

## **Annexure A**

Gender Equity data received by the Commissioner of Police. Data as of 1 July 2019.

Gender Equity data breakdown by Rank / Grade.

### **NSWPF**

7,404 out of 21,094 (35%) Admin officers & Police officers total are Female.

#### **Admin Officers**

2,675 out of 3,985 (67.1%) Admin officers are Female.

975 out of 2,675 Female Admin Officers (87.4%) are Clerk1/2.

206 out of 318 (64.8%) Clerk9/10 + Clerk11/12 + SE Admin are Female.

#### **Police Officers**

As of 01/07/2019, 4,729 out of 17,109 (27.6%) Police officers are Female, which has increased by 1.1% from 2009 (26.5%) and increased by 0.3% from 2018 (27.3%).

133 out of 839 (15.9%) Commissioned Officer are Female.

For a more detailed breakdown please see;

**TAB A** – Headcount of Police officers & Admin officers by Rank/Grade & Gender.

**TAB B** – Headcount of Police officers & Admin officers by Command & Gender.

**TAB C** – Headcount of Police officers & Admin officer by LAC & Gender.

**TAB D** – Women in Policing Historical Trend

TAB A

Headcount of Police Officers &amp; Admin Officers by Gender - Data as as 01/07/2019

Police Officer Headcount by Grouped Ranks				
Rank	%F	F	M	Grand Total
Constable	29.6%	3,895	9,270	13,165
Sergeant	22.6%	701	2,403	3,104
Inspector	16.7%	115	572	687
Superintendent	10.7%	14	117	131
A/Commissioner	18.8%	3	13	16
D/Commissioner	20.0%	1	4	5
Commissioner	0.0%		1	1
Grand Total	27.6%	4,729	12,380	17,109

Police Officer Headcount				
Rank	%F	F	M	Grand Total
Pro Constable	34.1%	336	650	986
Constable	27.1%	545	1,467	2,012
Sen Constable	29.6%	3,014	7,153	10,167
Sergeant	22.4%	628	2,177	2,805
S/Sergeant	24.4%	73	226	299
Inspector	21.9%	57	203	260
C/Inspector	13.6%	58	369	427
Superintendent	10.1%	13	116	129
C/Super	50.0%	1	1	2
A/Commissioner	18.8%	3	13	16
D/Commissioner	20.0%	1	4	5
Commissioner	0.0%		1	1
Grand Total	27.6%	4,729	12,380	17,109

Admin Officer Headcount				
Grade	%F	F	M	Grand Total
A.M.E.	0.0%		5	5
BandMember	22.2%	6	21	27
Check & trai	100.0%	1		1
ChfEngineer	0.0%		1	1
Clerk1/2	87.4%	975	141	1,116
Clerk10	50.0%	1	1	2
Clerk11/12	62.5%	55	33	88
Clerk12	50.0%	2	2	4
Clerk2	0.0%		1	1
Clerk2/3	50.0%	1	1	2
Clerk3/4	70.6%	235	98	333
Clerk4/5	80.0%	4	1	5
Clerk5	85.8%	97	16	113
Clerk5/6	72.2%	554	213	767
Clerk7/8	65.2%	167	89	256
Clerk9/10	74.6%	132	45	177
ClerkGS	84.3%	43	8	51
Clinician	0.0%		1	1
ClinPsych	100.0%	1		1
CommOff	67.2%	162	79	241
ContrlrMaint	0.0%		1	1
CS04	0.0%		2	2
CS05	0.0%		1	1
CSO1	0.0%		16	16
CSO2	38.1%	8	13	21
CSO3	23.1%	12	40	52
CSO4	25.9%	14	40	54
CSO5	18.9%	10	43	53
CSO6	33.3%	5	10	15
DepProfOff2	0.0%		3	3
DepProfOff3	0.0%		1	1
DepProfOff4	20.0%	1	4	5
DepProfOff5	0.0%		1	1
DepProfOff6	0.0%		2	2
DirMusic	0.0%		1	1
DrivingInst	0.0%		3	3
Engineer2	0.0%		1	1
Engineer4	0.0%		1	1
Engineer6	0.0%		1	1
GroomAdult	88.9%	8	1	9
HAAMC	0.0%		1	1
Imagingtechn	0.0%		3	3
L.A.M.E.	14.3%	1	6	7
LecturerB	100.0%	1		1
LecturerC	100.0%	1		1
LegalOf1/3	78.6%	11	3	14
LegalOf3/4	87.5%	7	1	8
LegalOf4/5	100.0%	1		1
LegalOf5	50.0%	5	5	10
Librarian	80.0%	4	1	5
Nurse	100.0%	3		3
NurseReg	100.0%	4		4
PhotogramC3	0.0%		1	1
Pilot	0.0%		6	6
Pilotline	0.0%		3	3
PolArmourer	0.0%		10	10
Psychologist	83.3%	10	2	12
PubRelOf1	100.0%	4		4
PubRelOf2	66.7%	6	3	9
RadioComOp	0.0%		3	3
Scientoff1	0.0%		3	3
ScientOff3/4	0.0%		5	5
ScientOff4	100.0%	1		1
ScientOff5/6	100.0%	1		1
SE Admin	34.0%	16	31	47
SecFieldSup	12.5%	1	7	8
SecurityOffr	18.4%	32	142	174
SenBandMem	50.0%	1	1	2
SenCommOff	58.3%	56	40	96

