shift rotation as a permanent afternoon shift cycle. This meant that Adam had day to day care of the three girls enabling Mandy to work full time and their household to function.

Adam said he had seen the policy and flexible approach taken for females within Tasmania Police but this is the first time, which he knew of, that it had been proposed by a male officer. While the arrangement was informal in the first instance it has since been formalised with a contract being agreed giving Adam security within both his family and working environment.

When asked how the other members within Western District Traffic treated the arrangement Adam replied that they were hesitant at first but, in the long run, it has worked out efficiently for all. 'There will always be those who complain about everything different' he said 'but they don't get to see the benefits, as they are home in bed instead of being called out.' The majority of his colleagues



are supportive and understanding of the arrangement, as it really hasn't had an impact on anyone else in the office. He remains very flexible in changing his hours when large operations or public events occur. He does this in the knowledge that Tasmania Police have provided him with a workable solution to get him through the next two to three years until his children reach school age and he can go back to working 'normal' shifts.

Adam is both a Breath Analysis Operator and an Accident Investigator and his afternoon shift roster has increased the overall coverage for both these aspects. The afternoon shift roster has already proved cost effective to Tasmania Police with these skills being utilised regularly, where an on call person would normally have had to have been called out to conduct these duties.

When asked what he would have done had Tasmania Police not been prepared to accommodate his request Adam says that he would have had no option but to resign. Without the support of his current Sergeant and Inspector, the reality that Adam and Mandy were facing was to sell the house and for Adam to become a stay at home dad full time. 'I love my kids but am really enjoying my career, so didn't really want to have to give this up' he said 'but would have had to have done so without the family friendly policy'.

On the positive side Adam says that he is lucky to be such a 'hands on' father and spend so much time with his children. On the negative he said he cannot remember the last time he had more than about 5 hours sleep. He now looks forward to school holidays when his wife is home and he can revert back to working some day shifts.



# THEMIS – Federal Intervention

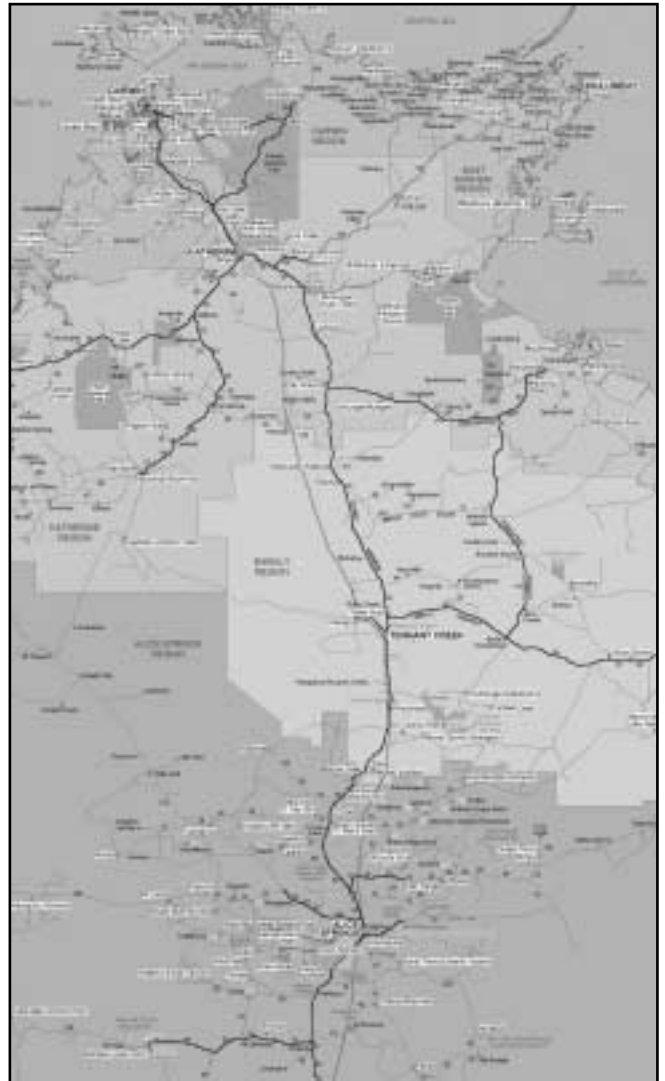
## Kate Black Minjilang Police Station, Croker Island

**A**fter serving within the Queensland Police Service regions that include Cape York and the Gulf of Carpentaria for the past eight years I had made a decision not to work in Aboriginal Communities on a permanent basis again as I felt I had ‘been there – done that’ ... until this opportunity to come to the Northern Territory popped up on an e-mail. Why not apply? ... and the next thing I was packing my bags, locking up my beautiful new unit in the city of Cairns and I was off to Darwin. With a background in policing Aboriginal communities and child protection investigations I was very excited about this new adventure.



Initially I was interested in the fact that this Task Force was such a political hot spot. I wanted to be involved so that I could have a genuine knowledge of what was happening and an educated opinion about what really occurs in Aboriginal Communities and dispel myths. I was also interested in being a part of an inter-agency approach to the problems in these communities. I can happily say that I have gained so much more from this experience than just gaining an opinion and new ‘coppa’ mates from different jurisdictions. I have seen so much of the Northern Territory, from Katherine to Arnhem Land, along with Litchfield and Kakadu National Parks.

So, now I find myself living in the most northern town of the Northern Territory – Minjilang. It is the community situated on the east coast of Croker Island, an island off the Coburg Peninsula that is part of Arnhem Land. The 380 community residents live both in the town of Minjilang and in six home



land camps scattered around the island. The scenery is just breath taking ... beautiful white beaches and crystal clear waters. The clear waters make it easier to spot roaming crocs and we have been warned against swimming due to the sharks and stingers but overall the location is amazing.

I am part of a team of three police – the first police ever to be permanently living on Croker Island and the only female officer. We share a three bedroom house and work out of





shipping containers that are within a few steps of the front door. So far, the communities have been very welcoming. We spend a lot of time breaking down the barriers with the school children by going to PE classes and reading groups most days.

Overall, living and working in close conditions with two male police officers, who were unknown to me only a few months ago tends to involve a lot of give and take – especially sharing one bathroom and one kitchen! Challenging but very rewarding – and an awesome adventure to pop in the memory bank!



## Renee Dempsey Yarralin Police Station

**From the day I sent off my initial application to the Queensland Police Service, it was always going to be about the challenges. I have truly enjoyed the opportunities that policing offers – be they bizarre, tough, memorable or life-changing. I have spent my seven years in the Logan District working in general duties and the Tactical Crime Squad.**

I had previously volunteered to work on Palm Island in response to the riots of November 2004. That was the first



time I had lived and worked in an Aboriginal community, in a remote location. Despite the circumstances at the time, I enjoyed it immensely and looked favourably upon any future opportunities to participate in such deployments. I didn't hesitate when the opportunity arose to participate in the Federal Intervention.

I arrived in Darwin to meet the other ten Queenslanders selected from the pool of 150 applicants. There were five males, five females – with myself being the only female tactical operator as opposed to the other four female child protection investigators. As the situation with the males was reversed, I was automatically paired with the only male child protection investigator. The other four teams picked their partners for the next six months. I was relieved that the decision had been made for me! So there it was ... me and a man I had known for less than two hours off to the remote Aboriginal community of Yarralin (Walangeri Ngumpinku – approximately 300 km from Katherine in the Victoria River Region) for the next six months.

Waiting for our compound to be built, we worked in Katherine and Timber Creek. This provided us with a good grounding and much sightseeing – Gregory, Kakadu & Litchfield National Parks, catching that first barramundi on the Vic River, visiting the famous VRD cattle station, helping package hatchlings at the Crocodile Farm.



As with many of the Themis stations, we are the community's first permanent policing presence. Much curiosity and apprehension was amidst the population of 500 as our compound took shape. However armed with arts, craft, iceblocks, a blow up pool and music, the children quickly named it the 'Police Park'. This positive interaction with the children has enabled community engagement on many other levels.

Living and working together has required compromise, respect and patience. Recognising that each other have idiosyncrasies, habits and routines is the biggest step. Communication is paramount and we made a deal that we would raise our issues promptly so they didn't fester and become out of control – it's those little things that when away from home, friends, family, and most social releases, that are soon fixated upon, having the potential to drive you mad. Knowing yourself and identifying what works for you as a release out here is important too – I find my music, bushwalking and playing sport with the kids have all worked for me.

Working within the Northern Territory Police has been an awesome experience, from the ever-changing spectacular landscape, the joys of the Aboriginal children, to the different policing demands ... I would definitely recommend it!

## Marya GROEN-INT-WOUD



**Do you Marya GROEN-INT-WOUD take Jon DISCOMBE (QLD) and Scott ROSE (NT) to be your ...**

Ahhh, by now you can probably guess where this is going. Before I left Darwin on deployment we joked with our fellow deployee's that our newly formed partnerships were going to be like a 'marriage' where one gets a Northern Territory husband on loan for six months.

Scott, Jon and I were deployed to Peppimenarti, a community of approximately 200 people situated about 120 kms inland from the Daly River. During the wet season the road to Peppi is cut at the Daly River, effectively isolating us and the other communities west of the River. The isolation means



that we have spent the past few months honouring our 'vows' being together *'in sickness and in health, in joy and in sorrow, as well as through the good times and the bad!'*

Being the first police to take up residence in Peppi we have had to work closely together to introduce a permanent policing presence to the community as well as establishing our station and accommodation set up.

Fortunately for Jon and me; Scott came with a number of years of remote policing experience around this country and he is also familiar with the lay of the land out here due to his love of hunting. Having the local knowledge and also the respect of many community members meant that our transition into the community was made so much easier.

Local knowledge and experience has also come in rather handy when it has come to finding the best fishing spots and also being able to help get police cars out of black soil bogs!

Hunting and fishing are two of the main recreational activities out here but for now I've left the pig hunting to the guys, preferring to join the local ladies in basket weaving – a much more sedate and safer hobby.

Our deployment draws to a close in only a few days. Working and living closely in a remote environment has certainly been challenging but it has also been as equally rewarding. Our 'separation' at the conclusion of the deployment will consist of little more than dividing up the last remaining tins of baked beans from the cupboard. Then, we'll no doubt have a drink or two and relive some of the highlights of the journey. Personally, I will be leaving Peppimenarti having gained valuable community policing experience, some great memories and friendships that will last a lifetime.





# Changing Police Culture: Evaluating Gender Bias in Applicants

*Dr Ken Byrne*

*Director – Australian Institute of Forensic Psychology*

## Introduction

**P**olicing is a people business. Doing the job requires the ability to effectively deal with the entire cross section of society. This includes the requirement to work effectively with team mates. Indeed, one's own safety, as well as the safety of other officers and the public can depend on the effectiveness of teamwork.

Selecting the best applicants – and rejecting those who are psychologically unsuitable – has always been a challenge for policing. If women are to play a larger role in modern law enforcement, it becomes increasingly important to create an environment that is supportive to their professional development.

One of the obstacles to attracting and retaining women has been the substantial degree of gender bias in the workplace.<sup>1</sup> Bias refers to a pre-existing belief about a particular group or class of people.

This paper reports objective findings about the degree of self-reported gender bias from both male and female police applicants.

## Women in Policing: Some Brief Comments

Historically, women have been relegated to mainly non-operational roles in policing.<sup>2</sup> Though this has gradually changed over the years, women are grossly under represented in middle and senior management positions.

The number of women in Australian policing has increased substantially over the last twelve years. In 1995 13.5% of police were women. By 2006 this had increased to 23%.

This compares favourably with other English-speaking countries. In the United Kingdom women made up 18.5% of police members. In the United States women made up 12.7% and in Canada 17%.<sup>3</sup>

Considerable research shows that women are just as capable as men in operational policing.<sup>4</sup> Despite this, there may be lingering societal prejudice to assume that policing is 'man's work', and that when help is needed 'we want a policeman'.

## Attracting and Retaining Women Police

In today's job market, where there is almost full employment, attraction of suitable applicants for operational policing roles is a challenge throughout Australia. To meet the demand, some organisations have begun recruiting overseas.

Complicating the recruitment challenge is the rate of voluntary turnover among police. In a study of voluntary turnover in policing across Australia, the Australian Centre for Policing Research provided empirical data.<sup>5</sup> In most cases the number of female officers leaving policing was substantially greater than that of male officers.

Clearly, if police organisations want to attract – and retain – successful women police, it is necessary to offer a work environment that is as attractive as possible.

## The Context of This Research

The Australian Institute of Forensic Psychology provides pre-employment psychological profiling for police and other public safety organisations throughout Australia. This consists of a group of specially designed psychological tests complemented by an extensive interview system. This is the only system that has been 'tailor made' for profiling police applicants, has been adapted for Australia, and is supported by Australian research.<sup>6</sup>

The results reported here have been obtained from 999 male and 615 female police applicants. The sample includes applicants from Tasmania Police, Victoria

Police, Queensland Police and Northern Territory Police.

The AIFP Profiling System measures a series of personality Factors. These have been developed from extensive research on the nature of policing. These **Factors** include:

- Ability to Learn New Information
- Honesty in Responding to Profile Items
- Working with Others
- Work Ethic
- Potential Personality Problems
- Self Control
- Emotional Awareness
- Drive to Succeed
- Team Work
- Work Style

Each Factor is made up of a number of Scales. For example, the Working with Others Factor includes these eight Scales:

- Interpersonal Sensitivity
- Willingness to Accept Responsibility
- Authoritarianism
- Freedom from Paranoia
- Integrity
- Attitudes Towards Enforcing the Law
- Racial bias
- Gender Bias

The Gender Bias scale consists of a number of statements reflecting a negative stereotypical view of women. Applicants are asked to express their opinion about the statement by answering either True or False.

## Findings

Among the 1,614 applicants, 27% of males and 37% of women will agree with at least one Gender Bias item. One in five men and women will agree with two of the items.

After this, there is a dramatic falloff. Only 8% of men and 5% of women will endorse three items. For four items the numbers drop to 4% for men and 2% for women.

Interestingly, women are more likely than men to agree that 'males are more suited to jobs which require protecting the safety of the public' (42% of females and 28% of males agree with this proposition).

Women are more likely than men to agree that 'females aren't really serious about wanting equality, but rather would prefer to be taken care of' (19% females indicated True while 16% of male applicants agreed with this statement).

Female applicants also agreed that 'women would be more dangerous in policing because they're more likely to be ruled by their emotions', with 15% of female applicants agreeing compared to 12% of male applicants.

A much less common finding was applicants agreeing that as a group 'women aren't trustworthy'. 7 % of men and 4 % of women agreed.

## Implications of These Findings

To make policing a more attractive career for women it is essential that the culture be as fair as possible. This is a big ask, and the challenges are many. For long term change, one place to begin is the screening of applicants for pre-existing bias against women.

Two thirds of male and female police applicants in this study will endorse some degree of gender bias. Surprisingly, women applicants are more ready to agree with certain stereotypical attitudes than males. Approximately one third of male and female applicants will not indicate any gender bias.

Only a relatively small number of applicants will endorse three or more Gender Bias items. For example only 1% of men and 2% of women will endorse five items.

As yet there is no research data on the extent to which gender bias impairs the ability of operational police – male or female – to do an effective job. However, anecdotal data is abundant. Most female police officers will describe have experienced some bias at work because of their gender.

There has been a series of litigation of this issue. For example, in 2002 two female police officers in California were awarded \$US3.2 million in damages based on harassment and discrimination by their superiors at work.<sup>7</sup>

A review of the Australian legal database quickly reveals several similar cases in Australia, though the amount of damages is significantly lower.

