SCAMMELL Solicitors

Rewards

We're for you

Q

Adelaide Today \*\* 11°/21°

Tributes

# The Advertiser

**11:55am** Monday, December 28th, 2020

My Local SA National World Opinion Business Entertainment Lifestyle Sport

## **News** > Opinion

Read Today's Paper

# Mark Carroll: SAPOL's recruitment policy fails to address retention of women

SAPOL's 50-50 gender recruitment policy completely fails to address the fundamentals – such as the retention of women throughout police ranks.

## **Mark Carroll**

April 28, 2016 - 9:00PM The Advertiser



• Police reject 50-50 gender recruitment quota • Bid to get more women on the beat

SAPOL celebrates the first century of women in policing in 2015. Picture: Roy Van Der Vegt.

## FEMALE police officers constitute one of the great collective assets of law enforcement. The Police

Association is, as a trade union, proud to count women among its members and privileged to protect their industrial interests. The association has never asserted that enlisting more

That view simply does not exist in the union I lead. The rigid 50-50 gender recruitment policy Commissioner Grant Stevens announced last December drew - and

continues to draw – much cynicism. It enjoys little if any

women – is worthy. The glaring flaw lies in the means of

support among rank and file officers.

women throughout police ranks.

women into policing would compromise public safety.

numbers of each gender, when the applicant ratio is around 70 per cent men to 30 per cent women, delivers an entirely contrived result. While Commissioner Stevens talks about "marketing" the

police occupation, the recruitment policy completely fails

to address the fundamentals, such as the retention of

This is a critical issue given that, on average, women end their police careers after only seven to eight years. That is little more than half the average length of time men serve. SAPOL must address this problem, and the reasons for it,

friendly working arrangements. The need for such

arrangements is obvious. Yet the Police Association has had to advocate for many women who have found it extremely difficult to access parttime work, or whose flexible arrangements SAPOL has terminated. In six cases last year, we resolved industrial

Another dilemma for female officers is that of the limited work options SAPOL offers them after they return from absences, owing to childbirth or periods of parental leave.

## **Westeros during Summer**

FROM OUR PARTNERS ☐

women.

At this critical time in their careers, women often seek positions away from the front line or more flexible arrangements. And as SAPOL civilianises a number of those

positions it will rob women of more options.

Rewatch all of Game of Thrones on Foxtel Now Stream

To determine formally why women leave after only short periods of service, the Police Association has engaged Flinders University Business School professor John Spoehr.

budget will further reduce workplace flexibility for female and, indeed, male officers. The Government must, in light of Commissioner Stevens' edict on 50-50 gender recruitment, indicate what funding it will commit to the achievement of that objective. Maternity leave replacements require extra funding, for example.

The Police Association accepts it is a major challenge for to attract quality applicants of both sexes. But the rigid 50-50 recruitment policy does not deal with the inability of SAPOL

Ultimately, the onus is on SAPOL to come up with means

of attracting greater numbers of women and retaining

Opinion

88

Mark Carroll is president of the Police Association of



them

their services.

to retain women.

South Australia



More related stories

Opinion Reader letters: World War II POWs — we remember

August 15: Readers have their say

on Victory in the Pacific Day and

a Melbourne traveller saying you

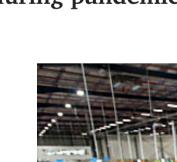
can "basically do whatever you

like over here" when it comes to social distancing.  $\square$  4

allowed to stand at the pub or have more than 10 people at home. These restrictions are needlessly hurting businesses

**Good Morning M** Recommended based on what you've read

#### friends before support surges across region drowning during pandemic



**CHRISTMAS** 

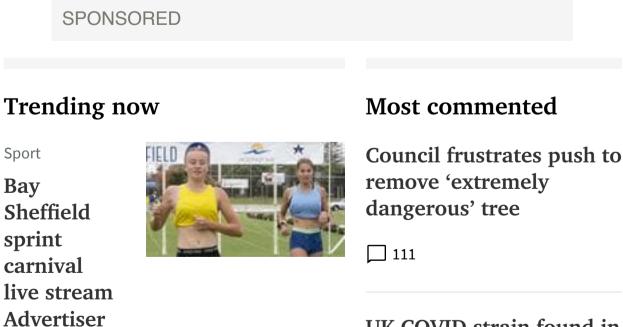
Family violence



**AMAZON AUSTRALIA'S COVID SAFE** 

Final picture of





### Sport **Boxing Day** Test scores,

highlights: Day three live blog, lat... News Nashville

explosion:

