



NSW Police Force

supporting **Women in Policing**

Spokeswomen's Network

The Spokeswomen's Program is designed to help women with their career needs. Network members are located across the organisation. The Spokeswomen's network can help you with:

- improved access to information relevant to women and work
- opportunities to raise issues and have input to how they are addressed
- participation in Spokeswomen's events and activities
- structured networking opportunities.

The Corporate Spokesperson on Women in Policing is a senior executive who sponsors and advocates for women in the organisation at a senior level and works closely with the Spokeswomen's network. The role is currently held by Assistant Commissioner Carlene York APM, Commander Northern Region.

Assistant Commissioner Carlene York APM



Work/life balance

Whilst policing is a 24-hour, seven day-a-week service, maintaining a healthy balance between your career and personal life is important not only for those with carer's responsibilities but also for your police career generally.

That's why NSPWF offers a range of flexible working arrangements including Family & Community Service Leave, Personal Carer's Leave, parental leave, support for breastfeeding mothers, the ability to purchase additional leave entitlements and leave without pay. We are also able to offer regular part-time employment upon approval of the Local Area Commander dependant on operational needs.

Recognising women's achievements

It is important that the efforts which have helped contribute to elevating the status of women in the organisation are recognised and acknowledged to keep driving the change needed to improve outcomes for women. The Commissioner's Perpetual Award for the Advancement of Women in Policing was established in 2006 to acknowledge and showcase NSW Police Force efforts and achievements in elevating the standing of women.

In addition, in the 2011 Australia Day Honours List nearly 40% of NSW police officers awarded the Australian Police Medal were women.

Diverse & Supported Careers

"I'm an Inspector of Police and Manager within the Operational Information Agency (OIA) for NSW Police. I have been a sworn officer for 30 years and commenced my policing career at Bankstown Police Station, where I was the first uniform female officer. I have performed a variety of duties including general duties, intelligence, internal affairs and management responsibilities. Policing encompasses a diversity of roles and functions and I have been able to develop both professionally and personally, by working in a variety of policing environments such as; intelligence; investigations; systems; policy and procedures and project work..... I have always been greatly influenced by good leadership within the NSW Police Force and recognised the capacity I had to influence others by using a trust and honesty model to achieve team and corporate goals."

Inspector, Nada MacDonald APM, Manager, Operational Information Agency



"Forensic Investigators are required to work on call and provide 24 hour response. This was challenging back in my earlier years as an investigator as re-call to duty during the early hours of the morning was common place. After several years doing on call duties there certainly was a challenge with balancing work and family life with two young children at home. Thankfully, flexible rostering with extended shifts has been introduced, part time working options, shiftwork and an increase in staffing levels have all assisted Forensic Investigator's balance their work and family commitments far more easily"

**Rashelle Conroy, Senior Sergeant,
Zone Manager, Forensic Services Group**



"Being a female Police Officer is something that I have always been very proud of, and I hope to inspire other women to always strive for their best and to enjoy their work. This job continues to provide many great opportunities for the advancement of women - a culture that I am proud to support"

Sgt Donna Faul, Fairfield Local Area Command , winner of the Gold Award in the 2010 Commissioner's Perpetual Award for the Advancement of Women in Policing.

returning from maternity leave. It was important for the Command to retain and continue to develop staff and for staff to be able to meet their family and personal commitments.... The implementation of flexible work practices has been beneficial for both staff and the Command. Staff have benefited through access to career development opportunities whilst maintaining a work/life balance. The Command has benefited by Part-time Officers being motivated to a higher degree to achieve Command goals as their working commitments are met through negotiations. This in turn allows the Command to focus on key issues such as strategic crime reduction strategies to service the community being policed"

Superintendent Wayne Cox, Mt Druitt Local Area Command

"The Command implemented flexible work arrangements in order to facilitate an easier transition back to work for a number of officers