



www.police.nsw.gov.au ABN 43 408 613 180

COMMISSIONER'S OFFICE

Police Headquarters
Avery Building
14-24 College Street
Darlinghurst NSW 2010
Box 45 GPO Sydney 2001
Ph: 9339 5011 / 55011
Fx: 9339 5471 / 55471
TTY: 9211 3776 (Hearing/Speech impaired only)

Ref:

Mr. Peter Hallahan
Secretary
Legal and Constitutional References Committee
Australian Senate
Parliament House
CANBERRA ACT 2600

Dear Mr. Hallahan,

I write in response to your correspondence regarding the Inquiry into progress towards National Reconciliation and would like to offer the following information.

NSW Police has not yet established a formal process to adopt or implement the strategies and objectives described in the Aboriginal Reconciliation documents. As such, a formal submission to the References Committee has not been provided at this time. It is intended however, that the development and implementation of formal processes and strategies will occur through the release of the Aboriginal Strategic Direction document developed by NSW Police. This document is awaiting endorsement and will be released in early 2003. It is anticipated that this document will assist to reinforce the importance of implementing the principles of Aboriginal Reconciliation to all NSW Police personnel.

In the interim, NSW Police is committed to a range of initiatives, which can be linked to the Reconciliation principles. These initiatives are outlined in papers attached at Tab A.

Any further enquiries can be directed to Peter Lalor, Manager Aboriginal Coordination Team on (02) 9339 5402 or email lalo1pet@police.nsw.gov.au.

Yours sincerely



K E Moroney
Commissioner
28/1/03

How NSW Police is addressing Aboriginal Reconciliation:

In 1998 CEO's of the Justice Agencies, including NSW Police, offered an apology to the Stolen Generations. In 2000 the CEO's of the NSW Public Sector issued a Statement of Reconciliation.

Corporate Spokesperson for Aboriginal Issues

Morris West, Commander Western Region is the Corporate Spokesperson for Aboriginal Issues

Aboriginal Coordination Team (ACT)

The ACT has four staff. NSW Police has established the ACT to

- Provide advice on programs and policy issues to the Corporate Spokesperson for Aboriginal Issues, operational Police, Commander, Operation Support Command, Commissioners Office, and the Police Ministry.
- Coordinate, provide advice and support the Police Aboriginal Strategic Advisory Council meetings (meet twice a year, includes community members, govt. representatives, chaired by the Commissioner).
- Establish Regional Aboriginal Advisory Committees (meets bi-monthly and is chaired by the Region Commander).
- Participate in meetings with the Anti-Discrimination Boards' Aboriginal Advisory Committee, the Attorney Generals Department, the Aboriginal Justice Advisory Council and other committees in regard to Aboriginal justice matters.
- Point of contact for in-service enquiries regarding variety of Aboriginal issues.
- Point of contact for external enquiries regarding variety of Aboriginal issues.
- Collecting and analysing data and reporting on trends/incidents in policing and their impact on the Aboriginal community.
- Investigate improved methods of service delivery with regard to the NSW Police and the Aboriginal community with particular reference to fostering goodwill between Police and Aboriginal people.
- Provide strategic advice on development and implementation of policy & programs relating to Aboriginal Community Liaison Officers (ACLOs).
- Co-ordinate and support ACLOs in the field.
- Coordinate, support training and development of all ACLO's.

The following strategies have been developed for the NSW Police to assist in moving towards Aboriginal Reconciliation.

NSW Police Three Tier Aboriginal Advisory Committees

The NSW Police established a three tier Aboriginal advisory structure to strengthen relations with Aboriginal communities in NSW. These Committees have been designed to:

- ➔ Break down barriers between Police and the Aboriginal people;
- ➔ Provide a forum for Aboriginal people and police to participate in decision making;
- ➔ Identify strategies in the development of joint action plans; and;
- ➔ Address Aboriginal issues at a local and regional level, as well as those that may have statewide implication.