blast with

**Reality TV:** heroes and

zeros of

**Advertiser** 

2020

**Bomber** 

died in

'Disrespected' SES volunteers fear for safety on virus frontline **7**3

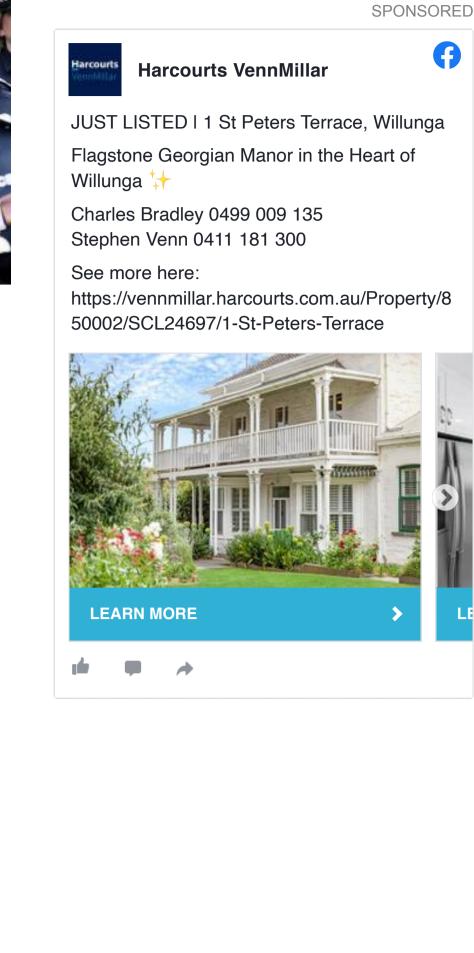
eats the most in SA

link to myste... Coronavirus

**32** 

**Coronavirus** Australia updates: Five new **NSW** cases as NYE rul... Entertainment





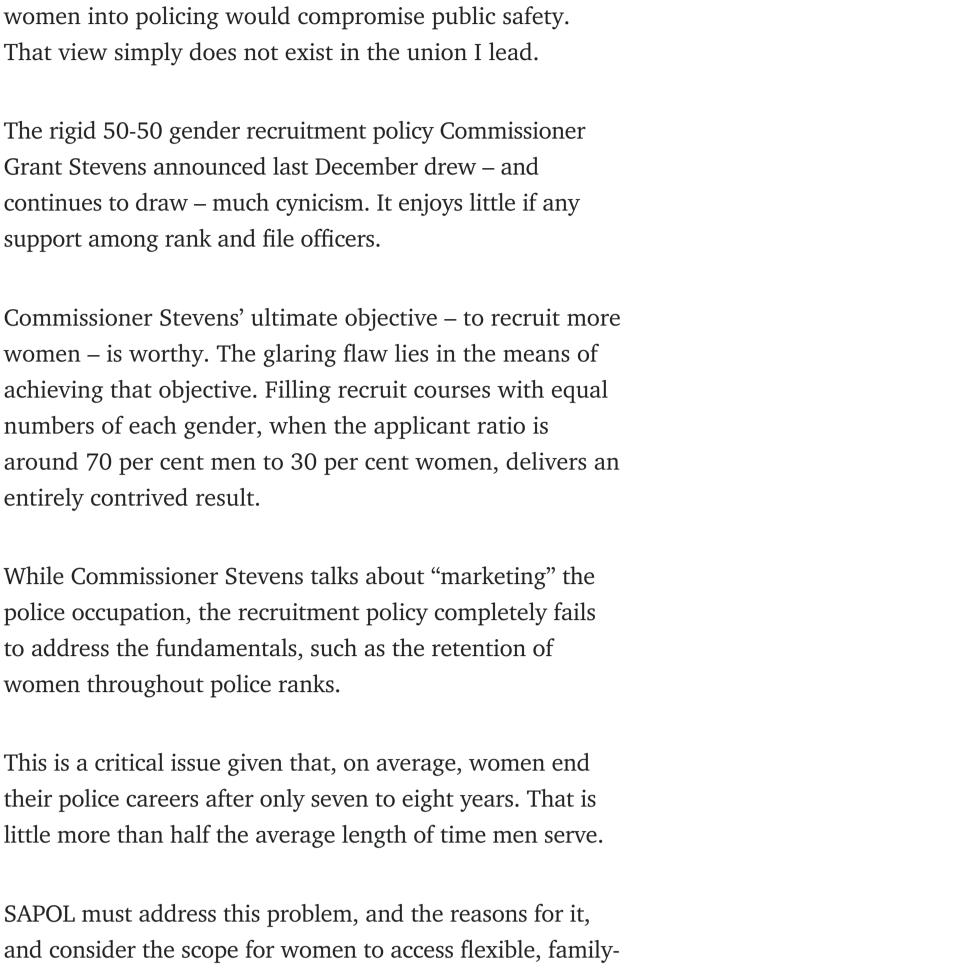
Win 1 of 10 Amazon AU gift cards for all your movies & TV shows.

**Enter Now** 

Rewards

Gift card can be used on Amazon.com.au only. See T&Cs here

Advertisement



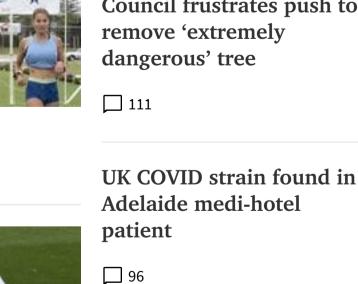
disputation with SAPOL in order to bring justice to those

The Weatherill Government's \$200 million cuts to the police

**Silly COVID restrictions** need to go now Despite SA's coronavirus "cluster" passing, we're still not and families, writes Caleb Bond.

**Roof collapses** 

with 400 inside



How did SA's Liberal pollies score in 2020? **44** Hot cross bun war: Who

## **The Advertiser** Membership **About Us** Subscription packages About us Group/Corporate subscriptions Meet the team

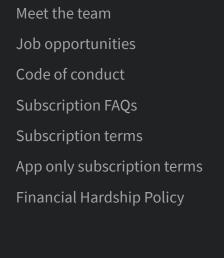
The Advertiser app

Today's Paper

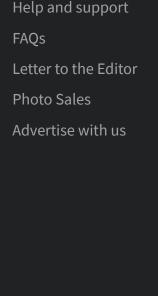
Newsletters

My Tributes

Rewards



Nationwide News Pty Ltd © 2020. All times AEST (GMT +10). Powered by WordPress.com VIP



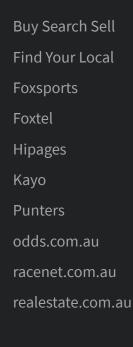
**Contact Us** 



Privacy policy

**Our News Network** 

Herald Sun



Relevant ads opt-out

**Our Partners** 



Cookie policy

**(**)

Download on the **App Store** 

Terms of use

**Our Apps** 

2