Some form of pre-employment psychological profiling is used by all police jurisdictions in Australia. Most will measure intellectual ability. Personality testing is limited to either evaluating psychological maladjustment (e.g. the Minnesota Multiphasic Personality Inventory) or normal personality variables (e.g. the Neo-PI.). Only Tasmania Police use a profiling system designed for screening police applicants that includes a measure of gender bias.

## Future Research

Each person is complex and no one can be summarised by a simple number. Whether an officer actually behaves in a gender biased manner will be the result of many different intersecting variables. Among these, probably the strongest will be the observed behaviour of their superiors and colleagues. Very little weight will be attached to what newly admitted officers are told if they observe behaviour around them going unpunished or even rewarded.

There are of course many other organisational and societal variables that will either enhance or diminish the likelihood of an officer operating on a biased belief about women.

We also believe that other personality variables will play a role. For example, the male officer who is authoritarian, highly dominant, rigid and inflexible with a very low ability to read interpersonal situations is probably more likely to act on biased beliefs about women than an officer who is more even handed, less rigid, with a lower need to dominate people and a high level of interpersonal sensitivity.

However, all of these are hypotheses which require further testing. AIFP is now in the process of planning further research to shed more light on this question.

## Conclusion

This data confirms that the majority of police applicants, both male and female, hold some prejudicial beliefs about women. Since this information was obtained as part of a psychological profiling exercise which in most cases related to a decision about employment, it is likely that the data reflects the minimum amount of bias. If it were possible to interview the subjects in a setting which did not impact on the selection decision, it is likely that more bias would be uncovered.

While there is no empirical research to indicate whether gender bias can impair operational policing, strong anecdotal data suggests that it can.

At present, pre-employment psychological profiling for Australian police applicants is limited. Most organisations will measure intellectual ability. Personality testing is limited to 'off the shelf' tests that have not been specifically designed for police selection. None will measure gender bias amongst applicants.

To the extent that gender bias is considered to be an important variable in screening applicants, Australian police organisations may consider expanding the tools they use for pre-employment profiling.

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***'This data confirms that the majority of police applicants, both male and female, hold some prejudicial beliefs about women.'***



# Mars and Venus? Differences & Similarities of Men & Women in the workplace

By Natalie Sherlock

**F**or years we've believed that men and women are from different planets – sometimes it certainly feels that way. However a recent review of 46 scientific reports found that men and women are basically more alike than different. Psychologist Janet Shibley Hyde, PhD, of the University of Wisconsin looked at research from 1980 and found that gender differences had either no or a very small effect on most of the psychological variables examined. Only a few main differences appeared: compared with women, men could throw farther, were more physically aggressive, and held different attitudes about some types of relationships.

So what does this mean for the workplace? Essentially, it means that the myths of gender differences need to be thrown out the window! All those old stereotypes need to be let go. Some men are more communicative, some are less communicative. Some women are more nurturing, some are less nurturing. Men and women are equally likely to be communicative and nurturing – think about it – how many of our male friends make great dads? How many of our female friends get fiery when challenged? There are REALLY very few differences overall, and the differences that do exist are relatively small.

Holding onto the old myth of gender differences actually harms both men and women of all ages. In a September 2005 press release on her research issued by the American Psychological Association (APA), she said, 'The claims [of gender difference] can hurt women's opportunities in the workplace, dissuade couples from trying to resolve conflict and communication problems and cause unnecessary obstacles that hurt children and adolescents' self-esteem.'

Simply telling people that gender differences exist has been shown to produce the differences. A study of people completing a maths test found that the women who were told that there were gender differences in maths ability performed more poorly than those women who were told that there were no differences! Basically, you get what you expect.



Let's remember therefore that differences are not deficiencies. It's the variety and unique set of skills that each person brings to the workplace that makes our lives so interesting. So let's focus on each individual's talents, regardless of their gender, and we may tap into some fantastic resources that are being overlooked right now in many workplaces.

## Further reading:

Men and Women: No Big Difference, *Psychology Matters*, APA Online 20 October, 2005

Stereotype threat widens achievement gap, *Psychology Matters*, APA Online 15 July, 2006

# Mentoring – Beyond the Gender Thing

*By John Todor*

*Superintendent, Victoria Police*



**T**ype the word mentoring into an internet search engine and you will immediately find around 66,900,000 websites relating to the practice. There are all kinds of advice about mentoring, formal and structured, informal and unstructured, documented, undocumented and on it goes.

One of the web sites I visited features some photos of mentoring in progress. The interesting thing about the photos is they each depict males mentoring males and females mentoring females. The literature on mentoring gives no definitive answer to the question of gender influence in mentoring. Some experts suggest males make the best mentors for males, some suggest females are better being mentored by females and others suggest that having more than one mentor may be the way to go. Choosing different mentors for different purposes makes sense and may just add the gender balance needed to round off the individual's development.

In my personal view mentoring may well be likened to drinking red wine: Don't get too hung up on what the experts tell you is good, better or best, if the experience is matching your desires, then savour the moment and take as much as you can get your hands on (but in the case of the red wine, please do so in moderation).

As I reflect on my own career I recall people along the way who provided me with guidance, support, advice, encouragement, reassurance and the self belief to pursue my dreams; and more importantly to rebound when those dreams have turned into nightmares. Some of those people were my direct bosses, some a little further up the ladder, some peers, some friends and some my team members.

Until about 2 years ago I never actually had a 'mentor' as such. I have now, a female, and I'm not really sure how to best describe the relationship. We meet regularly for a coffee and a chat to talk about work and I sometimes come away wondering what that was all about. I often find myself quoting the things she says to me and I later realise what it meant. I recall one of our early meetings, just after I was promoted to superintendent. She asked how I was going in the new role and I explained that although I felt I was well prepared for the transition through considerable higher duties exposure and understood that I would have to juggle lots of things at once, I didn't expect things to keep coming at me with the pace they do. She looked at me, smiled and said 'You knew you were about to open a Pandora's Box; you just didn't realise you were going to be in the same room with it.' What could I say other than nod politely and spend time reflecting on the comment.

We don't plan our meetings other than scheduling a time and place to meet. That is left to me, my mentor doesn't chase me, and neither should she. If I don't arrange a meeting for some time then run into her around the place, she quickly points out that we are due to meet; an indication to me that she finds our relationship equally as rewarding as I do and she has a genuine desire to help. We don't structure our conversations or document anything we discuss. I rarely speak with my mentor outside our scheduled meetings, unless we cross paths at the occasional conference, or moving from one meeting to another around the Victoria Police Centre (VPC).

On the occasions that I have felt the need to contact her, it has been comforting to know that she would make herself available, listen to me and provide sound advice. I guess that's another thing that makes our relationship what it is; like red wine, best enjoyed in moderation, at the right time and in the right place, making the relationship very rewarding.

My mentor provides me with a sounding board to supplement my decision making process and offer reassurance. I have a fairly extensive network on which to draw advice, but sometimes I just don't want to talk to my boss, peers, friends or team members. A mentor is invaluable; being in a position slightly removed and coming from an unimpassioned perspective, but having the experience, wisdom and knowledge to help.

I recently ran an idea past my mentor knowing full well what response I would get. I knew it may not be the response I wanted, but I knew the guidance and caution about 'the pitfalls' in this particular situation would be of great assistance to me. Having a female mentor was a real bonus as the situation surrounded a gender issue. I could easily identify the male view but getting the female perspective gave me what I needed to move forward.

Much of the same applies to the people I mentor, both males and females. I make myself available to them and they know they can contact me at any time for any reason. Sometimes they contact me with a question, an idea and to share good news and that is the most rewarding part.

The most exciting part of mentoring someone is when you see them get to where they want to be. The other rewarding aspect for me is when my advice is taken, and it pays off. It is a really nice feeling when someone calls you to let you know they got the job and to thank you for your advice, help and support. But it's not all about promotion. It's also about helping people realise they are where they want to be.

The final piece on mentoring: as with red wine, choose carefully. The label is important but not everything. Make sure you like the style, make sure it's not out of your reach, take comfort from it but not too much and realise that what you get may not always be palatable.

**Label:** When choosing a mentor, look for someone who will be able to assist in your development, someone who is influential within your organisation and who will be able to open some doors for you. Because of the selection processes most police organisations have, a mentor will not, and should not, be able to guarantee you a promotion or selection for a job, but they should be able to assist you in being exposed to a variety of jobs and adding some strings to your bow.

**Style:** Make sure that your mentor is a good leader. Good leaders are genuinely committed to developing people. Also make sure that your style and your mentor's are compatible (as opposed to the same). If you clash, neither of you will get anything from the relationship.

**Reach:** Many of us would like to try some Grange Hermitage, but the price is just a bit too far from our reach. Our respective police commissioners would generally fit most criteria for a good mentor, but they are very busy people and may not be able to be accessible to us when needed and may not have the time to commit to a good mentoring relationship. Mentors should, as a general rule, be one or two ranks above and not in direct line of control. This is a very general rule and some common sense and flexibility should be applied.

**Palate:** Ever opened a bottle of red, taken a sip and tipped it down the sink? You may not have liked it, but I'm sure you learnt something from the experience. This is also where having a mentor who is slightly removed comes to the fore. Your usual network people may not always be comfortable giving you the message you may not want to hear but a mentor can and should.

Whenever I've found a red I like, I have the confidence buying the same one again, because I know what I'm going to get is consistent, reliable and well worth the effort. That's not to say I don't try different ones, but the approach is sometimes with trepidation and a little apprehension, the same can be said for a mentor.

Above all else a mentoring relationship should be working for you. If not, move on. Oh and remember, 'Mentoring is not a boy-girl thing, it's a people thing'.

***'A mentor is invaluable; being in a position slightly removed and coming from an unimpassioned perspective, but having the experience, wisdom and knowledge to help.'***



## IAWP Police Officer of the Year Awards

**A**ustralian Federal Police Agent **Andrea Humphrys** nominated **Joanne Howard** in the **2007 International Association of Women Police (IAWP) Police Officer of the Year Awards**. Letters of endorsement were provided by **Officer in Charge, Crime Reduction Section, Inspector Allison Clark, Watch SA Netley Neighbourhood Watch group** and by the **Australasian Council of Women and Policing**.

The purpose of the awards are: to recognise women officers who by their overall service and accomplishments throughout their careers, have distinguished themselves in areas of leadership, community service, mentoring and excellence in performance.

Joanne was nominated for the **'Mentor of the Year Award'**.

The criteria for this award is:

*'an officer, who distinguishes herself with her support and assistance to women in law enforcement, development of programs or policies favourable to women, serving on committees or organisations that review women's issues'.*

Joanne was selected from a field of 57 candidates worldwide, to win the Mentor of the Year Award. The IAWP invited her to attend the Award Ceremony in Denver Colorado USA and to attend the 45th Annual IAWP Training Conference, which was being held concurrently with the Award Ceremony (September 2007).

The South Australian Police Commissioner supported her attendance in Denver to receive the award and attend the conference.

*'I was overwhelmed to be nominated for the IAWP Police Officer of the Year Awards, let alone actually winning one. It was a very humbling experience. Attending the 45th Annual IAWP Training Conference was a further bonus. The Training Conferences include experts from all fields of criminal justice coming together to share their views and disseminate information. Meeting for five days in a formal classroom setting, women and men from around the world assembled to broaden their knowledge through law enforcement workshops and lectures. It was a unique experience to attend this first class training conference.'*

### IAWP Background

The IAWP was originally formed in 1915 as the International Policewomen's Association. The International Association of Chiefs of Police lent their support to the newly formed organisation. IAWP has a membership of some 2,400 police and law enforcement professionals from more than 45

countries worldwide, including Africa, Asia, Australia, Canada, the Caribbean Islands, Europe and Russia, Mediterranean and Middle East, Nepal, Philippines, Pacific Islands, Central and South America, United Kingdom and the United States.

### Joanne Howard Biography



Joanne Howard graduated from the South Australia Police academy in 1995. Her first years were spent in general patrols and Communications / Dispatch.

Joanne completed a Bachelor of Arts majoring in Politics before entering Policing, and then she completed an Advanced Diploma in Justice Administration and several police training courses in Sex Crime Investigation, Domestic Violence Education and Presentation Techniques.

In 1999 Joanne was the recipient of two significant scholarships: the *Rotary Foundation Academic Ambassadorial Scholarship* and the *Masonic Foundation Trevor Prescott Memorial Scholarship*. The scholarships took Joanne to the United Kingdom, where she completed a Masters of Science in Investigative Psychology at the University of Liverpool. She undertook work & study placements with the Royal

Canadian Mounted Police, Merseyside Police and Seattle Attorney General's Department Homicide Investigation Tracking Team.

In 2001 Joanne completed a Detective Training course and was promoted to Senior Constable. While posted to the Criminal Investigation Branch she undertook investigations into serious and serial crimes. She also undertook a project management role; reviewing core policing structures in SAPOL as well as reviewing criminal investigation processes and practices.

In 2003 Joanne was promoted to Sergeant and is currently deployed to the Crime Reduction Section where she undertakes research, development, training and the implementation of strategic crime reduction initiatives in the State of South Australia.

Throughout her career, Joanne has taken an active role in improving the status for women in policing and in the community. She is a foundation member & Chairperson for three years of the *SAPOL Women's Focus Group*. Joanne is the SAPOL delegate on the *Commissioner's Australasian Women in Policing Advisory Committee*. Joanne was a nominee in the category of 'Best Female Leader' in the 2006 Australasian Council of Women and Policing, Excellence in Policing Awards.

Joanne recently returned from Libya where she presented a paper at the First International Scientific Conference on Women and the Law. Joanne was also recently elected as a representative on her local City Council. Joanne juggles many roles but always enjoys representing women & working on behalf of women to improve their status in policing and in the community.

## – Mentoring

Joanne Howard has been a key figure in the advancement of women's issues within the South Australia Police (SAPOL) and at a National level. She was the inaugural Chair of the SAPOL Women's Focus Group (WFG); leading the group with professionalism, enthusiasm and innovation. Joanne has mentored many women throughout her career. Her contribution has led to an improvement in policing conditions for both sworn and unsworn women in SAPOL. Joanne initiated and developed a Strategic Plan upon which the WFG's direction is founded. Her vision and drive has ensured the success of the Strategic Plan, including;

- Holding SAPOL's first Women's Career & Leadership Forum – Celebrating Success
- Providing advice to SAPOL in areas where women are under-represented, including the recruitment and retention of females
- Addressing issues around the design of uniforms and leadership opportunities
- Promoting the WFG

Joanne's ability to communicate across all levels – from recruits to Assistant Commissioners has greatly enhanced the standing of the WFG. Her willingness to network with a diverse range of non-government organizations has enabled many women to access training and development opportunities and become included in networks that had previously not been open to the policing arena.

The highlight of Joanne's time as Chair of the WFG was *Celebrating Success* – a leadership forum for women in policing. The forum addressed issues of career development, work-life balance, leadership and networking. It brought together 400 women from SAPOL (sworn & unsworn), and other law enforcement agencies in South Australia. Her efforts have been commented upon at all levels and the event was a huge success.

It must be stressed that through the significant efforts of Joanne, the WFG has developed into a key resource in SAPOL. Joanne has taken the lead in raising the profile of women and has achieved concrete outcomes which have recognised and supported women in the South Australia Police.

## – ACWAP

Joanne has been an enthusiastic member of the Australian Council for Women & Policing (ACWAP) for seven years, and a Committee member for the last three years. Joanne has represented ACWAP on three occasions at WomenSpeak conferences, where non-government agencies provide advice to the Australian Government on the issues most affecting women in Australia. Joanne continues to promote the work of the Council and its Excellence in Policing Awards throughout SAPOL.

