

POLICE OFFICERS — CULTURAL PROGRAMS

1509. Ms M.M. Quirk to the Minister for Police:

Can the Minister please advise what specific cultural competence induction programs exist for police officers stationed in regional Western Australia?

Mrs L.M. Harvey replied:

Each time an individual is transferred to a new location, he/she will undergo orientation as is applicable to the new area upon his/her arrival.

With respect to Aboriginal culture and orientation, policy and procedure dictate an Officer in Charge shall, as soon as practical, ensure that upon the arrival of a new sworn member, that member receives a period of instruction on issues of concern to the local Aboriginal community by a member of that community.

In response to the special policing needs of the Aboriginal and Torres Strait Islander communities, a strategy is in place for the delivery of a period of instruction to members transferring to areas with Aboriginal representation within the community. The responsibility for identifying suitable persons within the Aboriginal community to deliver such instruction rests with the Officer in Charge or other designated officer. An Officer in Charge is responsible for ensuring that the details of any such training are recorded against a member's name under the Resource Management Information System as soon as practicable after the delivery of such instruction.

The Western Australia Police Academy continues to review training to ensure Aboriginal people, Torres Strait Islander people and minority group needs are recognised and processes implemented to adhere to the mentioned policies, from language barriers to cultural traditions.

No structured training occurs in relation to broader Cultural Competency issues for officers in Regional Western Australia. However, HR-22.00.01 — Inductions Procedures — requires Managers/Officers in Charge to complete a Business Unit Induction with employees on their first day in the workplace.

The associated checklist for induction, contained in Appendix 3 of HR-22, includes the requirement to discuss Diversity Networks and Information. This information will be specific to the culturally and linguistically diverse demographic for the business unit/sub-district and content would be tailored accordingly.