



Police Federation  
of Australia

The National Voice of Policing

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21 April 2017

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Senate Finance and Public Administration Committees  
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Canberra ACT 2600

## **Gender segregation in the workplace and its impact on women's economic equality**

### **Supplementary Section:**

Thank you for inviting the PFA to provide evidence to the Committee at the public hearing for this inquiry on the 10 April 2017 in Melbourne. As a result of discussions during the hearing we would like to provide further information to the Committee pertaining to the inadequacies associated with the current reporting of police numbers at both a national and state level.

National police numbers are currently published by the Productivity Commission and contained in *Chapter 6 Police Services, Justice Volume C* of the annual *Report on Government Services 2017*. Over the years, the PFA has written to the Productivity Commission outlining opposition to the reporting definitions and questioned the transparency of police numbers within Chapter 6. Police service staffing numbers by sworn and unsworn police are difficult to extract from the report and reporting pertaining to women in the police limited.

To explain, *Chapter 6 Police Services* comes in two parts; the main report (PDF) and separate attachment tables (XLSX). According to the Productivity Commission

*“Operational status is considered the better estimate for the number of police staff actively engaged in the delivery of police-related services”.*

The Police staffing numbers are therefore categorised within tables (6A.1-6A.8) using the following headings: 'operational FTE staff' and 'non-operational FTE staff' (see below example).

Operational FTE staff	
Sworn (g)	FTE
Civilian (h)	FTE
Other	FTE
<b>Operational FTE staff</b>	<b>FTE</b>
Non-operational FTE staff	
Sworn	FTE
Civilian	FTE
Other	FTE
<b>Non-operational FTE staff</b>	<b>FTE</b>
<b>Total staff</b>	<b>FTE</b>
Aboriginal and Torres Strait Islander FTE staff (i)	
Operational	FTE
Non-operational	FTE
<b>Aboriginal and Torres Strait Islander FTE staff</b>	<b>FTE</b>

Source: Productivity Commission- 6A Police Services Attachment - tables 6A1-6A8

In order to ascertain national **sworn** police numbers one must go through each jurisdictions tables (6A.1 to 6A.8) manually and calculate sworn numbers. Further, the report provides at Table 6A.11 police staff, by operational status as a percentage only and again does not include a breakdown of **sworn** and **unsworn** numbers. (see below table)

Table 6A.11 **Police staff, by operational status (per cent)**

	<i>NSW</i>	<i>Vic (a)</i>	<i>Qld (a)</i>	<i>WA</i>	<i>SA</i>	<i>Tas</i>	<i>ACT</i>	<i>NT (b)</i>	<i>Aust</i>
<b>Operational staff</b>									
2008-09	87.1	79.7	81.2	84.6	89.9	87.3	86.7	92.8	84.3
2009-10	88.6	90.0	90.8	86.5	91.7	87.2	85.3	93.3	89.5
2010-11	88.4	93.2	89.7	84.9	92.9	89.7	91.5	95.3	90.0
2011-12	88.1	92.2	89.3	87.6	93.2	89.4	91.7	94.4	89.9
2012-13	87.6	94.4	90.6	87.2	94.1	89.1	90.2	92.3	90.5
2013-14	87.7	92.7	92.2	87.8	93.5	88.2	91.1	97.2	90.7
2014-15	87.5	94.1	93.8	87.4	93.1	88.5	91.0	96.5	91.2
2015-16	87.6	93.7	94.9	86.5	92.0	84.4	91.1	95.1	91.0
<b>Non-operational staff</b>									
2008-09	12.9	20.3	18.8	15.4	10.1	12.7	13.3	7.2	15.7
2009-10	11.4	10.0	9.2	13.5	8.3	12.8	14.7	6.7	10.5
2010-11	11.6	6.8	10.3	15.1	7.1	10.3	8.5	4.7	10.0
2011-12	11.9	7.8	10.7	12.4	6.8	10.6	8.3	5.6	10.1
2012-13	12.4	5.6	9.4	12.8	5.9	10.9	9.8	7.7	9.5
2013-14	12.3	7.3	7.8	12.2	6.5	11.8	8.9	2.8	9.3
2014-15	12.5	5.9	6.2	12.6	6.9	11.5	9.0	3.5	8.8
2015-16	12.4	6.3	5.1	13.5	8.0	15.6	8.9	4.9	9.0

(a) In Victoria and Queensland, a comprehensive review of civilian position descriptions, relative to the definition of operational staff contained in the Police Services Working Group Data Manual, led to the reclassification of a significant number of positions as operational in 2009-10 data. Data for previous years were not revised.