The Advisory Structure includes:

1. Local Area Command Aboriginal Consultative Committee (LACACC)
2. Regional Aboriginal Advisory Committee (RAAC)
3. Police Aboriginal Strategic Advisory Council (PASAC)

- 1st Tier - Local Area Command Aboriginal Consultative Committee (LACACC)

The LACACC meets on a bi-monthly basis. LACACC's are established in areas with high Aboriginal populations. Committees monitor the implementation of LACACC Joint Action Plans, which were developed at workshops attended by police and Aboriginal community members. Aboriginal membership on these committees is voluntary. Establishment of a LACACC is based on demographics, community profiles, analysis of incidents over the previous 12 months and consultation with the community. The Aboriginal Community Liaison Officer (ACLO) assists in the establishment of the LACACC, ensuring that representation from the Aboriginal community includes women, and young people. The Local Area Commander chairs this Committee.

- 2nd Tier - Regional Aboriginal Advisory Committee (RAAC)

The RAAC meets on a bi-monthly basis and is chaired by the Region Commander. The RAAC is the middle rung of the Service's advisory structure. Establishment of these committees is based on Aboriginal population and the level of Police/Aboriginal interaction. Areas with a low frequency of incidents and low Aboriginal population may not need a RAAC. Consideration for the establishment of a RAAC should be taken in consultation with Aboriginal Community Liaison Officers on a Regional basis. The RAAC looks at issues that cannot be resolved at a LACACC level or may have implications across a number of Local Area Commands. Representation on the Committee includes an Aboriginal Community Liaison Officer (on a rotational basis) a member of the Aboriginal Justice Advisory Committee (AJAC) and members of the Aboriginal community, including women and youths.

- 3rd Tier - Police Aboriginal Strategic Advisory Council (PASAC)

The PASAC meets twice a year and is chaired by the Commissioner. The Team Leader of the Aboriginal Coordination Team is the Executive Officer for PASAC. Membership of PASAC includes the Service's Corporate Spokesperson for Aboriginal Issues and representatives from the Aboriginal Justice Advisory Council, the Department of Aboriginal Affairs, the Ombudsman's Office, the NSW Aboriginal Lands Council and the Aboriginal and Torres Strait Islander Commission. The community is represented through the Police Service's Regional Aboriginal Advisory Committees.

Operational Crime Review

The ACT has developed a series of questions to be asked at OCRs to determine how LACs are implementing Aboriginal initiatives and their management of Aboriginal affairs generally within the LAC.

Aboriginal Community Liaison Officers

Aboriginal Community Liaison Officers assist Police in resolving issues affecting Aboriginal people by establishing positive partnerships and maintaining rapport between Police and Aboriginal people. NSW Police employs fifty-six ACLO's. They are located across the state including rural, outback and city commands.

Aboriginal Women's Vocational Training Project

The ACT has overseen the development and implementation of this project established to encourage more Aboriginal women to consider a career with the NSW Police as sworn and non-sworn Officers. This project also provides training and development opportunities for Aboriginal women. This project will be handed over to Human Resources when the Aboriginal Employment Strategy is developed.

ACLO Induction Package

The ACT has developed an Induction Package for newly recruited ACLO's. This package has been designed to assist the new ACLO and LAC to gain a broad understanding of the role and responsibilities of the ACLO within the LAC and local Aboriginal communities. The Package was trailed in Taree (Manning Great Lakes LAC). As a result the package has been implemented in the Mid North Coast, Darling River LACs. The Program will be delivered to all Education Training Officers for implementation in LACs where ACLOs are employed.

Aboriginal Support Groups

Numerous support groups have been established across the state in areas with a significant Aboriginal population. The location and make-up of the group is determined by the needs of the LAC and are established under local arrangements.

The ACT was instrumental in the establishment of Aboriginal Support Groups. This project has been successful in LACs in the Macquarie Region. The ACT will recommend to the Commissioner that this model be promoted as a model of Best Practice and will seek the Commissioner's endorsement to promote this model throughout the Service.

Command Management Framework (CMF) – Aboriginal Issues

The CMF is a "self-assessment" control approach to identify risk in Aboriginal issues across a LAC. The CMF identifies what needs to be checked/assessed on a daily – weekly basis in the tasking of officers or ACLO's.