## – CAWIPAC

In February 2005 Joanne was nominated as one of SAPOL's delegates to the Commissioners' Australasian Women in Policing Advisory Committee (CAWIPAC). Joanne has enthusiastically contributed to the Committee, including organising two delegate conferences in Adelaide in 2006 and has provided informed input to the development of the CAWIPAC Strategic Plan. Joanne is mentoring the next CAWIPAC delegate, utilizing succession planning techniques, combined with foresight and strong leadership qualities.

## – SAPPC

Joanne has been a member of the South Australia Police Pistol Club since 1997. She is one of three female police shooters in this club of 70 members. Joanne has been the Australian National Police and Services Female Pistol Shooting Champion in 2001, 2002, 2003, 2004, 2006. She proudly represented Australia when she competed in the World Police and Fire Games in 2006.

# ON CRIMINAL SILENCES: Gender Based Violence in Timor Leste

*Juani O'Reilly, Federal Agent Paul Jevtovic,  
Assistant Commissioner  
International Deployment Group, Australian Federal Police*

**T**his article will provide a brief overview of gender based violence (domestic violence and sexual assaults) in Timor Leste. It will discuss the existence of plural systems of law, noting that both the local justice system and the state justice system fail to adequately deal with gender based violence. It examines responses to gender based violence and concludes by noting the main challenges international police actors working in Timor Leste may face.

## Introduction

The first part of this paper examines gender based violence in Timor Leste. Timor Leste is also known in English as East Timor. The second part provides an outline of local justice mechanisms and the state justice system. We examine how these justice systems deal with gender based violence. We note some of the challenges international police actors face in dealing with gender based violence in Timor Leste and conclude with a number of questions. It is important to emphasise that this paper is based primarily on existing literature and that we have not undertaken any empirical research. Our aim is to promote discussion.

Before we proceed with our examination we provide a brief introduction to Timor Leste to put our paper into context.

## Historical context

Timor Leste became a sovereign nation on 20 May 2002 after centuries of Portuguese colonial rule and 24 years of Indonesian rule. It was a violent struggle for self determination and the Timorese paid a heavy price for independence. Of the eligible voters in Timor Leste during the Popular Consultation of 30 August 1999, 78.5% voted for independence (Hood 2006). The devastation that followed has been likened by Grenfell (2006) to that experienced in post-war Germany. In the months of violence that followed the Popular Consultation, approximately 1,400 people were killed, a quarter of the population was internally displaced, the courts, prisons and police stations were largely destroyed and the entire administrative and executive infrastructure disappeared (Grenfell 2006; UNFPA 2005).

Shortly after voting for independence from Indonesia, the United Nations Transitional Administration in East Timor

(UNTAET) assumed administration of Timor Leste. With limited consultation with the East Timorese people, the United Nations developed a western model of law for Timor Leste. Little or no consideration was given to the local justice systems, even though these mechanisms had been used for thousands of years by many East Timorese communities. Local justice mechanisms operated during the Portuguese and Indonesian rule, and were extensively utilised between the withdrawal of the Indonesians and the arrival of the United Nations. The United Nations failed to recognise the significant role of local justice within East Timorese communities (Grenfell 2006; Graydon 2006). The United Nations did not consider the integration of local justice mechanisms with the embryonic state justice system and failed to develop a justice system befitting the social, cultural and historical context of Timor Leste (Graydon 2005).

Even though the United Nations prioritised establishing a functioning justice system, today the justice sector in Timor Leste is widely regarded as ineffectual.

## A brief overview of the current context

Timor Leste is the poorest country in our region with a per capita income of only \$370 per year. The income poverty line is set at \$0.55 per capita per day and in 2001 the proportion of the population with an income below this was around 40% (UNFPA 2005). Timor Leste's population is predominantly rural with approximately 24% of the population residing in urban areas (UNMISSET 2004). It has a young and fast growing population. Timor Leste's population is growing at about 3.2% per year and in 2006 the fertility rate was at 7.8. Timor Leste's population is likely to double in 18 years (Brady & Timberman 2006). Women comprise 49% of the population and 62% of the population is under the age of 25 years (UNICEF 2003).

Health standards are low, life expectancy in 2004 was estimated at 56.6 years for females and 64% of the population suffer from food insecurity. Half of the population does not have access to safe drinking water and 60% does not have adequate sanitation. As in most cases, the situation is worse in rural areas (UNDP 2006).

Adult literacy rates are low. Alarming the 2004 Census of Population and Housing found that 80% of females aged



between 30 and 54 years had not completed primary education and the United Nations Development Program's 2006 Human Development report found two thirds of women aged 15 to 60 years to be illiterate.

Language in Timor Leste is a complex issue and presents a number of challenges. There are at least 25 indigenous languages (UNFPA 2005); however there are two official languages, Tetum and Portuguese. Portuguese is spoken by about 5% of the population (UNMISSET 2004) and Bahasa Indonesia is the second most commonly used language (Mearns 2002), being spoken by about 43% of the population. Tetum is an indigenous language spoken by 82% of the population (UNMISSET 2004); however it is a simple language that is not able to express complicated concepts (Robertson 2005). To further complicate the language issue, English arrived with the international forces in 1999 (Simonsen 2006) and is spoken by about 2% of the population (UNMISSET 2004).

Timor Leste has a number of cultural groups of which most are patriarchal (Hohe & Nixon 2003). Traditional values continue to be important. The population is predominately Catholic but Muslims, Buddhists and Protestants are also present (Robertson 2005).

## Gender based violence in context

Violence is considered to be a normal component of a domestic relationship in Timor Leste (UNFPA 2005; Robertson 2005). Findings from a survey conducted in 2002 found that 75% of East Timorese surveyed agreed that domestic violence is unacceptable. The majority considered domestic violence as a family matter that should be resolved by local justice mechanisms. 75% of East Timorese believe that a man who hits his wife is wrong and 19% felt that a man has the right to hit his wife. Of the 19% that believed a man has the right to hit his wife, 44% responded that it is necessary to discipline women in this way, 32% responded that if a man had paid bride price for a woman she was his property, and 15% believed it is traditional, it reflects their values and the rights of the man (Asia Foundation 2002).

The incidence of domestic violence and sexual assault in Timor Leste is very high (UNFPA 2005; CAVR 2005; Robertson 2005). The high prevalence of domestic violence is a major challenge for the country (Asian Development Bank 2005). While there are no accurate statistics for domestic violence, research conducted in 2003 by the International Rescue Committee found that 51% of women consulted in the last 12 months had felt unsafe in their relationship with their husband and that 25% had experienced violence from an intimate partner. In 2002, the United Nations reported that 67% of incidents reported to

the Vulnerable Persons Unit (VPU) of the Policia Nacional Timor Leste (PNTL) involved domestic violence (Asian Development Bank & UNIFEM 2005; UNFPA 2005). Not only is the extent of gender based violence a serious concern but the severity of the violence is at times immense. Womens' organisations in Timor Leste identified domestic violence as a health hazard. They linked physical injuries, disabilities, mental health problems and sometimes even death as relating to extreme and systematic violence against women (Asian Development Bank & UNIFEM 2005). An

Australian police officer who was deployed to Timor Leste, stated in an interview 'They would flog a woman within an inch of her life without even questioning it.' In Timor Leste a woman who has suffered sexual abuse is often thought to have contributed in some way to the act of violence she has experienced (Gusmao 2001).

The magnitude of gender based violence in Timor Leste is a grave problem. Women continue to be victims of sexual abuse and domestic violence. Between January and August 2004 nearly 300 cases of gender based violence were reported to police (JSMP 2004).

Victims of gender-based violence find it difficult to achieve justice, through either formal or traditional mechanisms. Many are reluctant to report the abuses and

according to a report in 2004, the vast majority of cases are unreported (JSMP 2004). Violence against women is mostly invisible. Local justice mechanisms can be deeply patriarchal in both their procedures and outcomes as traditional leaders often consider it more important to maintain the bonds of community than to secure justice for individuals.

In 2005 the following statement was presented to the United Nations Commission on the Status of Women by Timor Leste's then Vice Minister of Health, Mr Luis Freitas Labota:

*Timor Leste calls attention to violence as one of the greatest obstacles to the achievement of the advancement of women. As a new nation we have had to face up to the fact that violence against women is not just an element of our difficult past, but is a highly prevalent force which continues today and is based on strong traditional practices and beliefs which serve to sub-ordinate women, and have made domestic violence the single most common grievance brought to our law enforcement agencies today. Domestic violence is impeding womens' full participation in the economic, social and political life we are endeavouring to develop'.*

## Legal framework

The key international instrument relating to the rights of women is the Convention on the Elimination of All Forms

***'Timor Leste calls attention to violence as one of the greatest obstacles to the achievement of the advancement of women.'***

of Discrimination Against Women (CEDAW), which was ratified on 16 April 2003 by Timor Leste. CEDAW requires states to take positive steps *'to ensure the full development and advancement of women'* and it also requires states to *'take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise'*. CEDAW also requires states to take measures to modify or abolish discriminatory *'laws, regulations, customs and practices'* and to *'modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes.'* It is evident from the comments of the Vice Minister of Health that CEDAW has not been fully implemented.

The United Nations Security Council Resolution 1325, which was adopted in October 2000, called on all actors to *'ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary.'* Although global governance holds member States accountable such international laws are limited in driving change given they are not enforceable. We suggest the words have not yet been translated into action as a result of the limited capacity levels across the justice sector in Timor Leste and institutional weakness in key government areas.

In 2000 legislation on domestic violence was drafted in Timor Leste, but to date that legislation has not been enacted. It was noted there was some resistance amongst the powerful elite during its initial creation (Bye 2005). The domestic violence legislation is pending on the passing of the Timorese criminal code which is currently with the President's office. Concerns have been raised in relation to inconsistencies between the criminal code and the draft domestic violence legislation (Kinsella 2007).

The Timorese Government has made many commitments to promoting and protecting women but this has not been matched by functioning implementation or strong political will.

## State justice

Most East Timorese are unfamiliar with the state justice system and many are distrustful and fearful of the state justice system (Robertson 2005).

The Policia Nacional Timor Leste (PNTL) was formally established in August 2001. In March 2001 the Vulnerable Persons Unit (VPU) was created to deal with investigations relating to women and children. The VPU investigates the following crimes: rape; attempted rape; domestic violence (emotional, verbal and physical); child abuse; child neglect; missing persons; and sexual harassment. Originally there was a VPU in each of the 13 districts (UNFPA 2005). A study on police treatment of Women in Timor Leste<sup>2</sup> found that generally police do not consider cases of domestic violence or sexual assault as serious. All PNTL officers interviewed knew that domestic violence was an offence, however, only in cases where the violence had caused 'serious' injury would

they refer the matter to the state justice system. All other cases of domestic violence were referred back to local justice mechanisms for resolution. Even police members of the VPU had discouraged women from reporting domestic violence incidents or rapes that were not 'serious' (JSMP 2005a). There are reports that the effectiveness of VPU's is highly reliant on the attitude of senior police officers. One observer noted that the national VPU which comprised of six members of both genders and was managed by a female, reported to the Director of CID. This Director viewed gender based violence offences as 'not real crime'. This attitude resulted in the reallocation of a motor vehicle and lap top computer (which were donated to the VPU by a NGO) and the transfer of three members of the VPU to other duties. This demonstrates the difficulties women in the PNTL encounter and the low priority given to investigating gender based violence (personal communication, J. McFarlane 2007). Observers have also noted that reporting rates vary widely between districts with similar demographics (personal communication K. Schofield 2007).

The state justice system in Timor Leste faces significant challenges. Access to the state justice system is a right under Timor Leste's constitution, however due to serious staffing and resource issues (as a result of the breakdown of law and order in May 2006), the people of Timor Leste do not have access to justice on a day to day basis. Even prior to the breakdown of law and order the weakest section of the justice sector was the courts which were regarded as dysfunctional (personal communication B. Masterson 2007). This is further compounded by the fact that the majority of people reside in rural areas.

Cases that progress to court are not always dealt with consistently. There are reports that Investigating Judges and Prosecutors are referring matters back to local justice mechanisms for resolution, as the matters are viewed as insignificant. Such matters included serious domestic violence offences (Mearns 2002).

In February 2004 a directive by the Superior Council of the Judiciary ordered all court documents to be written in the official languages of Tetum and Portuguese, yet Portuguese is spoken by about 5% of the population (Robertson 2005). Moreover, Tetum, although a widely spoken language, has limited value in the court room due to the fact that its vocabulary includes few technical legal terms. In addition, the directive prohibits the use in court of documents in Bahasa Indonesia, which is spoken by about 43% of the population (Grenfell 2006).

The state justice system lacks legal expertise. In early 2005 it was announced that all Timorese local judges, public prosecutors and defence lawyers had failed an evaluation required by law, resulting in their suspension (JSMP 2005; Marshall 2005). One researcher (Grenfell 2006) was advised by a source that the written examination was not written in Bahasa Indonesia, the language in which the majority of their work had been conducted, but in Portuguese (Grenfell 2006). Local court staff are struggling to follow court

proceedings and public confidence in the state justice system has been weakened by language difficulties (Grenfell 2006).

Prohibiting the use of Bahasa Indonesia in the state justice system has created a number of impediments which extend beyond local court staff, to individuals who access the formal justice system through the PNTL, the PNTL themselves and international police actors. Most members of the PNTL are fluent in Bahasa Indonesia or Tetum and yet are expected to interpret and enforce legislation written in Portuguese (personal communication B. Masterson 2007).

Research into the state justice system has demonstrated that gender based violence cases are processed slowly, with chronic delays being common (JSMP 2004; Robertson 2005; Grenfell 2006). Gender based violence cases that do proceed encounter difficulties such as evidence being used inappropriately and judges failing to apply standards of international law when appropriate (UNFPA 2005).

Some features of the state justice system are at odds with local culture and anticipated outcomes. A key anticipated outcome of justice in Timor Leste is the need for reconciliation between the parties and this is not achieved within the state justice system. Graydon (2005) noted that victims of domestic violence were of the opinion that reporting one's husband to the police was like filing for divorce, as it left little hope for reconciliation and placed the victim and dependent children at risk of abandonment. Grenfell (2006) found that cultural beliefs commonly forced women to withdraw their complaints of domestic violence from the state justice system because alleged offenders believed that an allegation of domestic violence is a cause for divorce, which can lead to serious social stigma in Timor Leste's religious society.

The concept of imprisonment as an act of shaming or punishment is a foreign concept from a local point of view (Hohe & Nixon 2003; Graydon 2005; Grenfell 2006). During Graydon's field work in rural areas of Timor Leste she noted that locals considered it a privilege not a punishment to be detained as detainees were provided with free accommodation, three meals a day and no work requirements whilst other members of the community laboured strenuously with subsistence agricultural work. Researchers have observed that the general perception is that a detainee 'becomes fat' which normally is a privilege of the rich (Hohe & Nixon 2003; Graydon 2005; Grenfell 2006).

Another aspect of the state justice system, which could be deemed as incompatible in the Timor Leste context, is that of arresting alleged domestic violence offenders, which often

removes all means of support for the victim and dependant children.

## A perspective on justice in the Timor Leste Context

David Mearns (2002) made the following observations in relation to justice in Timor Leste:

*Justice is never simply a matter of punishment but rather compensation for the victim and the victim's family whose honour had been damaged by the crime or offence. Moreover, the acts of individuals as perpetrators have consequences not just for them alone, but also for their families whose shame and dishonour result from any member's crime or misbehaving.*

He noted that imprisoning an offender does not comply with the notion of justice as a debt incurred by an offender and it is not an individual responsibility, but a collective responsibility. The family and on occasions, the wider community, are considered responsible and the payment is made in the name of the family as a whole (Mearns 2002). Importantly, the notion of family in such contexts varies considerably.