(b) NT police officers include police auxiliaries and Aboriginal and Torres Strait Islander community police officers.

Source: State and Territory governments (unpublished).

## Staffing by gender

According to the Productivity Commission:

*'Staffing by gender' is an indicator of governments' objective to provide police services in an equitable manner'*

looking at *Chapter 6 Police Services* in relation to the reporting of female police numbers the report shows that nationally 32.5 percent of police staff were female in 2015-16. However, no raw numbers are provided anywhere in the report and again no breakdown of sworn and unsworn female numbers.

**Table 6A.18 Police staff, sworn and unsworn, by gender (per cent) (a)**

	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Aust
<b>Male</b>									
2008-09	67.2	70.0	64.2	71.4	70.6	65.6	68.2	64.2	67.8
2009-10	67.3	69.2	64.1	71.7	69.8	64.5	68.2	63.8	67.6
2010-11	67.4	69.1	63.6	71.4	69.6	64.6	66.5	63.4	67.4
2011-12	67.1	69.4	64.2	71.0	69.5	64.7	66.4	63.8	67.5
2012-13	67.2	69.8	65.1	70.6	69.5	64.8	64.7	64.1	67.8
2013-14	67.3	69.9	65.2	70.5	69.3	64.2	66.3	63.8	67.8
2014-15	67.1	69.3	66.1	70.4	69.1	64.2	67.7	63.8	67.9
2015-16	66.9	68.7	65.7	70.1	68.5	64.4	66.3	62.5	67.5
<b>Female</b>									
2008-09	32.8	30.0	35.8	28.6	29.4	34.4	31.8	35.8	32.2
2009-10	32.7	30.8	35.9	28.3	30.2	35.5	31.8	36.2	32.4
2010-11	32.6	30.9	36.4	28.6	30.4	35.4	33.5	36.6	32.6
2011-12	32.9	30.6	35.8	29.0	30.5	35.3	33.6	36.2	32.5
2012-13	32.8	30.2	34.9	29.4	30.5	35.2	35.3	35.9	32.2
2013-14	32.7	30.1	34.8	29.5	30.7	35.8	33.7	36.2	32.2
2014-15	32.9	30.7	33.9	29.6	30.9	35.8	32.3	36.2	32.1
2015-16	33.1	31.3	34.3	29.9	31.5	35.6	33.7	37.5	32.5

(a) Data comprise all FTE staff except in the NT between 2007-08 and 2012-13, where data are based on a headcount at 30 June.

Source: State and Territory governments (unpublished).

The PFA would like to recommend a more transparent breakdown of police numbers within the Productivity Commission *Report on Government Services - Chapter 6 Police Services* to include:

- Sworn and unsworn raw numbers of police staff by gender and jurisdiction

There is also an inconsistency of definitions used in reporting police numbers across police jurisdictions within *Police Service Annual Reports*. The PFA would like to see the standardisation of reporting within *Police Service Annual Reports* to include the following:

- Total numbers of sworn and unsworn police staff by full time equivalent (FTE) and headcount
- Total numbers of police staff by sworn and unsworn by rank, gender, employment type (full time, part time) and age group
- Average length of service of police staff by sworn and unsworn by gender
- Police staff recruitment by gender
- Police staff executive roles by gender
- Take up of flexible working arrangements by police staff, sworn and unsworn, by gender and rank

Without consistency and transparency in the reporting of national police numbers, particularly as it applies to gender then it is difficult to accurately track participation rate progress especially 'frontline' rates for police women. Detailed and standardised reporting across jurisdictions is essential to ensure police services and government maintain high levels of accountability and the public have access to clear comparative data.

Further *Police Service Annual Reports* should include clear sets of indicators, objectives and transparent results/targets achieved annually pertaining to women in leadership, career progression and the development of women in the police. Clear strategic goals need to be set to measure progress nationally.

The PFA would be happy to provide further information to the Committee if that was required.

Sincerely yours

Mark Burgess APM  
Chief Executive Officer