TAB A

Headcount of Police Officers & Admin Officers by Gender - Data as as 01/07/2019

SeniorOff3	0.0%		1	1
SenMediclOff	0.0%		1	1
SenPsychol	100.0%	1		1
SenSecOff	14.3%	4	24	28
SenTechOf1	0.0%		6	6
SenTechOf2	0.0%		4	4
SenTechOf3	0.0%		8	8
SenTechoff1	0.0%		1	1
Shift Coord	80.0%	4	1	5
Snr Spl Psys	100.0%	1		1
SnrInt/Tran	50.0%	1	1	2
SnrSplPsys	100.0%	3		3
SnrTechOf1	0.0%		1	1
SplPsychol	100.0%	1		1
StoresOff1	0.0%		2	2
StoresOff4	0.0%		1	1
TechOff1	0.0%		2	2
TechOff2	0.0%		31	31
Techoff3	0.0%		4	4
TransOffMch	0.0%		4	4
<b>Grand Total</b>	<b>67.1%</b>	<b>2,675</b>	<b>1,310</b>	<b>3,985</b>

TAB B

Headcount of Police Officers & Admin Officers by Gender - Data as as 01/07/2019

Command	Admin officer Headcount				Police Officer Headcount				Total	
	F%	F	M	Admin Total	F%	F	M	Police Total	Total F%	Grand Total
CapPerYthCmd	57.6%	57	42	99	44.0%	107	136	243	48.0%	342
Commissioner	75.0%	3	1	4	0.0%		6	6	30.0%	10
Commissnroff	76.5%	26	8	34	0.0%				76.5%	34
CorprateSrvs	58.8%	542	380	922	25.5%	96	280	376	49.2%	1,298
Inv&CountTer	73.1%	201	74	275	27.3%	523	1,394	1,917	33.0%	2,192
MetroFieldOp	85.1%	452	79	531	29.6%	1,889	4,493	6,382	33.9%	6,913
PolPrctl&Awd	50.0%	1	1	2	25.0%	1	3	4	33.3%	6
RegNSWFldOp	81.6%	396	89	485	29.0%	1,397	3,413	4,810	33.9%	5,295
SpclistSuppt	61.1%	997	636	1,633	21.2%	716	2,655	3,371	34.2%	5,004
<b>Grand Total</b>	<b>67.1%</b>	<b>2,675</b>	<b>1,310</b>	<b>3,985</b>	<b>27.6%</b>	<b>4,729</b>	<b>12,380</b>	<b>17,109</b>	<b>35.1%</b>	<b>21,094</b>