***'Justice is never simply a matter of punishment but rather compensation for the victim and the victim's family whose honour had been damaged by the crime or offence.'***

## Plural systems of law

In Timor Leste two legal systems coexist. Victims of crime have access to two different justice systems, local justice mechanisms and the state justice system. The state justice system in Timor Leste has inadequate capacity and geographical coverage (Amnesty International 2003). A dual legal system has developed and the state justice system is supplemented by informal local mechanisms, however some of these local mechanisms are incompatible with human rights standards. When developing the Democratic Republic of Timor Leste's Constitution, it was decided to retain the United Nations' established state justice system and no formal recognition was granted to local justice mechanisms beyond symbolic respect for traditional practices 'that are not contrary to the Constitution and to any legislation dealing specifically with customary law'. During community consultations it was established that communities did in fact

want local systems of justice formally recognised in the Constitution (Graydon 2005).

There are no clearly defined limits as to when and how local justice mechanisms can be applied. These local justice mechanisms are situated alongside and interact with the state justice system. Both of these systems are failing to adequately and fairly deal with cases of gender based violence.



## Local justice mechanisms

Throughout Timor Leste, local justice mechanisms are used to respond to gender based violence and other crimes, but it should be noted there are major inconsistencies in the administration of local justice and there is no single local justice mechanism that applies to all regions of Timor Leste, but rather there are numerous local systems (Mearns 2001; Robertson 2005; Grenfell 2006).

Domestic violence within marriage is often resolved through local justice mechanisms. To illustrate, if the woman has moved to the man's location after marriage and the husband commits violence against his wife, she can return to her family. This in turn causes a conflict between the two families. The elders of both families negotiate the matter and it is generally resolved by the exchange of goods. For example if the husband is found to be wrong and wants his wife back, he might gift a buffalo to his wife's family. But if the wife is found guilty or she decides to remain with her family, her family may gift pigs and weavings to the husband's family (Hohe and Nixon 2003).

A rape case is treated in a similar manner. The compensation and negotiation associated with the resolution of the rape case, according to some researchers make the crime appear like a property offence and women appear as cattle (Hohe and Nixon 2003). This can be in part related to the practice of bride price, which in the contemporary setting renders women, male property.

A very important factor in a rape case is whether the woman is married or not. In the case of an unmarried woman, the man is expected to marry her, however the woman is given no choice as to whether she wants to marry the man or not (Hohe and Nixon 2003). This is a violation of human rights.<sup>3</sup> If the man is not willing to marry the woman, he has to pay her family to 'cover the parent's shame'. He has damaged her reputation and she will not be able to find a husband.

As previously mentioned, most East Timorese consider imprisonment a privilege not a punishment, some see it as 'the easy way out' as it provides an opportunity to eat, sleep and avoid paying compensation. Hohe and Nixon (2003) cite a case where a young man in Oecussi raped and impregnated a young woman. He was brought before a meeting of traditional leaders and asked to pay one traditional necklace of US \$100 in value. The man refused and stated he would not pay and would prefer to go to jail.

The processes adopted by local justice mechanisms empowers the decision makers (most of whom are male), who are not conscious of gender based violence issues and women's rights. It has been noted that when dealing with

cases of domestic violence, local justice mechanisms do not uphold the dignity of women nor provide them with the opportunity to participate in the process (Mearns 2002; JSMP 2002; Robertson 2005). In some locations women are permitted to participate in local justice mechanisms, however they are only allowed to give an opinion and are not involved in decision making. In other locations they are not even permitted to participate (Oxfam 2003). This can result in decisions involving the inappropriate punishment of offenders (by Western standards) and blaming the victim (JSMP 2002; Robertson 2005). Directing that compensation payments be made in cases of domestic violence or sexual assault is a matter for the men of the village. The father of the victim often receives the payment, the victim does not even have to be present, nor does she receive any personal compensation (Mearns 2002).

In relation to the participation of women in local justice mechanisms, findings from an Asia Foundation survey<sup>4</sup> (2004) found that 69% of those surveyed approved of women speaking for themselves during the local justice process and 25% did not approve.

Some have suggested that local justice mechanisms are easily manipulated by wealth, influential individuals or traditional hereditary leaders. The main cases mentioned related to domestic violence and rape. Some victims of low social standing have attempted to pursue criminal proceedings against alleged offenders of a higher socio-economic standing through the state justice system but have been forced to accept local justice resolution (Amnesty International 2003).

Another negative aspect of local justice mechanisms is that they are not usually transparent and they are based on patriarchal beliefs about the role of women and men in society and the family (Robertson 2005). There are also no avenues of appeal and there is minimal accountability (Robertson 2005; Grenfell 2006). In addition, there is no consistency within or between districts regarding punishments – sentencing or the processes applied to their crimes (Mearns 2002). There is also an absence of a system of precedents and a lack of written records. It has been suggested that donor governments '*could consider ways of supporting good governance and human rights by building on both customary systems and existing human rights provisions in Pacific Island countries and territories*' (New Zealand Law Commission Report 2006).

Although local justice mechanisms have a number of shortcomings, findings from a study found that 90% of respondents<sup>5</sup> believed that local justice mechanisms are viewed as fair (Asia Foundation 2004) and the resolution is generally quick, is sensitive to local social contexts and is accessible (Mearns 2002).

## Local justice, state justice or an integrated model?

The general perception of the state justice system is that it costs too much, takes too long, judgements and punishments are often not satisfying and the Timorese do not feel they have 'ownership' of it (Mearns 2002; Hohe & Nixon 2003; Graydon 2005). Some researchers have argued that the state justice system is incapable of making a significant impact upon the issue of gender based violence (Mearns 2002).

We note the urging of the UN Secretary General in 2004 in his report on the rule of law in post conflict societies that:

*... due regard be given to indigenous and informal traditions for administering justice or settling disputes, to help them to continue their often vital role and to do so in conformity with both international standards and local tradition. Where these are ignored or overridden, the result can be the exclusion of large sectors of society from accessible justice. Measures to ensure the gender sensitivity of justice sector institutions is vital in such circumstances (United Nations Security Council 2004).*

While some elements of local justice mechanisms in Timor Leste are contrary to international human rights standards there is still a need to maintain and improve these systems as they remain popular and accessible. It has been suggested that local justice mechanisms should be adapted and many have proposed integrating local justice mechanisms with the state justice system (Mearns 2002; Graydon 2005; Knezevic 2005).

Suggested improvements to local justice mechanisms could include defining categories of offences which can be referred to local justice mechanisms (Knezevic 2005) and monitoring of local decisions by the state (Grenfell 2006). However, there are many practical implications of such suggestions which are poorly understood and highly problematic.<sup>6</sup> Many East Timorese are of the view that local justice mechanisms should be legally recognised by the state (JSMP 2002).

## Lessons

As the state justice system in Timor Leste has inadequate capacity and geographical coverage, international police actors will face local justice mechanisms and there is a need to have a better understanding of the role of these non-state actors. Induction and training for international police actors should include the relevance and nature of traditional justice mechanisms and international instruments. If there are no policies or guidelines for engaging with these local justice mechanisms, the international police actors will be unable to deal with them in a meaningful way and this could create problems for both the international police and the local population. There is the risk of offending the population by intervening, however if they do not do so, they might tacitly

be supporting a system of justice that may contravene international human rights standards.

International police are training and mentoring the local Timorese police yet the issue of traditional justice mechanisms and how they affect local law enforcement have not been seriously considered. There is a need to establish locally how these mechanisms should be dealt with by international and local police. The training of local police must reflect the reality that they will face and in reality this will include dealing with traditional justice mechanisms. If international police actors have little or no awareness of traditional ways, there is a risk of misunderstandings which could limit the legitimacy and effectiveness of the international police.

International police actors must have a clear understanding of the legal, administrative and governance frameworks that govern gender based violence. This can be in part achieved via a greater emphasis upon these issues in pre-deployment training, which requires the participation both of police who have previously dealt with such issues and the involvement of those (including East Timorese) who have in-depth country knowledge. The need for such training is increasingly acknowledged by the Australian Federal Police, which in the long term will translate to the deployment of officers who are better equipped to deal with the legally plural environment of Timor Leste.

## Conclusion

State law barely exists in remote parts of Timor Leste and the state justice system has inadequate capacity and geographical coverage. Local justice mechanisms are used to resolve gender based violence. There are a number of negative aspects to both the state justice system and local justice mechanisms that need addressing. Both the formal and local justice systems are highly inequitable, particularly for women and children (Knezevic 2005). There are no clearly defined limits as to when and how local justice mechanisms can be applied, nor any guidelines governing the use of local justice mechanisms for both international police actors and local police. These local justice mechanisms are situated alongside and interact with the state justice system. Both of these systems are failing to adequately and fairly deal with cases of gender based violence.

The legal protection of women is not customary. Strategies to make the state justice system more accessible and responsive to women's views and rights are very important. Should women be able to choose whether crimes of violence against them are dealt with through local justice mechanisms, the state justice system or both? How can the two justice systems be better integrated to deal with gender based violence? We don't know the answer but we do know that the extent of gender based violence in Timor Leste is

not acceptable and must be addressed. Local leaders, both formal and traditional, have an important role to play in reducing the incidence of gender based violence.

For international police actors to 'capacity develop' local police they must have a clear understanding of the legal, administrative and governance framework that govern gender based violence, including the interface between local justice mechanisms and the state justice system.

We conclude with a number of vexing questions. To expand the state justice system, which would seem to be a policy beyond the capacity of the Timor Leste government for some time to come, what role if any is there for international police actors within local justice mechanisms? Should international police actors incorporate local justice mechanisms within their legal framework? Should they collectively attempt to influence local justice mechanisms to comply with human rights?

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## FOOTNOTES

- 1 See <http://www.un.org/webcast/csw2005/statements/050307timor-leste-e.pdf>
- 2 The study was conducted by the JSMP's Women's Justice Unit who conducted interviews with Districts Chiefs of the PNTL/VPU officers, local government, women's group and NGO's in all 13 districts. The interviews were conducted during 2004. It should be noted the sample of people interviewed was small, some 38.
- 3 Universal Declaration of Human Rights 16.2 states 'Marriage shall be entered into only with the free and full consent of the intending spouses.' Adopted by UN General Assembly Resolution 217A (III) of 10 December 1948.
- 4 The survey was conducted in December 2002 in all districts of East Timor; and consisted of a random, representative countrywide sample of 1,114 in-person interviews. Oversamples totaling 408 additional interviews were conducted in the districts of Baucau, Dili, and Oecussi, as well as among litigants to allow some regional analysis.
- 5 The survey was conducted during December 2002 based on a random, representative countrywide sample of 1,114 in person interviews. Oversamples totaling 408 additional interviews were conducted in the district of Baucau, Dili, and Oecussi, as well as among litigants. For the purpose of reporting national results, the oversamples were weighted to their correct proportions of the national population.
- 6 For example if the state justice system has inadequate capacity, will it have the capacity to monitor local decisions? Will there be a need to develop legislation? The government of Timor Leste is currently confronting a huge legislative agenda. How will the state ensure local justice mechanisms act within their jurisdiction? Should another system within the justice sector be introduced when the current justice sector is struggling to function?



# Can Women Police Spearhead the Movement to Bring Justice for Women?

## A Global Role for Women Police

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**M**y presentation focuses on two questions: Can women police spearhead the movement to bring justice for women? Is there a global role for women police?

First, I will briefly review the three major phases of the entry of women into the police and then I will give my views on why the contemporary integrated role has failed to attract many women into policing. In spite of equal opportunity legislation, women comprise less than 15% of the officers in the police forces of many western democracies, including the United States. (With a 21% representation of women in 2004, Australia constitutes something of an exception). I am going to offer a rather different vision of an integrated role which I believe would bring more value for women officers, for the police force and for society as a whole.

The role of women in the police has progressively evolved, but it is possible to distinguish three phases. In phase 1 women fulfilled a largely support role; in phase 2, a specialized role and, most recently in phase 3, they aspired to an integrated role.

Whether in the US, England, Australia or Asia, women in the police were first deployed as support staff, undertaking typing and clerical duties. During this phase, a handful of women sometimes were assigned to a kind of 'social work', when there was a need to deal with women and children. Often police officers' wives were asked to assist in this work. Male officers did not generally resist the employment of these 'police matrons'.

In the second phase, women officers were employed in larger numbers to play a specialised role in dealing with increasing problems relating to women and children.



According to Prenzler (1994), it was thought that women might be more effective in dealing with women offenders and this would avoid the embarrassing spectacle of a policeman experiencing difficulties arresting uncooperative women!

The officers recruited were often segregated in 'women's bureaus' or 'policewomen's departments'. Nevertheless, recognition of the need for special handling of women and children (whether as offenders or victims), and recognition that this need could best be handled by women officers marked an important change in the police culture. As Owings wrote in 1925 'Women's police bureaus are acting as a socializing agency to the whole police force, resulting in a

better and more intelligent attitude on the part of policemen towards men, women and children requiring attention ...'

The Commissioner of the Metropolitan Police Sir Robert Mark (1979) expressed a similar view when he remarked (again as quoted by Heidensohn and Brown p. 2000:62): 'I had always recognized that women were biologically necessary for the continuance of the force and were better able to persuade the public of our virtues as a service'.

The third phase, starting in the 1970s, when women officers began to play an 'integrated' role – supposedly performing the same duties as men – was a result of the feminist movement that demanded equal treatment of men and women in the workforce. A milestone was reached in the US in 1972, when 15 women officers in New York volunteered to go on patrol as an experiment. The following year, with the experiment deemed a success, both the policewomen's bureaus and the title of 'policewoman' were abolished. Following the passage of federal equal opportunity legislations both men and women police were referred to as 'police officers'. This legislation required police forces to recruit more women and, as a result, to introduce new training programs, new personnel procedures (including maternity and paternity leaves) and new facilities to cater to the needs of the new women recruits. In short, the status of women in the police was changed from matrons to police officers, which undoubtedly led to more women entering the force. Nowadays you see many more women in uniform!

Though equal opportunity legislation brought more women into the police and led to changes in the working environment to accommodate some of their needs, the literature suggests that women officers were not enthusiastically welcomed by their male counterparts. Many accounts exist of hostility towards police women. They were ridiculed, stereotyped as weak and indecisive or as stridently assertive, considered as sexual objects and subjected to sexual harassment.

An assumption of emancipation was that women officers would do the same jobs as men. However, they were often assigned to peripheral roles: escort duties, interviewing witnesses, traffic duties etc. Despite this, their performance was evaluated on 'male standards', which focused on the core duties of policing (patrol, investigation and response to calls for assistance). Indeed, policing is still widely considered to be a male profession, where physical strength, courage and the ability to face down or overpower criminals are the

personal attributes that are valued most highly, whether in Australia, India, America or in the UK.

***'It is early days yet. It takes time to change. We must be patient. In time there will be a fully integrated police force.'***

Many remarkable women refused to be discouraged and were able to adapt to the masculine culture of policing. However, nowhere in the world have women officers as a whole achieved parity with male officers. As I have mentioned only about 11% of sworn personnel in the US are women. Though Australia has done rather better, it has taken more than three decades for Australia to appoint a woman police commissioner. If this continuing imbalance is the case for western countries, then imagine the plight of women police in traditional and economically developing or underdeveloped nations.

The usual response is: 'It is early days yet. It takes time to change. We must be patient. In time there will be a fully integrated police force.' My response would be: 'Perhaps we will never see a fully integrated police force, where it is taken for granted that men and women officers are interchangeable. Perhaps it is time for to us rethink this integrated model of women in policing?'

