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## The Advertiser

**12:47pm** Monday, December 28th, 2020

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#### **News** > South Australia

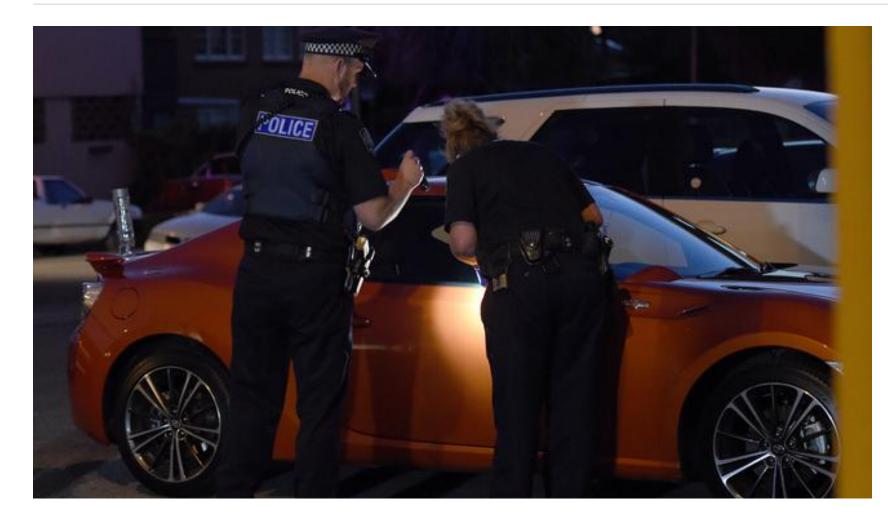
## SA Police 'makes it difficult' to be a female officer, union survey says

SA POLICE makes it "unnecessarily difficult" for women to remain in the force despite the organisation's push to recruit more females, the SA Police Association says.

#### Elizabeth Henson

June 20, 2016 - 8:00PM The Advertiser

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The SA police union believes SAPOL makes it unnecessarily difficult for women to join the force.

- Police reforms to leave public worse off, officers believe Female-friendly fitness test for new cops
- SA Police to recruit equal number of male and female officers

remain in the force despite the organisation's push to recruit more females, the SA Police Association says.

The union says women seeking part-time work or work-

their options are often limited to accepting a demotion,

from-home arrangements to look after children are finding

SA POLICE makes it "unnecessarily difficult" for women to

calling in the association for back up or taking their fight to the industrial relations court. The revelations follow a survey of 1784 sworn police officers that revealed more than half (51 per cent)

believed SA Police was not a family-friendly workplace. The poll, commissioned by the association and released to members this month, also showed 81 per cent of female officers and 59 per cent of male officers had either

experienced difficulty accessing family-friendly working

arrangements or knew someone who had. The association claimed SA Police was causing undue stress on those seeking flexible working arrangements and was pushing officers, many of whom were women, out of

introduction of a 50-50 male/female recruitment quota on January 1. The matter was discussed in the latest edition of the *Police* 

SA Police recently launched an advertising campaign to

entice more women into the organisation <u>following the</u>

Journal, where seven officers told of their difficulties obtaining flexible working arrangements in the force. Senior Constable Phillipa McGowan, who said she was

forced to give up her position as a crime scene investigator and take on another role because management would not allow her to work part-time, said she felt let down.

don't'," she told the Police Journal.

"It's very much a case of 'well, if you want to get pregnant,

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the force.

Sergeant Jo Nicholls, whose request to temporarily work

"That's because if you want part-time, it's just so difficult."

from home to look after her children in 2014 was denied, described SA Police's claim of being family-friendly as "a bit of a joke".

"If SAPOL wants to attract more women to the job, they

need to take a serious look at their policies and how they're going to retain women and they need to just take of the women they've already got in the job," she said. Police Association President Mark said women served an

"SAPOL cannot expect to attract more women to the job while its access to (flexible work arrangements) remains

average of 7-8 years before leaving the force.

so unstable," he said. Mr Carroll said he would discuss the matter with Police Commissioner Grant Stevens at a meeting next month.

Police Minister Peter Malinauskas said: "Improving staff retention and workplace flexibility is a key consideration within the workforce strategy being led by the Police Commissioner."

Advertiser's request for comment to a spokesman. "Significant work has already begun on several projects to

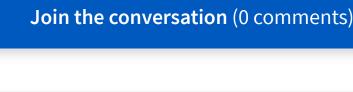
Police Commissioner Grant Stevens referred The

pathways and improve workplace policies and practices for both men and women," he said.

improve workplace diversity, create talent development







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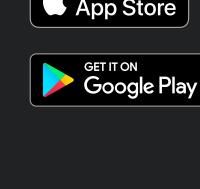
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