

Within c@ts.i, one complaint can have multiple issues. Each issue can involve multiple officers. Each officer can have different findings recorded against them. This recording system means that the numbers of issues and findings within each complaint can vary significantly and shouldn't be directly compared; however they are representative of the complaints data within [c@ts.i](#).

**This table shows the Findings and Sub Issues of complaints relating to Workplace Relations and Equity issues received by the NSWPF between Oct 2016 to Sept 2017**

Category Sub Issue	Investigated / Resolved				Investigated / Resolved Total	Declined Total	Grand Total
	Insufficient to Proceed	Current	Not Sustained	Sustained			
<b>Total Number of Bullying complaints</b>	<b>0</b>	<b>23</b>	<b>23</b>	<b>4</b>	<b>50</b>	<b>35</b>	<b>85</b>

During the period October 2016 to September 2017 the NSW Police Force received complaints which included **85 issues** described as Bullying. NSW Police investigated or resolved **50 issues** of bullying. There were **35 issues** of bullying declined and not investigated.

**This table shows the Outcomes of complaints relating to Bullying issues received by the NSWPF between Oct 2016 to Sept 2017**

Outcomes*	Counselling	Commanders Warning Notice	Suspended with Pay	Officer resigned	Non disciplinary transfer	Training and development	Conduct Management Plan	Outcome matters subject to Internal Review Panel*
		1	0	1	0	0	0	0

\*Note - more than one action can be imposed on each officer.

\*The Internal Review Panel (IRP) reviews the proposed action in relation to some matters/investigations to ensure that they are in accordance with legislation, precedents and internal procedures and those outcomes are consistent across the organisation.

**How the data is obtained:**

Link Explorer was used to extract complaint codes from c@ts.i where the words 'bullying', 'discrimination', 'harassment', or 'sexual assault' appear in the Complaint Title or the Complaint Text (ie short description of the complaint).

Link Explorer was used to extract complaint codes from c@ts.i where the category of complaint is recorded as 'improper behaviour not customer service', 'unprofessional conduct', 'unreasonable conduct (not otherwise specified)', or 'Breach of Code of Conduct (not elsewhere specified)'. [These are from the old issue list.]

Issue groups were selected from the old and new C@ts.i Issue List of the same name. Issue Group: 'Workplace Relations & Equity Matters' from the old c@ts.i Issue List, and Issue Category 'Workplace Relations & Equity Matters' introduced 27/11/2016.

Complaints that were obtained using the methods above and received between 1st November 2016 - 31 October 2017 have been individually accessed on [c@ts.i](mailto:c@ts.i) and their inclusion as a WREU matter validated. This is a time consuming manual process. Trend Analysis maintains a spreadsheet with this data to ensure more accurate reporting of WREU complaints, issues and the findings and outcomes associated with these complaints.

Bullying, as a sub-issue, is listed under the categories of 'Harassment and Discrimination' and 'Workplace Relations & Equity Matters'. This has occurred because of changes in the C@ts.i Issue list. For the purposes of this report, the numbers of the sub-issue of bullying have been merged.