TAB C

Headcount of Police Officers & Admin Officers by Gender - Data as as 01/07/2019

Local Area Command	Admin Officer Headcount			Police Officer Headcount			Total
	F	M	Admin Total	F	M	Police Total	Grand Total
CapPerYthCmd	57	42	99	107	136	243	342
Ancillary Zone PCYC				1	5	6	6
Capability Performance & Youth	9		9	3	2	5	14
Corporate Communications	15	31	46	2	5	7	53
CP&YC Crime Prevention Support				1	2	3	3
Eyewatch					1	1	1
Hunter Zone PCYC				7	15	22	22
Inner Metropolitan Zone PCYC				9	8	17	17
Media Unit	10	4	14	5	5	10	24
Mental Health Intervention Tea		1	1	1	1	2	3
Metropolitan West Zone				6	13	19	19
Northern Zone PCYC				10	9	19	19
Performance & Program Support		1	1	1	1	2	3
PPS Aboriginal Co-ordination T	4	2	6				6
PPS Alcohol Licensing Support				2		2	2
PPS Domestic & Family Violence	2		2	4	1	5	7
PPS Environment Scan	1		1	1	1	2	3
PPS Governance Risk & Complian				6	2	8	8
PPS Performance Review Team		1	1	3	1	4	5
PPS Planning	3		3		1	1	4
PPS Program Development	7		7		2	2	9
Public Affairs	3	1	4				4
Riverina Zone PCYC				6	10	16	16
Southern Zone PCYC				8	15	23	23
Western Zone PCYC				8	7	15	15
YC Crime Prevention	1	1	2	1	1	2	4
YC School Liaison Police				20	22	42	42
YC School Safety & Response				1	1	2	2
Youth & Crime Prevention Comma	2		2	1	5	6	8
<b>Commissioner</b>	<b>3</b>	<b>1</b>	<b>4</b>		<b>6</b>	<b>6</b>	<b>10</b>
Commissioner	3	1	4		6	6	10
<b>Commissnroff</b>	<b>26</b>	<b>8</b>	<b>34</b>				<b>34</b>
Community Safety & Rural Crime	4		4				4
Executive Advisory	7	2	9				9
Major Crime and Firearms	3	3	6				6
Secretariat	5		5				5
Strategic Priorities and Ident	7	3	10				10
<b>CorprateSrvs</b>	<b>542</b>	<b>380</b>	<b>922</b>	<b>96</b>	<b>280</b>	<b>376</b>	<b>1,298</b>
Corporate Internal Audit	1	1	2				2
Corporate Services	3		3		2	2	5
Digital Technology and Innovat	2	2	4		1	1	5
DTI Business Services	8	5	13				13
DTI Client Services & Engageme	13	41	54		2	2	56
DTI Corporate & Business Syste	28	40	68	1	9	10	78
DTI Digital Policing & Op Syst	14	39	53	3	10	13	66
DTI Enterprise Architecture	1	4	5				5
DTI Performance	6	3	9				9
DTI Security	2	16	18				18
DTI Strategy Portfolio & Gover	11	13	24	1	1	2	26
DTI Technology Infrastrctr & N	7	51	58				58
E&T Business Support	6	3	9				9
E&T Leadership & Capability Co	11	3	14	17	34	51	65
E&T Learning Systems and Suppo	10	4	14	11	6	17	31
E&T NSWPF Academy	29	11	40	30	47	77	117
E&T Operational Safety & Skill	7	3	10	10	127	137	147
E&T Professional Standards	1		1	1	1	2	3
Education and Training Command	2		2	2	3	5	7
FABS Financial Control	5	2	7				7
FABS Financial Reporting & Tax	3	5	8				8
FABS Financial Strategy	2	4	6				6
FABS Fleet Services	6	7	13		1	1	14
FABS Strategic Procurement	7	4	11				11
Finance & Business Services	2	1	3				3
Firearms Registry		1	1		1	1	2
FR Industry Regulations	33	8	41		3	3	44
FR Operations	27	3	30				30
HR People & Culture	33	7	40	7	6	13	53
HR Workforce Capability	12	2	14	2	5	7	21
HR Workforce Safety	73	22	95	5	13	18	113
Human Resources Command	3		3	3		3	6



