

POLICE — ABORIGINAL AND TORRES STRAIT ISLANDER STAFF

5198. Mr K.M. O'Donnell to the Minister for Police; Road Safety:

I refer to the 2019–20 State Budget, Division 25; Western Australia Police Force. In Assembly Estimates Committee hearing on the 22 May 2018, WA Police Force Commissioner Dawson stated that at that time there were 156 employees who identified as Aboriginal or Torres Strait Islander within WA Police Force and this number would be likely to increase, and I ask:

- (a) What is the current number of employees identified as Aboriginal or Torres Strait Islander within the agency;
- (b) With this number, how many are identified as front-line officers and reside within regional WA; and
- (c) With the numbers likely to increase, can an explanation be given as to what strategies are put in place to achieve this increase?

Mrs M.H. Roberts replied:

The Western Australia Police Force advise:

- (a) 167, as at 11 June 2019.
- (b) Of the above 167 WA Police Force employees, 38 are sworn police officers deployed within regional WA.
- (c) A number of initiatives have been implemented to attract more Aboriginal and Torres Strait Islander applicants to apply for employment with the Western Australia Police Force. These include strategies such as targeted attendance at key Aboriginal employment expos, advertising that reflects diversity, tailored recruitment information sessions and a dedicated contact within the Police Recruiting Team to support applicants through the recruitment process. The WA Police Force has a dedicated Police Preparation Program or Police Cadet Program for applicants from Aboriginal and Torres Strait Islander backgrounds. Successful applicants are engaged by the WA Police Force as trainees and provided with an opportunity to develop workplace skills and gain exposure to a range of unique policing activities, under the guidance of experienced police officers and supported through the program by mentors. Trainees receive both on the job training and formal class based training, provided in partnership with North Metropolitan TAFE.