

Appendix 3 NSW Police Aboriginal Coordination Team

The Aboriginal Coordination Team's role is to:

- Coordinate, support and provide professional development for ACLOs;
- Develop, implement and review the Aboriginal Strategic Direction (in consultation with the Corporate Spokesperson and other stakeholders);
- Provide advice on programs and policy issues to the Corporate Spokesperson, operational police, the Assistant Commissioner, Operations Support Command, Commissioner's Office, and Ministry;
- Coordinate, provide support and advice to the Police Aboriginal Strategic Advisory Committee (PASAC) which meets twice a year and comprises community members and government representatives and is chaired by the Commissioner;
- Establish Regional Aboriginal Advisory Committees (chaired by Region Commanders and meet every two months);
- Participate in meetings with the Anti-Discrimination Board's Aboriginal Advisory Committee, the NSW Attorney General's Department, the Aboriginal Justice Advisory Council, the Department of Aboriginal Affairs, ATSIC, the NSW Aboriginal Land Council and other committees/stakeholders in relation to Aboriginal justice matters;
- Act as a point of contact for both internal and external enquiries regarding a range of Aboriginal justice issues;
- Collect and analyse data and report on trends in policing and their impact on Aboriginal communities; and
- Investigate improved methods of service delivery with regard to NSW Police and the Aboriginal community with particular emphasis on fostering improved relationships.

Source: Answers to questions on notice taken during evidence, 24 September 2004, Assistant Commission Mark Goodwin, Assistant Commissioner, NSW Police.

Appendix 4 Strategies for employment of Aboriginal police officers

NSW Police has implemented a number of culturally specific marketing strategies aimed at attracting Indigenous persons to a career in policing.

- We run an Aboriginal Access to further Studies Course (this is a bridging program developed to support Indigenous applicants in meeting the academic entry requirements for the DPP) and are currently working on the development of the program into a distance education program via OTEN.
- Policing as Career Days specific to the Indigenous community are run at various locations across NSW with high Indigenous populations, usually in tandem with other community events that are being staged. Another strategy is participation at Indigenous specific career markets and festivals, including CROC, GROW, NAIDOC, and regional career markets.
- I am advised that Recruitment Branch conducts mail outs of recruitment information to community groups including land councils, CDEP, government and non-government employment agencies and Aboriginal Community Liaison Officers.
- In addition, NSW Police has secured \$60,000 in funds from the Treasurer to provide 5 ATSI students with \$12,000 in guaranteed scholarship/study funds.
- As to the number of ATSI recruits, advice from the Recruitment Branch is that our current target for 2003-2005 is 20 new Aboriginal officers per annum, which we are meeting.
- The initial strategy was developed between 1995-2000 and set a target of 10 ATSI recruits per annum. The new strategy was developed in 2003 and is headed by Elizabeth Casey, Human Resources. \$20,000 was spent on research and external consultants were also employed, to devise new recruitment strategies.
- I am advised that the current class that started approximately 5 weeks ago has 3 ATSI students. Some classes have more, some have less.
- There is presently an 18 month waiting list to join NSW Police; however, as part of our strategy, potential ATSI recruits are progressed up the list as appropriate.

Source: Answers to questions on notice taken during evidence, 24 September 2004, Assistant Commissioner Mark Goodwin, Assistant Commissioner, NSW Police.