TAB C

Headcount of Police Officers & Admin Officers by Gender - Data as as 01/07/2019

Office of the General Counsel	3	1	4	1		1	5
OGC Commercial & Administrativ	5	3	8		1	1	9
OGC Crime Disrptn & Special In	6	3	9	1		1	10
OGC Employment & Safety Law	10	4	14		2	2	16
OGC Tort & Compensation Law	7	4	11		2	2	13
Property Services	5	6	11		1	1	12
Security Licensing & Enforcmnt	2	1	3				3
Shared Services	1	1	2				2
SLED Determinations	11	5	16				16
SLED Industry Regulation	6	12	18				18
SLED Service Delivery	22	5	27				27
SS Accounts Services	24	4	28				28
SS Business Improvement	1	1	2				2
SS Corporate Business Svs Cent	11	2	13	1	2	3	16
SS HR Transactional Services	40	14	54				54
SS Records & Information Manag	20	9	29				29
<b>Inv&amp;CountTer</b>	<b>201</b>	<b>74</b>	<b>275</b>	<b>523</b>	<b>1,394</b>	<b>1,917</b>	<b>2,192</b>
Counter Terrorism&Special Tact	9	2	11	4	5	9	20
CTST Capabty&Protectv Securit	2	13	15	10	40	50	65
CTST Operational Assessments G	6		6	30	122	152	158
CTST Tactical Operations Group	2	1	3	8	102	110	113
CTST Terrorism Investigations				9	48	57	57
Investigations & Counter Terro	2		2		3	3	5
Professional Standards Command	1		1	2	1	3	4
PSC Business Support	10	3	13				13
PSC Human Resources				4	2	6	6
PSC Investigations	7	1	8	21	60	81	89
PSC Managemnt Action & Workplc	15	4	19	22	26	48	67
PSC Professional Standards	1		1		2	2	3
Public Order & Riot Squad	1		1	3	90	93	94
SCC Business Services	34	3	37	3	4	7	44
SCC Child Abuse & Sex Crimes S	5	2	7	160	151	311	318
SCC Crime Operations				5	6	11	11
SCC Criminal Groups Squad	1	1	2	25	141	166	168
SCC Cybercrime Squad		3	3	3	38	41	44
SCC Drug & Firearms Squad	6	1	7	16	83	99	106
SCC Financial Crimes Squad	4	5	9	17	63	80	89
SCC Homicide Squad				25	78	103	103
SCC Human Resources				6	4	10	10
SCC Organised Crime Squad				26	74	100	100
SCC Professional Standards	1		1		2	2	3
SCC Robbery & Serious Crime Sq				6	60	66	66
SI Covert Services	3	3	6	41	121	162	168
SI Intelligence Operations	32	10	42	46	41	87	129
SI Strategic Intel & Capabilit	49	16	65	26	25	51	116
State Intelligence Command	10	6	16	5	2	7	23
<b>MetroFieldOp</b>	<b>452</b>	<b>79</b>	<b>531</b>	<b>1,889</b>	<b>4,493</b>	<b>6,382</b>	<b>6,913</b>
Auburn PAC	11	2	13	43	117	160	173
Bankstown	14	3	17	67	163	230	247
Blacktown	9	3	12	50	113	163	175
Blue Mountains	12	1	13	33	77	110	123
Botany Bay	9		9	28	71	99	108
Burwood PAC	15	3	18	62	169	231	249
Camden PAC	9	1	10	37	84	121	131
Campbelltown City PAC	19	5	24	90	201	291	315
Campsie	11	3	14	47	94	141	155
Central Metro	1		1	1	2	3	4
CM Business Administration	5	1	6				6
CM Operations	4	1	5	24	54	78	83
CM People Support		1	1	1	1	2	3
CM Professional Standards	1		1		2	2	3
Cumberland PAC	17	1	18	69	169	238	256
Eastern Beaches	11	1	12	62	113	175	187
Eastern Suburbs PAC	18	2	20	64	145	209	229
Fairfield City PAC	22	2	24	78	212	290	314
Hawkesbury	8	1	9	28	57	85	94
Inner West PAC	13	3	16	78	166	244	260
Kings Cross	9	1	10	40	105	145	155
Kuring Gai	11	1	12	37	96	133	145
Leichhardt	7	1	8	39	104	143	151
Liverpool City PAC	18	2	20	90	191	281	301
Metropolitan Field Operations	2		2	1	2	3	5