Aboriginal Risk Management Matrix

This Matrix is being developed as a management tool specifically designed to assist a LAC in implementing the new Aboriginal Strategic Direction. A LAC will be able to refer to the Matrix and determine the level of risk involved in implementing or failing to implement strategies identified by the LAC and in partnership with the Aboriginal community.

Cautioning Aboriginal Young People

A protocol for involving Aboriginal community members in the cautioning of Aboriginal young people has been developed by the Youth and Child Protection Team (Y&CPT) with assistance from the ACT. This protocol is currently being implemented across the Service.

Young Offenders Legal Referral (YOLR)

The ACT in consultation with the Y&CPT further developed and progressed the YOLR (based on a model developed by Brewarrina police) as a means to increase the number of Aboriginal young people diverted from the courts by way of a caution. This Referral is currently being implemented across all regions.

Protecting Children

The ACT has offered advice and assistance to the Y&CPT in the development of this project, which involves educating, and training the community to increase their capacity to respond to child protection issues. This project is an inter-agency initiative and is commencing in Taree within the next month.

Aboriginal Lectures at the Police College

The Aboriginal Lecturer at the Police College oversees the Aboriginal Issues component of the Diploma in Policing Practice at the College. Students undertake lectures in Policing and Public Order, Society and Law in Practice, and Vulnerable Populations as they relate to Aboriginal people or communities. The Lecturer consults regularly with the ACT on education issues at the College.

Aboriginal Cultural Awareness Programs

The Aboriginal Lecturer at the Police College delivered fifteen Aboriginal Cultural Awareness programs to Police throughout NSW in 2001.

Aboriginal Employment Strategy

Human Resource Services is currently developing a new Aboriginal Employment Strategy. The ACT is part of an advisory committee to oversee the development and implementation of the AES. The Committee meets on a quarterly basis.

Police Weekly News Articles

The Police Weekly provides articles on Aboriginal issues or themes as well Police Notices for Aboriginal issues. Articles are reviewed by the ACT for comment and approval of content prior to publishing.

Aboriginal Employees Support Network

NSW Police established a Support Network in 1982 as a support mechanism for Aboriginal staff employed within the NSW Police. The Network is designed to provide forums for Aboriginal staff to meet and exchange of ideas of mutual interests, especially about staffing issues and conditions of employment. The Network also Assist non-Aboriginal staff to communicate more effectively with Aboriginal staff. State meetings are held on a regular basis including a State Conference, Annual General Meeting and Regional meetings on a quarterly basis.

National Aboriginal Rugby League Association

NSW Police supports this Annual Rugby League Knockout for Aboriginal football teams by approving Aboriginal staff to participate in a public relations exercise and promote the NSW Police to Aboriginal people. ACLO's and Aboriginal Police Officers have performed duty at this event since 1991.

Blue Reelers

This initiative was first established in 1997 as an initiative of the Wilcannia Sector and is ongoing. Additional Sectors to establish the program ~~in~~ Balranald, Walgett and Brewarrina.

Night Patrols

NSW Police assisted with funding in the establishment of Night Patrols in partnership with the Attorney Generals Department and the Department of Corrective Services.

Four night patrols were initially established and currently operating in Forster (Manning Great Lakes LAC), Narrandera (Griffith LAC), Kempsey (Mid North Coast LAC) and Dareton (Deniliquin LAC).

As a result, additional funded Night Patrols operate or have operated in Bourke (Darling River LAC), Brewarrina (Darling River LAC), Wagga Wagga (Wagga Wagga LAC), Nowra (Shoalhaven LAC), Walgett (Castlereagh LAC), Wilcannia (Barrier LAC) and Redfern (Redfern LAC). Crime Prevention Division funded Streetbeat services in Ballina (Richmond LAC), and Moree (Barwon LAC) provide a similar service but with less reliance on volunteer support.

NAIDOC Week

The Aboriginal Flag is flown at Police facilities during NAIDOC Week. Aboriginal staff are granted an additional day of special leave to celebrate NAIDOC Day (where rosters and workloads allow). Police officers support and attend various activities during NAIDOC Week.

Aboriginal Justice Advisory Council

NSW Police supports the NSW Aboriginal Justice Advisory Council through annual financial contributions to assist in meeting the operating costs of the Council.