

**POLICE OFFICERS - RESIGNATIONS - CONTRIBUTING FACTORS**

829. Ms K. Hodson-Thomas to the Minister for Police and Emergency Services

I refer to concerns raised with me by constituents about State's police force, and newspaper reports that senior police officers are leaving the force in high numbers. Can the Minister please advise -

- (1) Is it true that police officers are resigning at nearly twice the average for the last decade, and that the majority of these are voluntary resignations?
- (2) Why are so many police officers leaving the force?
- (3) Does this attrition rate have any correlation with the decision to begin recruiting police officers from overseas?
- (4) As police officers are now required to undertake country service after five years, where it used to be nine years, can the Minister explain the discrepancy between this increased requirement?
- (5) Can the Minister confirm that detectives are not required to undertake a country position at all?
- (6) Do police officers have the right to appeal against management initiated transfers?
  - (a) If not, why not?
- (7) Can the Minister confirm that Inspectors and other higher based positions are only employed on three-year contracts, and that renewal is subject to re-assessment of their skill base?
  - (a) Is it having the effect of undermining the security of these police officers?
- (8) Will the Minister undertake to assess if this is contributing to the resignation rate amongst senior police officers?

Mr J.B. D'ORAZIO replied:

The Western Australia Police advise as follows:

- (1)-(2) The attrition rate in WAPOL has increased due to the States "booming" economy and the attractiveness of private sector and Federal employment opportunities being presented to police officers and indeed all workers within Western Australia and other Agencies. Between May 2005 and March 2006:
  - 58 police officers resigned to work for other government agencies
  - 2 police officers resigned to study
  - 12 police officers resigned to pursue self employment
- (3) Overseas direct entry recruiting is essential to enable the WA Police to meet the government's election commitment of an additional 350 officers above attrition over this term of government.
- (4) There is no length of service requirement prior to a country posting except for Probationary Constables for specified positions.
- (5) Detectives are required to fill vacant detective positions in country locations.
- (6) Prior to any country transfer police officers are notified of this intention. During this time police officers have the ability to present to the Country Transfer Review Panel any circumstances that may cause undue hardship.
- (7) Police officers at the rank of Assistant Commissioner, Deputy Commissioner and the Commissioner are employed under Salaries and Allowances Tribunal and are subject to term appointments. Other commissioned officers are initially appointed for three years at that commission and will be appointed, subject to performance, to a permanent position.
  - (a) No.
- (8) The resignation rate is minimal among senior officers.