TAB C

Headcount of Police Officers & Admin Officers by Gender - Data as at 01/07/2019

Mt Drutt	11	2	13	47	137	184	197
Nepean PAC	16	4	20	92	190	282	302
North Shore PAC	15	2	17	67	185	252	269
North West Metro	1		1	1	1	2	3
Northern Beaches PAC	20	1	21	82	189	271	292
NW Business Administration	5	1	6				6
NW Operations	3	2	5	19	58	77	82
NW People Support	2		2	1	1	2	4
NW Professional Standards	1		1	1	1	2	3
Parramatta	14	1	15	45	95	140	155
Quakers Hill PAC	6	3	9	37	65	102	111
Redfern	6	4	10	46	110	156	166
Ryde PAC	10	3	13	57	140	197	210
South West Metro	1	1	2		3	3	5
St George PAC	15	4	19	92	196	288	307
Surry Hills	11	2	13	39	112	151	164
Sutherland Shire PAC	24		24	87	171	258	282
SWM Business Administration	4	2	6				6
SWM Operations	3	2	5	9	56	65	70
SWM People Support	1	1	2	2	1	3	5
SWM Professional Standards	1		1		3	3	4
Sydney City PAC	18	4	22	71	198	269	291
The Hills	8	1	9	25	73	98	107
PolPrctl&Awd	1	1	2	1	3	4	6
Police Protocol and Awards Uni	1	1	2	1	3	4	6
RegNSWFldOp	396	89	485	1,397	3,413	4,810	5,295
Barrier PD	12	4	16	18	82	100	116
Brisbane Water	11	2	13	66	135	201	214
Central North PD	15	5	20	39	87	126	146
Central West PD	16	2	18	60	116	176	194
Chifley PD	12	2	14	45	114	159	173
Coffs/Clarence	17	2	19	53	142	195	214
Hunter Valley PD	11		11	59	110	169	180
Lake Illawarra	15	1	16	62	151	213	229
Lake Macquarie	13	3	16	61	145	206	222
Manning/Great Lakes	10	3	13	31	82	113	126
Mid North Coast	12	5	17	48	124	172	189
Monaro PD	8	2	10	30	84	114	124
Murray River PD	16	4	20	53	134	187	207
Murrumbidgee PD	13	1	14	37	77	114	128
New England PD	15	5	20	62	138	200	220
Newcastle City	15	2	17	69	176	245	262
Northern	4	2	6		3	3	9
Nth Business Administration	5	1	6				6
Nth Operations	4		4	10	18	28	32
Nth People Support	2		2	2	5	7	9
Nth Professional Standards	1		1	1	1	2	3
Orana Mid Western PD	25	5	30	75	158	233	263
Oxley PD	8	2	10	49	124	173	183
Port Stephens-Hunter PD	14	3	17	74	154	228	245
Regional NSW Field Operations	1	1	2		2	2	4
Richmond	15	2	17	42	144	186	203
Riverina PD	15	4	19	49	149	198	217
Rural Crime Prevention Team	1		1				1
South Coast PD	16	7	23	64	189	253	276
Southern	2		2	1	2	3	5
Sth Business Administration	3	2	5				5
Sth Operations	2	5	7	8	15	23	30
Sth People Support	1	1	2	3	1	4	6
Sth Professional Standards	3		3		2	2	5
The Hume PD	14		14	48	127	175	189
Tuggerah Lakes	12	1	13	65	140	205	218
Tweed/Byron	11	4	15	50	124	174	189
Western	2		2		3	3	5
Wollongong	14	1	15	59	134	193	208
Wst Business Administration	5		5				5
Wst Operations	3	4	7	4	17	21	28
Wst People Support		1	1		2	2	3
Wst Professional Standards	2		2		2	2	4
SpclistSuppt	997	636	1,633	716	2,655	3,371	5,004
Aviation Support	5	24	29	3	33	36	65
Communications & Security Comm	2		2		4	4	6