Personally speaking, I doubt that we will ever achieve a 50% representation of women officers. We were all familiar with the barriers to their full acceptance, including sexual harassment and sex discrimination, but I believe policing as presently conceived and practiced is not a very attractive job for women and that there are many other work opportunities for women, with more welcoming environments and less unsocial hours that help them meet both career aspirations and family obligations. That may be the main reason we do not see many women applying for police jobs. If this is the case, it leads to another question: What can be done to attract more women to policing?

As said earlier, I am going to offer a different vision that could take us to a fourth phase of women policing. Let me preface my remarks by reminding you (if you need it!) that a great deal of police work is not dependent on physical strength or dominance, but relies on human sensitivity and the exercise of interpersonal skills. The central point is that policing encompasses a vast range of work, requiring the police to exercise many different skills and abilities and to work in a variety of ways. Within this range of duties, there is ample scope for women to work productively and to undertake essential duties that could use their natural feminine skills. This might even include dealing with some potentially violent situations because research has shown that women officers



can often deal with these better than men. They may have a special role in dealing with domestic violence, which is absorbing an increasing proportion of police time.

So I think we should face the fact that policing is not gender-neutral. Policing has been built on conventional male standards and so success on the job is measured by these standards. Indeed, policing fits the definition of a 'gendered' organisation. It is not simply that authority structures are gendered but the entirety of police force is engendered. However, I agree with Rao and colleagues that true gender equality and integration in police can be achieved by re-thinking, re-conceptualizing and re-inventing organisations in line with gender equity. Even male officers agree that women are better at some tasks than they are. We should try to identify these tasks and we might find that these are roles that women officers enjoy and that fit better with their

family and other interests and obligations. We should emphasize these tasks in recruitment.

I know that this would be almost heretical to the path-breakers in securing women's rights in the workforce. I admire and applaud what they have done. But I don't think achieving equality of treatment and respect for women in the workplace necessarily means that they should do the same work as men and do it in the same way. Both men and women should as far as possible be free to choose the work they want to do and the work they do should be equally valued by the organisation. Nowhere has this vision of equality been expressed better than in UNESCO's (2000) definition of gender equality. I want to quote it in full:

*'Gender equality means that the different behavior, aspirations and needs of women and men are considered, valued and favored equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities'. UNESCO (2000)*

This recognizes that men and women can both make an equal contribution to policing, even if these contributions are different. It recognizes that men and women have different skills and capacities, which is important to recognize in work assignments.

I believe we should try to adopt this different kind of 'gendered' perspective on integration. We should try to make policing attractive to women and make it compatible with the demands of their daily lives.

Before addressing what this might mean for western police forces I would like to give an example of the way in which one non-western police force has been making a sustained effort to find a satisfactory role for its women police officers. I am referring to Tamil Nadu, a southern Indian State, whose women police I have been studying for more than twenty years.

The need to think radically about the role of women officers was made necessary by India-wide equal opportunity legislation mandating that 33% of all new civil service recruits (including police recruits) should be female. The Tamil Nadu government has taken what I call a 'gendered perspective' to increase representation and utilization of women police by providing a segregated career structure for women. In 1992, an experimental all women police unit was introduced to deal with dowry deaths and other crimes against women. It

was quickly pronounced a success and there are now 195 such units in the state. They have been flooded with petitions from victims of violence and they seem to perform effectively in resolving cases brought to their attention.

Though the prime role is to help women, they perform a general law enforcement function by patrolling neighborhoods with high levels of reported domestic violence and investigate and prosecute these crimes. (The new domestic violence laws have given police more powers to intervene). This gives them a share with men in safeguarding the community at large.

The all women police units have become an important social institution in Tamil Nadu and dealing with women victims has strengthened police community relations. This has helped to increase the level of representation of women in the police to 10%, the nation's highest level. Many more young women both from rural and urban areas are now seeking policing jobs and many of them want to join the all women police units, of which no state has more than Tamil Nadu.

Not all women police in Tamil Nadu are posted to the all women police units. In fact, there are currently four groups of women police serving various functions: (1) women in general police units (working along with men); (2) women in all women police units; (3) women in the all women police reserve battalion and (4) women in the all women commando units.

As you can see there is now significant gender segregation in the Tamil Nadu police and you might be asking to what extent this development has resulted in greater marginalization of women officers? The women in the all women police units feel that they had acquired many law enforcement skills they would not have otherwise have learned and they report that their self-esteem has markedly improved. The overall conclusion of my more than 20 years of research on police women in Tamil Nadu confirms the value of 'gendered policing' in providing a police service to women, in empowering women officers and giving them the opportunity to play an important part in advancing community policing.

I do not have time to explain this further, but you can find out more from my forthcoming book by Ashgate titled *Women Police in a Changing Society: Back door to Equality ...*

There are special reasons why a segregated environment might particularly be needed for women officers in traditional societies. Many of these women come from lower class or lower-middle class backgrounds. They are chronically short of money. They do not have the cars or household

appliances that we in the West take for granted. They have to take care of all household duties (from cooking all three meals for the husband and children and sometimes also for the in-laws) before they leave for work, because they do not know when they will return.

The situation is quite different for women in Western societies and, of course, I am not advocating segregated work environments for male and women officers in Western police forces. Rather, my argument is that the need to respond to violence against women in its different forms in many parts of the world has brought a new opportunity for women police officers to fill a critical and special role in the police. Women police officers should not think that this is a retrograde. Who can better look after the interests of mistreated and exploited women than women police? Women police must become the champions of these unfortunate women and thus make a critical contribution to the well-being of women around the world who, after all, constitute half the world's population.

Focusing on community concerns and working to help victims of domestic violence will result in a redefinition of the role women officers, from crime fighter to problem solver and neighborhood spokesperson. Taking pride in femininity and in playing a key role in seeking justice for distressed women is an important step towards women gaining a more central policing role and should be seen as an 'improvement' not an 'impediment' to women's progress in the police force.

Male officers are not going to push for a change in policing to give a more congenial career for women. So women must take the lead. I would like to quote Julie Berry, a female staff member from the Australian Federal Police, who said at the *First Australasian Women Police Conference*:

*'We can make a difference, we can carve out part of the change agenda in our organisations, we can "feminise" our training and development functions and, hopefully in the process bring to our agencies a deeper appreciation of diversity. Seems to me that this is not only a noble objective but an absolutely essential awareness for our agencies' survival into the next century'*

We need to identify more women commissioners such as Commissioner Christine Nixon and Superintendents such as Margaret McVeigh whose leadership could assist change at the organisation and management levels. Women police officers need to have strong networking groups to support each other and to fight for the justice for our sisters around the world. This conference is aimed to build awareness of this vital role and I am proud to be taking part in it.



# Life as a Police Wife in Far North Queensland

By Kate Moloney

**L**ife for a 'coppers missus' in Cape York, Queensland is definitely a unique experience. I have had two sentences in the Far Northern Cape Region, the first being to Horn and Thursday Island for two and a half years in the late 1990's and more recently as a 'fair dinkum missus' in Lockhart River.

My long time partner Matt has always loved working and relieving in the Aboriginal and Torres Strait Islander communities so it should have come as no surprise to me when just before our wedding in May 2005 he hit me with the question, 'What do you think about transferring to Lockhart River for two years?' Perhaps I should have backed out of the wedding then and there. So in October 2005 I found myself three and half months pregnant, onboard a nine seat plane bound for a small village of about six hundred souls. It is surrounded by thick rainforest on one side and a tropical beach on the other.

Nothing can really prepare you for the culture shock you experience upon arriving in Lockhart River. You get off an airplane and suddenly you are part of the minority race and the people around you are talking in a language you don't understand. What makes the culture shock worse is you know you haven't left Australia.

The other factor that gets most wives when they move to these remote, isolated communities is that there are no facilities for retail therapy. Your mind interprets that as 'there is no Myers or David Jones', but there is literally only a single store.

Although we knew nobody, everyone knew who we were. We piled into the trusty Police troopy with our bags, the cat and presents for the Sergeant and his family; KFC and Burgers from the big smoke. We turned into Piiramo Road, which is called 'Whitey' street by the locals, as it is the street where most itinerates live. We pulled into



the station and right next door was what was to be our home for the next two years. Being pregnant and hormonal didn't help as all I wanted to do was lie on a couch, sleep, watch TV and eat. All of which was impossible as everything had to be unpacked and I neither had food or a lounge, let alone a TV.

One of the best things about living in these places is the friendships you make. With no outside stimulants you return to bygone times and the simple pleasures of life. Outings for social BBQs, fishing and boating trips are the norm. As the communities are dry and no alcohol is allowed in homes our house became quite popular for high tea. Matt being a tea snob has quite a varied range of teas and I being pregnant loved food so always had freshly baked goodies on hand.

Friends still in civilization often asked what I did with my days, especially after I had informed them of what my new township consisted of; an aboriginal community which had one food store about equivalent in size to your average corner IGA, a council office, a church, an art council building and the canteen. I soon learnt from the Sergeant's wife what an average shopping week entailed. Fresh supplies to the store came in on different days, hence one's shopping had to be

coordinated accordingly. Mondays entailed a mid afternoon shop to purchase the fresh dairy and vegetables that arrived by barge that morning. Tuesdays and Thursdays saw a venture between 11-12 to see if the morning flight had arrived with the fresh bread, perishable fruit and vegetable items. If the plane was late, as it usually was, then you had to return again after lunch. If you missed out on something you needed then you had to wait another week. This was very annoying as a pregnant women's cravings can be a tad demanding. It really was a case of first in best dressed so we had to always ensure we got there before the teachers knocked off at three.

So a day in Lockhart was quite easily filled when you added in domestic chores, meal preparation and a little afternoon kip. This domestic bliss came to a sudden halt two months later when the lady who had been running the Commonwealth Bank and Post Office decided to leave. It seemed I was the perfect substitute. The only question I got asked was, 'Would you like the job?' They didn't even ask about my previous work experience. Easiest job interview I have ever had.

The only people I knew were the ones whom I had frequently heard yelling at the house in the middle of the night for Matt. There is no such thing as calling 000 in Lockhart, where you just stand out front of the coppers houses and yell until they get up. So in a way it was a good chance to become more familiar with the community and it also kept me away from the fridge.

Sitting in a little room with a glass caged window I became one of the most important people in town as I handed out the money. When I first started everyone would say to me, 'You're that new coppers Missus hey'. I would then be told about how Matt was a good bloke or how Matt had locked them, or someone from their family up, or occasionally both. I was also often asked a lot of questions about policing, which I didn't know the answer.

The bank work was interesting enough, though very challenging at times. As Lockhart was about

to get its first automatic teller machine I had the fun job of updating all the old passbooks to keycards. Trying to attain a hundred points of identification is rather difficult when most of the community have never had a birth certificate, driver's license or other bank cards. The most dreaded day was the Council employee's payday. Payday basically meant that every person in town came to the council office at 8.00am and started lining up to withdraw their pay when I opened the branch at 9.00am. It was the funniest system ever, but it worked. They would walk in and put their EFTPOS cards or passbooks on the counter and then go and sit outside. I had to keep the cards in order and call out the person's name on the card when it was their turn. I would then process their transaction on my EFTPOS machine. It was mayhem to say the least.

Whilst most of my time was taken up looking after bank business I also had the responsibility of being the Post Mistress. When the mail bags arrived I became the manual mail sorting machine while customers yelled out to me for their mail. Some days the locals were purposefully rude and on a couple of times even aggressive towards me. This was usually because money that they thought they should have in their account wasn't there as their relatives had already withdrawn it. Keycards were a kind of communal property within families.

Living and working in communities like these really makes you appreciate a lot of things about your everyday life that you often take for granted. As there are no facilities for births at Lockhart River, everyone at thirty-six weeks pregnant gets shipped back to Cairns. The first thing I devoured upon my return to Cairns was a piping hot sugary doughnut followed by a macadamia nut ice cream. On the other side of the coin though is the serenity and simplicity of only having to push your pram two blocks to do the shopping rather than fighting for a car park and waiting in cues. There will always be times when you need to get out, but funnily enough when you're out you want back in, just because you miss the charm of the simple, uncomplicated lifestyle.

# Missing Persons

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## Introduction

Police have historically been involved with locating missing persons. NSW Police commenced the role of searching for missing persons with 'the colony's earliest policing operations in 1799' (Van Der Arend in Clark, p14).

Human tragedy has often been the catalyst for an enhanced response to social issues. A series of murders in the mid-1990's, dubbed the 'back-packer murders', and the circumstances surrounding the detention of Cornelia Rau were catalysts for an enhanced government response and community understanding of the issues associated with missing persons and the impact on their families and friends.

The reasons people become a 'missing person' are diverse with a missing person potentially being drawn from any sub-group within the broader community. Thus the issue of missing persons is a complex one and requires a whole of community and government response across the spectrum of human service organisations. This complexity poses a significant challenge to the work of the National Missing Persons Coordination Centre (NMPCC) whose primary function is to coordinate a national, integrated approach.

The NMPCC complements the work of the state and territory police services that have responsibility for the investigation and resolution of missing person's cases. The NMPCC mandate is broad and works within the policy framework of PLEaS, i.e.



Prevention, Location, Education and Support.

Women are leading this change at a national level, with the NMPCC team being comprised solely of women, and with women representing 48% within the operational police services responding to this crucial issue.

## Background

Thirty thousand people are reported as missing to police every year, i.e. one person every 18 minutes. This equates to a rate of 1.8 per 1,000 Australians. For every person reported as missing, twelve people are affected i.e. 360,000 people every year affected by the missing persons phenomena (Henderson & Henderson, 1998).

More males go missing across the age ranges, but more young females go missing than young males. This is consistent with research in the US and the UK (Clark p.18). Research

conducted in NSW highlighted the over-representation of young Aboriginal females in reports to NSW Police (Robertson & Demosthenous, 2004).

Who is a missing person? Whilst any one of us can be touched by having someone we love go missing, the groups most at risk of becoming a missing person are people with a mental illness, youth and the elderly. The duration of the 'period of missing' ranges from hours to decades.

The agreed Police definition of a missing person is someone whose whereabouts are unknown and there are serious concerns for their health and well-being.

However there are also other reasons and circumstances that lead to a person being 'missing'; these include wars between nations, internal national conflicts, natural disasters, acts of terrorism, conflicts within

significant relationships, mental illness, age-related illnesses and foul play. The Salvation Army, the Australian Red Cross, International Social Service and Link-up Aboriginal Corporation are non-government agencies that provide services to people seeking missing relatives, and therefore constitute primary stakeholders in the national missing persons sector. These non-government agencies and the police have different definitions of what constitutes a 'missing person' and therefore adopt different criteria for the acceptance of a case.

To go missing is not a crime. Some people are voluntarily missing due to abuse or violence at home, whilst others are involuntarily missing for reasons beyond theirs or their family's control.

Of those people reported to police 85% are located within a week of the report, 95% within a month and 99.5% within six months. The number of people listed as long-term missing, that is anything more than six months, is currently approximately 1,600.

There is a pervasive view that people go missing voluntarily, combined with the reality that the majority return within a reasonably short timeframe, and often of their own volition, undermines the substantive social issue that is 'missing persons' (Clark, 2006), that in effect it is a 'non-issue'. This position is incorrect. Whilst it is very good news that 99.5% of people are located within six months significant issues remains to be resolved. These can be summarised as:

- The impact on families and friends, and on the missing person themselves, during that period of missing which can last up to six months;
- The increased likelihood that an individual may be more vulnerable to being a victim of crime or offending during the period they are missing;
- The reasons people went missing in the first place and what can be done to reduce the figure of 30,000 per year;

- The cost to the Australian community of not identifying preventative strategies and introducing those strategies;
- The resolution of those cases that are long-term; and
- The impact on families and friends, and the missing person themselves, who remain missing for longer than six months.

