

## INQUIRY INTO EMERGENCY SERVICES AGENCIES

**Name:** Name suppressed

**Date received:** 14 June 2017

---

Partially  
Confidential

## RECOMMENDATIONS

### *NSW Police Force obligations*

---

#### *The NSW Police Force:*

- (a) educate and train all staff, both sworn and unsworn, including Commanders, in relation to anti-discrimination, workplace bullying/harassment and victimisation and the damage it causes to one's health, physically and mentally. This training will be thorough, and not just an online acknowledgement by staff that they have read the policies;*
- (b) NSW Police Force to send a statewide email to all staff, advising that harassment, bullying, intimidation and discriminatory behaviour is not condoned and will be taken seriously and investigated;*
- (c) Assistant Commissioner, Commander of Human Resources and all Commanders to meet to discuss workplace equity compliance and best practice within all commands. Minutes of these meetings should be published on the NSW Police Intranet site;*
- (d) all Commanders are subjected to the same forms of punishment and scrutiny and held more accountable if found to be guilty of workplace bullying, harassment and discrimination. At the Commanders next performance review, explicit reference will be made to such complaints and the relevant action taken or to be taken;*

- (e) *release an internal statement, each financial training year, confirming the NSW Police Force's commitment to:*
  - (i) *ensuring that the workplace is free from bullying, harassment and unlawful discrimination; and*
  - (ii) *the education and training of all staff in relation to bullying, harassment and unlawful discrimination;*
- (f) *provide acknowledgement that each Commander has participated in bullying and harassment workplace training;*
- (g) *publish an article in the Police Monthly each financial training year dealing with the issue of discrimination, workplace bullying and harassment, and the expectations of the Commissioner of Commanders in this respect;*
- (h) *create a hyperlink on the NSW Police Force intranet that will facilitate easier access to the NSW Police Force policies on workplace bullying and harassment and the support networks and resources accessible by members of the NSW Police Force, within six months of the date of this deed; and*