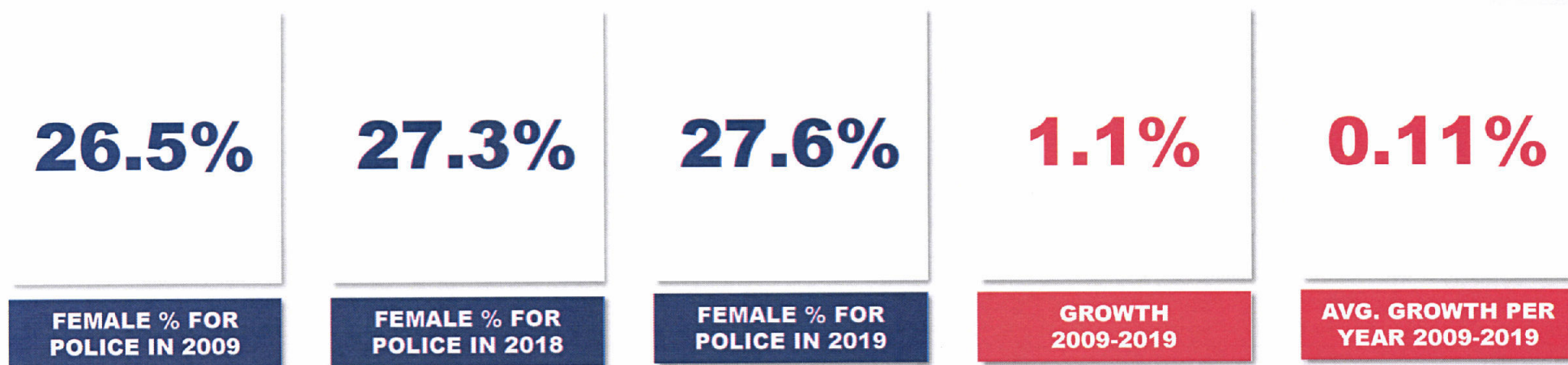
TAB C

## Headcount of Police Officers &amp; Admin Officers by Gender - Data as as 01/07/2019

Communications Group	5	56	61	2	56	58	119
CSC Region Services Unit	16	8	24	4	2	6	30
Customer Service Program					1	1	1
FETS Business Management Unit	11	7	18				18
FETS Crime Scene Services Bran	125	72	197	88	126	214	411
FETS High Tech Crime Branch	8	9	17	21	64	85	102
FETS Human Resources / PS	8		8	3	1	4	12
FETS Identification Services B	129	57	186	28	86	114	300
FETS Technical Evidence & Scien	10	15	25	7	64	71	96
Forensic Evidence & Technical	2		2		2	2	4
Major Events & Emergency Manag	8	1	9	35	30	65	74
NSW Marine Area Command	2		2	10	115	125	127
Police Prosecutions Command	2	1	3	1	4	5	8
Police Transport & Public Safe		1	1	2		2	3
PoliceLink Command	346	80	426	28	16	44	470
PP Court Unit	2	1	3	159	227	386	389
PP Human Resources	3		3	5	11	16	19
PP Operational Legal Advice	1		1	3	17	20	21
PT&PS Dog Unit	6		6	15	84	99	105
Radio Operations	232	125	357	39	54	93	450
Security Management Unit	37	167	204		2	2	206
Specialist Support				2	1	3	3
THPC Administration	9	1	10				10
THPC Human Resources				1	4	5	5
THPC Metropolitan Highway Patr				41	455	496	496
THPC Operations	2	4	6	36	124	160	166
THPC Professional Standards	1		1		2	2	3
THPC Regional Highway Patrol				58	573	631	631
THPC Traffic Projects		1	1				1
Traffic & Highway Patrol Comma	1	1	2	1	2	3	5
Traffic Policy				2	2	4	4
Transport Business Administrat	19	4	23				23
Transport Management Centre					35	35	35
Transport North / Central	1		1	36	165	201	202
Transport North West	1		1	37	129	166	167
Transport Operations		1	1	3	4	7	8
Transport People Support				1	2	3	3
Transport Professional Standar	2		2	1		1	3
Transport South / South West	1		1	44	158	202	203
<b>Grand Total</b>	<b>2,675</b>	<b>1,310</b>	<b>3,985</b>	<b>4,729</b>	<b>12,380</b>	<b>17,109</b>	<b>21,094</b>



## TAB D: WOMEN IN POLICING HISTORICAL TREND



## Annexure B



**Interview with Public Service Commission - 12pm - Wednesday 3rd July**  
**[DLM=Sensitive:Law Enforcement (SLE)]**

**anthea kearney** to: michael j fuller

02/07/2019 04:26

Cc: david johnson, lady fraser

Good afternoon Sir,

Please find attached the requested information from HR for your 12pm appointment with PSC tomorrow - 3 July.

Diversity Snapshot from the last attestation parade (May 2019)  
Gender equity data briefing from HR.