***'A prevalent myth is the belief that there is a 24 hour waiting period before a missing persons report can be lodged.'***

## **Role of the state and territory police**

State and territory police conduct operational activities and investigations in relation to missing persons. In most jurisdictions the responsibility for a missing persons report lies with the local area command and the Missing Persons Unit or its equivalent, coordinates at a state or territory level an effective response to reports.

A prevalent myth is the belief that there is a 24 hour waiting period before a missing persons report can be lodged. The NMPCC works with state and territory police partners to dispel this myth, and encourage the community to report someone as missing, if at any time there are concerns for a person's safety and well-being.

Research has highlighted the crucial nature of the information provided by the person lodging a missing persons' report which can assist police in the resolution of a case. The research was conducted into three categories of people reported as missing to NSW Police, i.e. (i) people who had run away, (ii) persons who had attempted suicide or suicided and (iii) those who had met with foul play. It was identified that the person lodging the missing person report often makes accurate judgements regarding the likely motives or goals of the person who is missing as well as possible risks the person might be exposed to (Foy, p 313).

## **Role of the National Missing Persons Coordination Centre**

The Commonwealth Government consolidated its commitment to missing persons and their families and friends, through significantly increased funding which commenced in 2006. This funding established the National Missing Persons Coordination Centre with a broader mandate to progress a range of initiatives.

In 2006, the then Australasian Police Ministers Council, endorsed the National Missing Persons Policy, drafted by the Australian Federal Police in consultation with state and territory stakeholders. The policy provides a framework for the progress of a range of initiatives to enhance the law enforcement response to missing persons and their families and friends. The National Missing Persons Policy was a key recommendation of report into the detention of Cornelia Rau (Palmer, 2005).

The NMPCC operates within a policy framework of PLEaS, i.e. Prevention, Location, Education and Support. Under each of these separate policy components, the NMPCC responds to the needs of the national missing persons sector through a range of functions and initiatives.

Under the Prevention component the NMPCC is developing a strategically



targeted community education and training program particularly focusing on those groups most 'at risk' of going missing. National research, currently being undertaken by the Australian Institute of Criminology, will provide the identification of preventative measures to be progressed. NMPCC is facilitating the establishment of, and communication with, an international network to share ideas, resources and information.

The location of missing persons is the responsibility of the state and territory police, but the NMPCC assists through a variety of mechanisms and initiatives. Working with CrimTrac to facilitate a national missing persons capability, again a key recommendation of The Palmer Report, new e-sighting capability on the NMPCC website, biannual posters profiling current missing persons and distributed across Australia; providing profiles of current missing persons to media outlets such as Channel 9, Foxtel and Woman's Day and the convening of national bodies such as the Police Consultative Group on Missing Persons which identifies and seeks resolution to issues which hamper an effective law enforcement response to missing persons.

An issue that hampers the location and resolution of missing persons' cases is the sharing of evidence of life information between police and other government agencies. Whilst the privacy of individuals is to be protected, there exists a gap. In protecting the rights of the many, the rights of others to know that they are being sought are undermined.

Education is a key plank of the NMPCC mandate. National Missing Persons Week (NMPW) is a key opportunity to educate the broader community to the significance of the missing persons' phenomena. The NMPCC has instituted a three year campaign focusing on those groups most at risk of going missing. The focus of NMPW 2007 was people with a mental illness, 2008 will be youth and

the elderly will be the focus in 2009. Through a marketing campaign the NMPCC has now locked in other opportunities across the year to highlight awareness, e.g. World Mental Health Day, National Youth Week. The development and implementation of a strategically targeted community education program will educate and train specific agencies within other human service sectors regarding the complexity of missing persons and how to work together to affect an enhanced response. An e-bulletin is written and distributed across the national missing persons sector which enhances communication between agencies. NMPCC also highlights and responds to potential abuses such as identity crime.

Support for families and friends has been clearly identified as necessary to alleviate the trauma associated with having someone you love go missing. Currently only one state in Australia, NSW, has dedicated services. The Families & Friends of Missing Persons Unit (FFMPU) sits with the Attorney General's Department of NSW. The NMPCC, based on the expertise developed within the FFMPU, is currently developing a national approach to supporting families. Once developed and implemented this model will provide professional and effective support to families irrespective of where they reside across Australia. Whilst the new initiative is being developed, NMPCC has been able to amend the FFMPU publications so they are relevant and accessible to families via the NMPCC website.

## Cost to the Australian community

Research conducted in 1998 estimated that the cost to the Australian community of 'missing persons' was \$72 million dollars. This figure was based on the cost to the police and non-police agencies of searching for missing persons, the cost to families in terms of their own searching efforts and costs to the community in terms of

health impacts on families and friends (Henderson & Henderson, 1998).

Whilst some costs can be estimated, the human cost to individuals and families cannot be estimated.

## Conclusion

There has been significant, positive change in both the law enforcement response and community understanding surround missing persons. From silence on the social and political agenda fifteen years ago there is now a firm commitment at both a Commonwealth and State Government level to enhance the response to missing persons and their families.

Australia is well placed to be a global leader in this response with women well represented in both the state and territory police services and the Australian Federal Police. Women are positively influencing the law enforcement response to the trauma inherent in the significant social issue that is missing persons.

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## RESOURCE WEBSITES

- National Missing Persons Coordination Centre – [www.afp.gov.au/national/missing](http://www.afp.gov.au/national/missing)
- Families & Friends of Missing Persons Unit, Attorney General's Dept of NSW – [www.lawlink.nsw.gov.au/missingpersons](http://www.lawlink.nsw.gov.au/missingpersons)
- Someone is Missing – [www.missingperson.org.au](http://www.missingperson.org.au)

## Women and Police Peacekeeping – Celebrating 20 Years

*Christine Winter*

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This year and the last were full of anniversaries. In 2007 Australia celebrated 60 years of peacekeeping, and the Australasian Council of Women and Policing ten years of women leading change. The celebratory anniversary of women in police peacekeeping, however, is this year. It is 20 years since the first female officer joined the Civilian Police of the United Nations Force in Cyprus, and 10 years since the first female team leader arrived there.<sup>1</sup> Since then female officers from the Australian Federal Police and State Police forces were involved in a number of missions, such as the Multinational Force in Haiti (1994-5), the Peace Monitoring Group (1998-2000) and the Enhanced Cooperation Program (2004-5) in Papua New Guinea, teaching at the Jordan International Police Training Centre (2004-07), and the ongoing missions to Timor-Leste and the Solomon Islands. At this point in time it is important to look at the beginnings, especially at some arguments and actions for and against women in peacekeeping, in order to think about and understand present developments.

### **1. The pink shower curtains of Cyprus**

In 1964 Australia committed to police peacekeeping in Cyprus on the request of the UN. For 24 years male officers served with CIVPOL, but in 1988 the first female officer was sent to undertake administration. After the 1988 breakthrough – getting a female officer to Cyprus on administrative duties – the following year the move was on to get more women out, performing



full operational duties. The incoming new UNFICYP Commander, General Milner, informed Australian police officials, that he had reviewed 'the employment of women with AUSTCIVPOL, particularly in view of the demonstrations during the past six months, and as a result I now believe it could be to UNFICYP's advantage to have additional women in AUSTCIVPOL'.<sup>2</sup> This change lifted the administration-only restriction in Cyprus, and the necessity for an exemption under the sex discrimination act.

The Human Rights and Equal Opportunity Commission was pushing for the inclusion of women. Arguments against this, or rather excuses for an inability to include



*Christine Winter, Donna Watson and Linda Mayberry*

significant numbers of women, were raised in response. They included the reference to selection criteria based on merit, but more importantly references to the situation in Cyprus. In November 1990 Deputy Commissioner Operations, Roy Farmer, who had been on two peacekeeping deployments to Cyprus in 1967-8 and 1972-3, wrote to the Sex Discrimination Commissioner:

*'[I] would have thought there must be exceptions to most rules or principles and, after all, the Cyprus situation is regarded as a semi-war zone in a particular cultural environment.'*<sup>3</sup>

The Australian Commander in Cyprus at the time (1989-1991), Alan Mills, spelled the perceived problems out to Lloyd Worthy, Officer in charge of the International Division of the Federal Police:

*'There is no doubt that the two female members will experience some difficulty in gaining acceptance in what is perceived to be a male dominated society. In addition to this perception there are long standing cultural, and religious aspects which unquestionably favour the man as an authoritarian figure. This general attitude, coupled with the fact that members are*

*operating within a ceasefire line of what is essentially a near dormant war zone, will require all members to conduct themselves with dignity and responsiveness to whatever situation they encounter.'*<sup>4</sup>

Mills then pointed out that as the 'environment in which each member performs his/her duties is totally different from that which is the norm in Australia', the selection process should take 'into account the members personal qualities and abilities.'

In short, while women were in principle eligible for peacekeeping duties, the battle shifted to the problem how many women were appropriate to include in each contingent. In this context the argument which was most difficult to counter, was reference to accommodation and hygienic facilities. The re-consideration of the UNFICYP commander, General Milner, was in itself already a reaction to pressure by Australia and the Human Rights Commission. Milner advised the Australian CIVPOL Commander Mills:

*'I am reluctant ... to state the exact number, believing that this decision should be reached between you and your authorities. My advice would be to have the same ratio of women/men as is found in the Federal Police back home. This should certainly satisfy the Human Rights Commission.'*<sup>5</sup>

The Sex Discrimination Commissioner, however, rejected the solution of limiting the number of deployed women to the gender ratio within the AFP (15%, translating to 3 women for a 20 member contingent). But unfortunately, as Roy Farmer informed the Commissioner, accommodation was a limiting factor to the merit principle.

*'While we propose to call for applications from all members of the AFP [to] be selected on merit in accordance with the ratio of ranks required, we remain nonetheless constrained by the number of females we can include. ... [W]e are only able to include three, perhaps four, females in the Contingent due to the availability of suitable accommodation.'*<sup>6</sup>

Finally, In October 1990 an additional shower block for female officers was completed, including pink shower curtains. The new shower block, Mills advised the Federal Police, was according to UNFICYP standards able to facilitate up to eight personnel.<sup>7</sup> Since then, however, 61 deployments later, even the magic number

of three women per contingent has only been achieved four times,<sup>8</sup> four or even five women three times.<sup>9</sup> The average has been 1.6 women per contingent. Over the years the number of women has been fairly constant (they are sent out by one and two's), but the number of male officers has been progressively reduced. The percentage of Australian female participation in UNFICYP has therefore been moving up.

The wider developments during the last decade in police peacekeeping have given female officers greater opportunities of participating in missions abroad. The big change has been 1999/2000, the peacekeeping and regional assistance missions to Timor-Leste and the Solomons, which have increased numbers of police peacekeepers to unprecedented levels. Starting from a low numbers female participation has risen exponentially more than male. While the percentage of female police peacekeepers was 10% before 2000, the average for the period since has risen to 17%.

There are, however, interesting gender-specific trends. Comparing where most women served, and where most men served shows curious differences:

Places, 2000-07	Sworn female officers	Sworn male officers
Solomons	64%	52%
Timor-Leste	20%	36%
Cyprus	10%	9%
Bougainville	5%	2%
Other	1%	1%
Total	100%	100%

While RAMSI was the place the greatest number of women and men were sent to, in comparison more of the peacekeeping female sworn officers, 64%, participated in RAMSI, compared to 52% of men.

Timor-Leste was the reverse. Is this about self-selecting processes? Is this about danger, about selection criteria and mission specific duties? What opportunities will the future bring for female police? Hopefully the pink shower curtains of Cyprus are a symbol of times long past, of battles won, and we will celebrate the 30st and 40st anniversary by looking back at a period of equality of opportunities.

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- 3 November 1990 R. Farmer, Deputy Commissioner Operations to Q. Bryce, Sex Discrimination Commissioner, Human Rights and Equal Opportunity Commission, AFP Archive, 90/5477 Deployment of Female Members to Cyprus.
- 4 3 October 1990 A Mills, Commander to Commander Lloyd Worthy, Officer in Charge, International Division, AFP Archive, 90/5477 Deployment of Female Members to Cyprus.
- 5 2 January 1990 Force Commander Milner to Commander AJ Mills, AUSTCIVPOL, AFP Archive, 90/5477 Deployment of Female Members to Cyprus.
- 6 12 March 1990, R. Farmer, Deputy Commissioner Operations to Q. Bryce, Sex Discrimination Commissioner, Human Rights and Equal Opportunity Commission, AFP Archive, 90/5477 Deployment of Female Members to Cyprus. Farmer was advised on the availability of shower facilities by Commander Mills in a telephone conversation on 27 March 1990. Three female officers could be accommodated, Mills stated; two could use a shared shower at Austcivpol, and the facilities of the Ledra Palace could accommodate one. 14 March 1990 Handwritten Note, signed D. C (O), AFP Archive, 90/5477 Deployment of Female Members to Cyprus.
- 7 3 October 1990 A Mills, Commander to Commander Lloyd Worthy, Officer in Charge, International Division, AFP Archive, 90/5477 Deployment of Female Members to Cyprus.
- 8 36th Contingent, 1992/03-1993/03; 38th Contingent, 1993/03-1994/04; 79th Contingent, 2004/05-2004/11; 89th Contingent, 2007/04/29-2007/12/09.
- 9 39th Contingent, 1993/09-1994/07; 40th Contingent, 1994/03-1994/09; 84th Contingent, 2005/09/18-2006/04/30. The Senate Standing Committee of Foreign Affairs, Defence and Trade commented in May 1991 that, due to 'a change in UN force commanders in Cyprus in 1989 ... women officers had been allowed to perform the full range of UNCIVPOL duties', and that it 'is believed to have been the first time that women have served in a front line capacity with a United Nations peacekeeping operation.' While implicitly putting the responsibility for an earlier lack of full duty peacekeeping opportunities for women at the feet of the UN, the Committee made no mention who made the decisions about the actual number of women being deployed. It simply stated that 'Australia is now able to send up to four women officers as part of its 20 strong contingent. At the time of the Committee's inquiry two women were serving in Cyprus.' Senate Standing Committee of Foreign Affairs, Defence and Trade, *United Nations Peacekeeping and Australia*, May 1991, p. 95.

*Proud supporters of the Australasian Council of Women and Policing Inc.*

**AUSTRAL MEDIA  
GROUP**



## First Woman to Lead Police Region in Indonesia

Karen Polglaze

**I**ndonesia has appointed its first-ever woman regional police chief, announcing Brigadier-General Rumiah Kartorejo as the KAPOLDA for busy Banten Province.

Formerly posted to the Indonesian National Police education and training institute, Brigadier-General Rumiah will have responsibility for around 6,000 police in the semi-industrial province of 12 million people.

Australian Federal Police Jakarta-based Senior Liaison Officer Marzio Da Re and Liaison Officer Leisa James met Brigadier-General Rumiah soon after the announcement of her appointment to head the police contingent in the province west of the Indonesian capital.

The meeting provided a valuable opportunity for the officers to discuss transnational crime matters with the Brigadier-General, who also agreed to open the upcoming Women in Policing course at the Jakarta Centre for Law Enforcement Cooperation to pay tribute to all Indonesian police women.

Forging strong relationships with regional police chiefs is a key element of the AFP's ongoing support to Indonesian law enforcement. Banten province covers an area of 9,160 square kilometres which include, the Jakarta international airport, the major power plant for Java and Bali, the port of Merak and many industrial areas. The province also includes several seaside resorts and the Ujung Kulon National Park.

