

WA POLICE - CULTURALLY COMPETENT OFFICERS

**209. Hon NIGEL HALLETT to the minister representing the Minister for Police and Emergency Services:**

I refer to the minister's response to question 176, asked on 4 April 2007, regarding culturally competent officers. Can the minister please clarify -

- (a) What is determined as a reasonable period in working with indigenous groups and how is affinity determined, given that officers transfer across districts with different indigenous bases?
- (b) What is the specific benchmark required in order for an officer to be deemed culturally competent?
- (c) How are these culturally competent positions flagged or identified as being distinct from general patrol or inquiry officers' positions?
- (d) What are the specific position description forms for culturally competent officers?
- (e) How is an officer's cultural competence assessed as part of the ongoing annual performance management system?

**Hon JON FORD replied:**

I thank Hon Nigel Hallett for some notice of the question. The Minister for Police and Emergency Services has supplied an answer, and because it is quite lengthy, I seek leave to table the answer and have it incorporated into *Hansard*.

Leave granted.

[See paper 2629.]

The following material was incorporated -

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**I thank the Hon. Member for some notice of this question.**

(a) The time required for police officers to engage with local indigenous groups and build trust will vary from community to community and will be dependent on the cultural experience and competent performance of the individual officer, as well as the willingness of the local indigenous community to engage with police.

(b) Police Officers targeted to fill Culturally Competent positions are those officers who display the appropriate attitudes, awareness, behaviours and have the relevant knowledge and skills to work competently with local indigenous groups. Officers who have built up positive working relationships with a local indigenous community and possess the appropriate attitudes and skills are targeted for placement into Culturally Competent positions when they become vacant. In addition to this the local station Officer in Charge and a representative from the local indigenous community will discuss the appointment of an officer to these positions.

(c) All former Aboriginal Police Liaison Officer positions are flagged upon transition and a list of culturally competent positions at each police station is maintained. When a culturally competent position becomes vacant it is generally filled by another local officer who has the experience, skills and rapport to work with that local indigenous group. If no local officers are deemed suitable to fill the vacancy then officers with the relevant experience and skills in working with indigenous groups will be targeted for filling the vacancy.

(d) There are no specific Position Description Forms for Culturally Competent Officers however all police officers are required as part of their basic policing role to engage and work in partnership with all members of the community.

(e) Officer's who fill Culturally Competent Positions are assessed on their performance in engaging and working positively with the local indigenous population during their annual performance assessment. This information is utilised to assess suitability for future placement into positions which involve working with indigenous people or on indigenous policy matters.

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