Kind regards  
Anthea

**Anthea Kearney | Acting Administrative Manager**  
**Office of the Commissioner**

**NSW Police Force**  
**Locked Bag 5102, Parramatta NSW 2124**  
**T: (02) 8263 6425 | E/N. 45425**  
**E: kear1ant@police.nsw.gov.au**

 Please consider the environment before printing your emails and attachments 



Diversity Snapshot from Attestation Parade Class 337 - Friday 3 May 2019(2).pdf



URGENT - D 2019 580614 HR Response to request for Gender Equity data from the Commissioner of Police.pdf



FINAL ADPP CLASS 337 DEMOGRAPHIC OVERVIEW

Gender		
Male	176	67.4%
Female	85	32.6%
Total	261	

Out of scope

Out of scope

Out of scope



## Transgender and Gender Diverse Employees Policy Statement [For Official Use Only]

**#nemesi** to:

31/07/2019 03:20

Bcc: marcus fairfax, mark fitzhenry, melissa faulks, kerry fish, kristi  
faber, matthew faber, mark falconer, justin falkiner, mark falzon,  
marnee farrant, lee farrell, michael faust, maria feher, mark

NSW Police Statewide

Summary: Transgender and Gender Diverse Employees Policy Statement released.

To view the full article, click on the following link. ---> [[Transgender and Gender Diverse Employees Policy Statement](#)]

[[Tap Here to open from a Mobile Device](#)]

Click here to view all [Statewide Messages](#).





Statewide document: Event : NON EVENT -- Relates

**Message** | Message Details

Subject :	Transgender and Gender Diverse Employees Policy Statement
Event :	NON EVENT Relates
Category :	ADMINISTRATIVE
Author :	Melissa Pring
Contact Phone :	29235
Date:	31/07/2019

Message Content :

The Commissioner's Executive Team have endorsed the new Transgender & Gender Diverse Employees Policy Statement.

This policy statement reflects the NSWPF commitment to the inclusive recruitment and retention of transgender or gender diverse employees. It also outlines how NSWPF will support employees transitioning their gender in the workplace in a safe, positive and inclusive way.

Importantly, the policy statement introduces access to special leave provisions for employees seeking to transition their gender in the workplace. Employees may be able to access up to two weeks of special leave to support both them and their workplace while they transition their gender. This leave may, depending on circumstances, be used in conjunction with other standard leave entitlements.

NSWPF has an ongoing commitment to supporting LGBTIQ employees. The endorsement of this policy, and specifically the access to paid leave for employees transitioning their gender, will place NSWPF at the forefront of progressive best practice in supporting the transgender community, the 'next big arena for advocacy and change'.

Support tools have been developed to assist Commanders/Managers when applying this policy, including the Transgender and Gender Diverse Employees – Commander/Manager Toolkit. and the Transgender and Gender Diverse Employees – Commander/Manager Information Guide.

The policy, toolkits and information guide can be located on the HR intranet here [http://intranet.police.nsw.gov.au/organisational\\_units/corporate\\_services/human\\_resource\\_services/respectful\\_and\\_inclusive\\_workplace/workforce\\_inclusion\\_policy,\\_programs\\_and\\_strategies/lesbian,\\_gay,\\_bisexual,\\_transgender\\_and\\_intersex\\_people](http://intranet.police.nsw.gov.au/organisational_units/corporate_services/human_resource_services/respectful_and_inclusive_workplace/workforce_inclusion_policy,_programs_and_strategies/lesbian,_gay,_bisexual,_transgender_and_intersex_people)

Commanders/Managers supporting transgender or gender diverse employees should contact the Diversity & Inclusion Team, People & Culture Branch, HR Command or the Senior Programs Officer, Sexuality, Gender Diversity & Intersex Team to seek further guidance and information. Commanders/Managers will not be required to disclose the identity of the transgender or gender diverse employee when seeking this support.

For more information please contact Chris Agius E/N 28384 or Mel Pring E/N 29235 from the Diversity & Inclusion Team, or Jackie Braw E/N 34739 from the Sexuality, Gender Diversity & Intersex Team.

Alternatively, for more information you can email #HRDIVERSITY

Kind regards

Assistant Commissioner Leanne McCusker APM  
Commander, Human Resources.

Attachment :

Mail sent :31/07/2019 03:20 PM