Banten's 6,000 police personnel are distributed across four precincts and 77 sub-precincts.



*Left to right – AFP Senior Liaison Officer Marzio DaRe, AFP Liaison Officer Leisa James, Banten Regional Police Chief Brigadier-General Rumiah Kartorejo, AFP Indonesia-based staff member Patricia Gontha, Banten Regional Police Deputy Chief Senior Superintendent Pudji Hartanto, Intelligence Director Senior Superintendent Soleh Hidayat.*

## Call for Papers: 2009 Women and Policing Conference – Making it Happen!

### Call for Papers: 2009 Women and Policing conference – Making it Happen!

The Australasian Council of Women and Policing will be holding the Sixth Women and Policing conference in Perth, Western Australia from Sunday 23 August until Wednesday 26 August 2009 at the Duxton Hotel.

The theme of the 2009 conference is 'Making it happen' and will explore practical and innovative solutions to how policing is being improved for women, both as employees of police services and policing's response to women in the community.

Police, researchers, advocates and practitioners are encouraged to consider contributing a paper to the conference. This conference is about the practicalities of improving policing for women, and we are looking for women's stories, their solutions and their achievements.

The four main themes for the conferences will be:

#### – Technology: Friend and Foe

While technological advances provide considerable opportunities for women to influence and improve our society and to flexibly contribute to policing, it is also being used against women, with for example the rapid growth of and access to increasingly violent pornography resulting in declining respect for women, an increase in bullying, harassment, and stalking.

#### – Finders Keepers?

Finding and recruiting women to policing is difficult but keeping them seems to be even harder.

#### – Skills Development

Skill development workshops will be offered at the operational and the leadership levels on a wide range of topics.

#### – Partnerships

Exploring the practical partnerships that policing needs to make sure it responds to women in the community.

Please forward your 100 word abstract and a short biography to [acwap@ozemail.com.au](mailto:acwap@ozemail.com.au) by 30 August 2008.

For updates on the conference, please check our website [www.acwap.com.au](http://www.acwap.com.au).

## BARBARA ETTER – Australia Police Medal Investiture



**I**t was a great honour to be named in the Australia Day Honour's List in January of this year, along with two other serving members of the WA Police. The award was the crowning glory in many respects for a long, varied and mobile career within policing. It is awarded for distinguished police service and is not necessarily rank-related.

I very much appreciated this wonderful recognition from the WA Police given that I only commenced with them in 2004, after having served with the NSW Police, NT Police and as Director of the Australasian Centre for Policing Research in Adelaide.

The actual investiture took place at WA's Government House on Friday 4 April 2008, with much fanfare. I was joined by around 40 other people from all walks of life in receiving the relevant Australia Day Honours awards. The presentation included boxed medals (miniature included) and a beautiful citation in a soft velvet case.

I am pictured with Superintendent Fred Gere, a fellow APM recipient, and Deputy Commissioner Murray Lampard, who was an official guest at the ceremony.

It is amazing how much attention the winning of the award generated from people that you don't know, and colleagues (many from interstate) that you haven't seen or spoken with for many years. Not to mention the incredible pride from family and relatives. I received so many congratulatory letters and emails from so many sources, including political leaders and several current Commissioners. One letter I was thrilled to receive was from former Commissioner John Avery of the NSW Police who was the Commissioner during my time with NSW and who kindly wrote the foreword for former Commissioner Mick Palmer and I when we produced a book on Police Leadership in Australasia (back in 1995). I rang John Avery and had a lovely chat with him about a range of issues. I was also very pleased to hear from former Commissioner Brian Bates, NT Police, who is now retired in Victoria and remains a mentor to me.

I will wear my APM with great pride indeed and would encourage all my colleagues to think about nominating worthy fellow police officers in the Honours process, as such recognition is truly a career highlight.



## Australasian Council of Women and Policing 2008 Excellence in Policing Awards

**T**he Australasian Council of Women and Policing (ACWAP) is calling for nominations for its 10th Annual Excellence in Policing Awards. The Awards will be presented at a celebratory dinner at the Italian Village, The Rocks, Sydney on Friday 24th October 2008.

Nominations must be received by **COB Friday 5th September 2008**. You are encouraged to submit nominations as early as possible, late nominations will not be accepted.

Nomination forms are available on the Council's website [www.acwap.com.au](http://www.acwap.com.au) or by email request to [awards@acwap.com.au](mailto:awards@acwap.com.au). **Completed nomination forms must be emailed to [awards@acwap.com.au](mailto:awards@acwap.com.au).**

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

Tickets for the 2008 Excellence in Policing Awards will be available for purchase from the Council's website [www.acwap.com.au](http://www.acwap.com.au).

### Who is the Australasian Council of Women and Policing?

The Australasian Council of Women and Policing Inc was established as an outcome of the First Conference of Australasian Women Police. It is an independent body that aims to be a leading Australasian organisation in:

- participating in the global network of women in policing;
- improving the opportunities and outcomes for women within policing; and
- improving the policing services provided to women.

More information about the Council can be found on its website [www.acwap.com.au](http://www.acwap.com.au).

### Who can nominate?

Anyone who is interested in improving policing and law enforcement for women.

### How to Nominate

1. Complete the Nomination Form
2. Address the criteria for the award category
3. Email it to [awards@acwap.com.au](mailto:awards@acwap.com.au) before COB on **FRIDAY 5 SEPTEMBER 2008**.

Please make sure that you address the criteria for the relevant award and provide examples. Informative and succinct supporting documentation is encouraged, for example a supporting statement from a nominated officer's supervisor, women's network, union, or feminist organisation would be useful in assisting the judging panel.

For organisations nominating themselves, rhetoric and publicity material is not generally as compelling as a supporting statement from the organisation's women's network, anti-discrimination body or a feminist organisation.

Nomination submissions are to be no more than three pages. If the panel requires further information you will be contacted.

## Who can be nominated?

Current or former employees (sworn or unsworn) of an Australasian policing, law enforcement, or justice agency may be nominated for the following awards:

- Bev Lawson Memorial
- Bravery Award
- Most Outstanding Female Leader
- Most Outstanding Female Investigator
- Most Outstanding Female Administrator
- Most Outstanding Female Practitioner
- Excellence in Policing in the Asia Pacific Region

Anyone in Australasia who has an interest in improving policing for women may be nominated for the following two awards:

- Excellence in Policing for Women Initiative
- Excellence in Research on Improving Policing for Women

Any Australasian policing or law enforcement agency or justice agency may be nominated for the:

- Excellence in Employment Initiative

## How are the Awards judged?

The selection panel comprises the Council's President or Vice President, members of the law enforcement and policing communities, and community representatives. All nominations are considered on merit. Whilst there is only one winner per award category, High Commendation certificates may be awarded at the selection panel's discretion.

**The Award winners will be announced on Friday 24 October 2008 at the Council's Annual Awards Dinner** at the Italian Village, The Rocks, Sydney.

## Any questions?

If you would like any further information or have any questions, email: [awards@acwap.com.au](mailto:awards@acwap.com.au).

# AWARD CRITERIA

## Bev Lawson Memorial Award

Current or former employees (sworn or unsworn) of an Australian or New Zealand policing, law enforcement, or justice agency may be nominated for this Award.

The Bev Lawson Memorial Award is the Council's most prestigious award and recognises the most outstanding woman who has been first in any policing or law enforcement activity or support service. The Award is in honour of the ground-breaking achievements of Bev Lawson, who as Deputy Commissioner with the NSW Police was Australia's most senior woman in policing until her untimely death in 1998.

The criteria for the **Bev Lawson Memorial Award** are to have:

- been a first in a particular area, field or endeavour;
- made a significant contribution to that area, field or endeavour;
- paved the way for women who follow; and
- encouraged other women to develop their skills, abilities and pursue opportunities in that area, field or endeavour.



## Bravery Award

Current or former female and male employees (sworn or unsworn) of an Australasian policing, law enforcement, or justice agency may be nominated for this Award.

This Bravery Award recognises the additional challenges to those already present in policing and law enforcement. The Award seeks to acknowledge the bravery required to make the community and policing better for everyone. For example, it may include resolving conflict or situations that require challenging established beliefs or practices and/or protecting others who are negatively affected by unlawful, dangerous, discriminatory or unethical practices or events.

It recognises fortitude, where there is time to reflect on the consequences of actions, where there is time to analyse the risks and long-term damage, and where the outcome may bring about significant change and impact to the parties involved.

**This award is not a duplication of the various bravery awards already in place. Women and men who qualify for bravery awards under those systems should be nominated for those awards.**

The criteria for the **Bravery Award** are to have:

- resolved a situation or series of incidents to protect others who may also find themselves in the same situation in the future; and
- protected and cared for others involved in a situation; and/or
- resolved a situation or series of incidents using innovative and non-traditional responses; and
- sought a resolution which had the potential to bring about significant change and impact to the parties involved.

*Nominators should consider whether their nomination would also be eligible, or more suitable, for a Bravery Award through the Australian or New Zealand Honours systems. For more information go to [www.itsanhonour.gov.au](http://www.itsanhonour.gov.au) or [www.dpmc.govt.nz/honours/index.html](http://www.dpmc.govt.nz/honours/index.html).*

## Most Outstanding Female Leader

Current or former female employees (sworn or unsworn) of an Australian or New Zealand policing, law enforcement, or justice agency may be nominated for this Award.

The criteria for the **Most Outstanding Leader Award** are to have:

- shown dynamic and innovative leadership;
- mentored and provided guidance to others and men;
- contributed significantly to her field by use of relevant skills, experience and personal qualities; and
- improved policing for women.

## Most Outstanding Female Investigator

Current or former employees (sworn or unsworn) of an Australian or New Zealand policing, law enforcement agency or justice agency may be nominated for this Award.

The criteria for the **Most Outstanding Female Investigator Award** are to have:

- tangibly improved how criminal investigations respond to crimes against women and how it deals with female offenders;
- outstanding on-the-job performance;
- mentored, supported and provided guidance to others in criminal investigations; and
- enhanced the profile and professionalism of women in policing.

## Most Outstanding Female Administrator

Current or former employees (sworn or unsworn) of an Australian or New Zealand policing, law enforcement agency or justice agency may be nominated for this Award.

The criteria for the **Most Outstanding Female Administrator** are to have:

- provided effective and dynamic administrative, policy development, management, human resource management, or information and communications technology support to policing or law enforcement;
- shown dynamic and innovative leadership;
- mentored, supported and provided guidance to others in administrative and operational support areas;
- commitment to improving the delivery of policing and law enforcement services to women in the community; and
- outstanding on-the-job performance.

## Most Outstanding Female Practitioner

Current or former employees (sworn or unsworn) of an Australian or New Zealand policing, law enforcement or justice agency.

A 'practitioner' is someone who is practicing any aspect of policing, this includes general duties, community policing, forensic science and investigations.

The criteria for the **Most Outstanding Female Practitioner** are to have:

- shown a tangible commitment to improving the delivery of policing and law enforcement services to women in the community;
- mentored, supported and provided guidance to others within policing or law enforcement;
- enhanced the profile of women in policing or law enforcement; and
- outstanding on-the-job performance.

## Excellence in Policing in the Asia Pacific Region

Current or former employees (sworn or unsworn), of a policing, law enforcement or justice agency in the Asia Pacific Region (other than Australia or New Zealand) are eligible for this award.

This award will publicly acknowledge and reward the achievements of women and men who are contributing to making policing and law enforcement better for women in the Asia Pacific region. It will recognise the excellence that is being developed and currently exists in policing and law enforcement.

The criteria for the **Excellence in Policing in the Asia Pacific Region** are to have:

- developed or implemented an innovative and flexible solution that has significantly improved policing for women in the Asia Pacific region; and
- significantly contributed to the improvement of policing outcomes for women in the Asia Pacific region.

## Excellence in Policing for Women Initiative

This Award is open to an individual, unit or agency in Australia or New Zealand who has improved policing for women.

This Award recognises the women and men who work to improve policing for women. It acknowledges the excellent initiatives that exist within the community and policing, that improve women's lives, their safety and their capacity to contribute to the community. This Award aims to highlight the work being done by individuals and groups from organisations such as domestic violence crisis services, women's services, community policing units, law enforcement agencies' service delivery units, and activists who are working to bring together women and those charged with protecting their human rights.

The criteria for the **Excellence in Policing for Women Initiative** are to have:

- had a significant positive impact on how women are able to access the justice system through policing; and/or
- improved the outcomes for women who access the justice system;
- built relationships that further women's justice and policing interest; and
- enhanced feminist networks between policing and the community.

## Excellence in Research on Improving Policing for Women

This Award is open to anyone in Australia or New Zealand who has an interest in improving policing for women.

This Award seeks to recognise the importance of quality research in the advancement of policing and how it can better respond to women. The award recipient will have finalised a research paper that explores how policing and law enforcement can be improved for women. The research will be contemporary, original, and of publishable quality. The research may already have been published or produced for another purpose. It must however be available for publication by the Australasian Council for Women and Policing on its website and in its journal (although this can be in different format from the original research paper).

Please ensure that a copy of the research (or a link) is attached to the nomination form when it is submitted.

The criteria for the **Excellence in Research on Improving Policing for Women Award** are:

- to have a publicly available, scholarly research paper, that addresses an aspect of improving policing for women in Australasia;
- that the research is contemporary, original and of publishable quality; and
- for the research to be available for publication by the Australasian Council of Women and Policing on its website and/or in its journal (this can include being able to obtain permission from a previous publisher or for the paper to vary from the original research paper).

## Excellence in Employment Initiative

This Award is open to any Australian or New Zealand policing or law enforcement or justice agency.

This Award recognises the innovative programs and policies that improve how police, law enforcement or justice agencies harness the valuable talent of their female employees and by changing the face of policing, becomes more responsive to the community. Agencies may nominate themselves for this Award.

This Award will be judged on the overall positive impact that an initiative has on female employees in a policing, law enforcement or justice agency.

The criteria for the **Excellence in Employment Initiative Award** are to have:

- been innovative and flexible;
- identified and responded to gendered organisational issues;
- encouraged cultural change;
- had outcomes that encourage women's full participation in the workplace; and
- had outcomes that contribute to high recruitment, promotion and retention rates for female employees.

## Sorry Day and what it Means to Me

Angela Tassone

**I am a first class constable at South East Metropolitan Family Protection and ANCOR Unit, Western Australia.**

To talk to you about Sorry Day, I need to tell you about my past.

My father was born in Italy and moved to Kalgoorlie with my grandmother and grandfather when he was two years old. They came with a strong family background and have always been very close.

This was in complete contrast to the background of my mother.

My mother was born in Mount Barker, her mother was from the Bibbulmun tribe and her father was a lore man from Kalgoorlie. My mother was taken from her father to Marribank Mission in Mount Barker, Western Australia. She has never told me about her days in the Mission, even when I was older, she avoided telling me. When asked she would look to the ground and say, 'Don't worry about it.'

I have heard people say that I may have other brothers and sisters and that my mother was meant to have had them whilst at Marribank Mission but the records are not clear and at this stage I have no way of confirming this. My mother eventually reached an age where she was permitted to leave the Mission and she travelled to Perth where she met my father.

Mum tried her best to be a mother, and did it well in the early years. I am not sure what happened but she began to drink. This usually meant she would take off with me, my older sister and my younger brother. We would end up anywhere in Perth for the night.

Wherever we were, my older sister tried to gather us kids together (at the time she herself was only five or six years old) and we would walk to try and get back home. Dad of course, would look frantically for us as well.

My older sister told me of a time when we were walking the streets of Perth, very late one night, trying to find home, and were picked up by some nice policemen who took us back to the police station and bought us Hungry Jacks. I would have been about four years old at the time. I personally do not remember all of these times, but my sister does. I now appreciate the irony, where I pick up kids and I always try to give them something ...

My sister has plenty of stories, few of which I recall but one memory that stays with me is the big Morton Bay fig tree roots in the parks where my mother used to take us kids so she could drink. We were eventually made wards of the state, taken from our mother and father and were split up into separate homes.

I lived in 'homes' till I was about eight years old. The authorities tried to keep us together but once you have been separated from your family at a young age it is hard to build that strong foundation again. It is especially hard going through your teenage years!

Now that I am older and hopefully wiser, I can appreciate all that my father tried to do for us. When I was returned to him at about eight years old he raised the whole five of us on his own.

It is sad to say my mother, who I love to bits, passed away at a very young

age. She was an alcoholic and could never stop drinking. She would come into our lives 'now and then' as we grew. I remember her being about laughing and she was always with humour.

As a result our family is not what you would consider to be close, but we try.

People are wrong when they think the 'Stolen Generation' is only about earlier generations and the Government of that time. The facts are that the 1905 Act was replaced by the Aborigines Administration Act and did not cease operating until the early 1970's. In these Acts of Parliament we were not even declared humans, we were classed as 'Flora and Fauna'. During this time there are many accounts that are not spoken about and the general community are not aware of. Massacres, raping of women and the taking of children. Horrific accounts such as a massacre in the Kimberley's where women and children were buried in the ground up to their necks and then the criminals responsible had a competition to see who could kick their heads the furthest. This is information 'passed down' from not that long ago and I feel sure has lost nothing 'in the telling'. We have all heard of the massacre in Pinjarra. There were lots more that were never written about. So much more that needs to be told.

What I am, along with my brothers and sisters is the next generation from this, who still suffer from the effects of the Stolen Generation.

Watching the 'sorry day' ceremony was very moving and emotional to say the least. I had a lump in my throat and tried to hold the tears back and tried



not to show anyone I was crying. I did not have the same experiences as many people from the 'stolen generation' however I have suffered from the after effects of it. I still struggle with emotions and with learning to be a good parent to my children. On this day, this Sorry Day, I really missed my mum and wished I had the chance to meet my grandparents.

I have previously delivered Cultural Awareness talks to new recruits as they enter the WA Police. I found this

challenging as it is necessary to speak about my past and how I feel about that past today. While giving those talks I try to explain to the recruits ..., Picture this ..., Having a BBQ in the park with your family, your wife or husband and your children. Then the police come and get out of the car and take your children from you. You never see them again and no matter how hard you try, the Government does not allow you to see them again. I have grown up always wanting to help people and so I joined the police to help Aboriginal people.

All Aboriginal people around Australia will have different views and feel differently depending on how the past has affected their lives. I can only tell you in my story how it affects me and why the word 'Sorry' was such a big step in the right direction. Well done to this Government for having the courage to say it, regardless of the negativity from mainstream Australians.

I believe that if you do not acknowledge the past and learn from it, you cannot move on with the future.



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# The Australasian Institute of Policing (AIPol) – a professional body for Australian and New Zealand Police

[www.aipol.org](http://www.aipol.org)

**P**olicing has experienced considerable change over recent years generated by complex social, economic and political influences. There has been significant change in science and technology, law, values and standards, in knowledge and understanding about the causes of crime and social disorder. Importantly, this has occurred against a backdrop of increased community expectations of the police. The professionalisation of policing is necessary to address these issues and the establishment of a professional body for policing is integral to this process.

The Australasian Institute of Policing is a non-industrial, not-for-profit incorporated association that has been established by practitioners, for practitioners to further the policing profession. Importantly, it does not represent police commissioners, government or police unions. Neither the commissioners nor the police unions have designated membership positions or places on the Management Committee or Board.

The Institute has been established with objectives to:

- promote the policing profession;
- promote professional practice standards within the policing profession;
- endorse tertiary education related to the policing profession;
- certify individual police practitioners;
- develop, promote and encourage ethical policing practice;
- facilitate the sharing of research and information as to best-practice policing;
- enhance public confidence in the police profession and the service provided to the public by members of the profession; and
- promote professional mobility of police practitioners.

The vast majority of the recognised professions are

represented by one or more professional bodies that serve their industries. Cioccarelli (2003), in an article on professionalisation, refers to a 1928 study by academic and social commentator, Professor A M Carr-Saunders, who examined the professionalisation process as it applied to a number of different occupations. Carr-Saunders stated that:

*'Professional associations are distinguished by the degree to which they seek to establish minimum qualifications for entrance into professional practice or activity, to enforce appropriate rules and norms of conduct among members of the professional group, and to raise the status of the professional group in the larger society.'* (cited in NSW Police News, Vol.83 No.11, 2003, 31)

The concept of professionalisation is usually associated with a high level of education or skills and training; commitment to the ideal of providing a quality service; adherence to certain standards of conduct and a commitment to update and improve skills and knowledge. Though professional bodies can be constituted in different ways, their essential function is to act as a guardian of professional standards. In fulfilling this function, AIPol will pursue a range of policies aimed at both maintaining and enhancing standards in many areas of policing practice.

AIPol will assist to improve standards by identifying and disseminating examples of good practice, providing continuing professional development and commissioning research into policing methods.

While AIPol is clearly independent of the police commissioners and police unions, it recognises that working collaboratively with the individual commissioners, the Australia and New Zealand Policing Advisory Agency (ANZPAA) and industrial bodies is important to protect and further the professional aspirations of police. AIPol intends to promote professional issues with officers and commissioners and therefore positively influence policing practice within the jurisdictions.

The ownership of a profession by its members is the central concept of a professional body. Chief Commissioner Christine Nixon of Victoria Police in the 2002 John Barry Lecture at the University of Melbourne stated:

*'Taken seriously, as a new level of policing capability, confident policing requires nothing less than ... the development of new systems of occupational and collegiate regulation using mechanisms such as professional registration boards, professional institutes, and colleges of policing. This will provide our people with full ownership and responsibility for their professional standards of conduct and compliance with them.'* (Nixon 2002)

Professional bodies generally do not involve themselves in industrial relations issues. While there is often a fine line between professional and industrial issues, it is not envisaged that AIPol would venture into domains already adequately occupied by the Police Federation of Australia, the New Zealand Police Association and the respective state and territory police unions.

On 25 July 2007, AIPol was registered as an incorporated association under the Victorian Incorporated Associations Act. As such, AIPol is believed to be the first such body for policing established anywhere in the world.

### Why Join AIPol?

Membership of a professional body serves a number of different and diverse purposes. Apart from offering a focal point for the profession that enables members to advance mutual professional interests, membership is also used by professions to regulate and control professional practice and domains. AIPol is to become the professional voice of Australasian policing, and will be promoting the profession to all levels of government, industry, the media and the community.

Membership of the Australasian Institute of Policing currently affords a number of benefits including:

- Networking opportunities;
- Sharing of skills and knowledge;
- Taking an active role within the profession;
- Opportunity to represent a police jurisdiction on the Management Committee or Board;
- Opportunity to coordinate or participate in the development of policing knowledge in respect to a speciality policing practice;
- Post-nominal letters for Member and Fellow classifications;
- Opportunity to seek and maintain professional certification in recognition of knowledge and high standards of performance;
- Access to on-line forums and resources;
- Access to a calendar of Australian and New Zealand events;
- Certificate of membership; and
- Enhancing promotional opportunities.

During 2008 and 2009, it is anticipated that membership will also include:

- Opportunity to publish in a scholarly journal or AIPol newsletter;
- Opportunity to serve on AIPol committees;
- Opportunity to attend or present at the AIPol annual conference;
- Opportunity to contribute to the development of professional priorities for AIPol;
- Discounted rates on goods, products and services;
- Discounted fees for functions, annual AIPol conferences and seminars;
- Access to AIPol merchandise.

### Types of Membership of AIPol

There are generally three main types of membership; Associate Member; Member (MAIPOL) and Fellow (FAIPOL). AIPol currently has members in all categories including Honorary Fellows, a number of whom are leading Australian police academics.

All categories of membership have a once-only Administration Fee of \$25.00. However, this Administration Fee has been waived until 30 September 2008. Annual fees are as follows:

● Associate Member	\$25.00
● Member	\$35.00
● Fellow	\$45.00

Corporate Members is also available to police agencies or policing organisations. Further information on the membership categories and requirements can be found on the AIPol website [www.aipol.org](http://www.aipol.org).

### The AIPol Board

The current AIPol Board comprises four serving police officers drawn from New South Wales, Tasmania, Victoria and New Zealand. All Board members possess a long history in the Australasian police professionalisation movement.

Future Board members will be drawn from the Management Committee and are to be elected annually. Each police jurisdiction is entitled to one elected representative on the Management Committee and Board members are elected from the Committee. Elections are to be held by December this year.

### A Call for Members and Coordinators

The success of AIPol is solely dependent upon the participation by Australian and New Zealand police practitioners. Building upon the police body of knowledge is a critical focus of AIPol and the Institute is calling for experienced and committed police staff who wish to join AIPol and become responsible for coordinating or assisting to coordinate one or more of the following Communities of Practice:

- General Policing
- Leadership and Management
- Investigation (including Drugs, eCrime, Arson, Homicide, Sex Crimes and Fraud)
- Traffic and Road Safety
- Education and Training
- Recruitment
- Intelligence
- Marine, Rescue and Aviation
- Forensics
- Prosecutions
- Women in Policing
- Families, Children and Young Persons
- International Deployments
- Policing Policy
- Disaster Victim Identification
- Close Personal Protection
- Bomb Technician Response
- Other areas of policing as identified or requested by members

Coordinators and assistant coordinators will be responsible for promoting, directing and facilitating discussion and research in their particular area of speciality. Coordinators will seek papers from other practitioners on important and emerging issues relating to their Community of Practice. When publication is being considered in respect to a member's paper, the coordinator will be responsible for peer review. If

appropriate, AIPol will then facilitate or cause journal publication.

Application for membership is easily made on-line by visiting the AIPol web site at [www.aipol.org](http://www.aipol.org). Those members desiring to undertake coordinators' roles are requested to forward an electronic version of his or her resume to the AIPol Secretary, Mr Ian Lanyon, at [ian.lanyon@aipol.org](mailto:ian.lanyon@aipol.org). The resume should be forwarded after the application for membership has been approved. The resume should include the following:

- The Community of Practice sought to be coordinated;
- Evidence of formal training and qualifications that are relevant to the Community of Practice;
- Experience in respect to the relevant Community of Practice; and
- Contact details of at least one professional referee who can attest to a high standard of relevant practice.

### The Authors

**Commander Geoff Smith** from Tasmania Police is a Foundational Fellow of AIPol and currently sits on the Board as Treasurer of the Institute. He is a 1994 Churchill Fellowship and was the first seconded Visiting Police Fellow to the Australian Institute of Police Management (AIPM) in Sydney. He is currently a member of the AIPM Board of Studies. He was actively involved with the Australasian Police Professional Standards Council as a steering committee member and in 2007 he was awarded the Australian Police Medal. He has a Bachelor of Arts majoring in Police Studies and is currently enrolled in a Masters of Policing program through the University of Tasmania.

**Inspector Ian Lanyon** from Victoria Police is a Foundational Fellow of AIPol and is also the Public Officer and Secretary of the Institute. Ian has served in the Homicide, Armed Robbery, Arson, DNA and Drug Squads. He holds a Bachelor of Laws, a Bachelor of Policing, a Graduate Certificate in Business Leadership and is currently finishing off a Masters degree. He spent 15 months in Antarctica as the Station Leader of Davis Station and until November 2007, Ian was the Executive Director of the Australasian Police Professional Standards Council and is passionate about advancing the professionalisation of policing.



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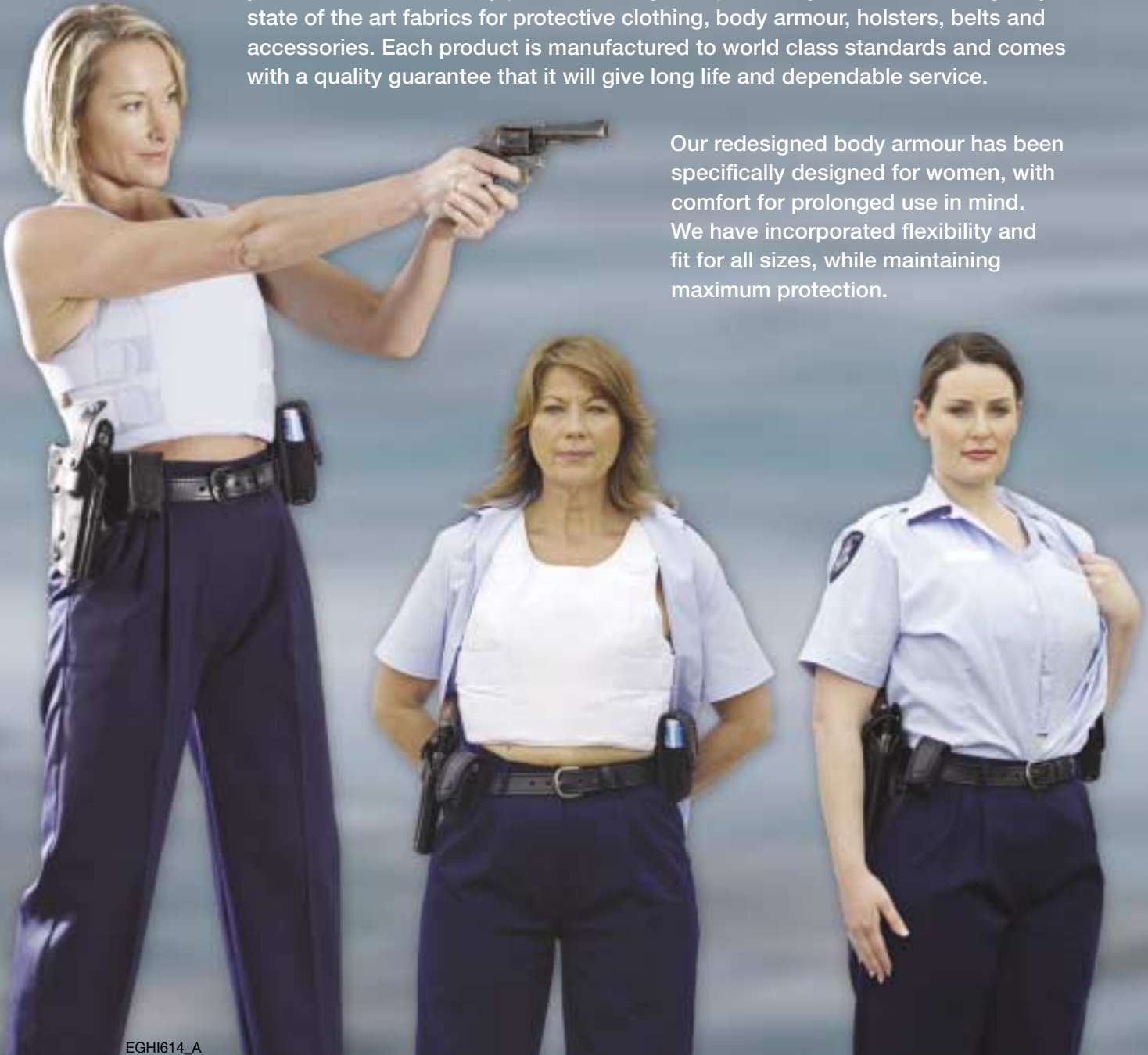
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