



Contact us  
Police and Cadet (Traineeship) inquires  
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Police Staff inquires  
Phone: 9268 7570 or visit  
[www.stepforward.wa.gov.au](http://www.stepforward.wa.gov.au)

WA Police Attraction and Marketing Unit  
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Joondalup, Perth WA 6027

# The benefits of stepping forward





**»» STEP FORWARD**

**Our vision is to enhance the quality of life and wellbeing of all people in Western Australia by contributing to making our state a safe and secure place.**



### **Who we are**

The Western Australia Police is a dynamic organisation in a constantly evolving environment that delivers vital services to the community.

### **What we stand for**

**Honesty** to ourselves, our jobs, our colleagues and the community.

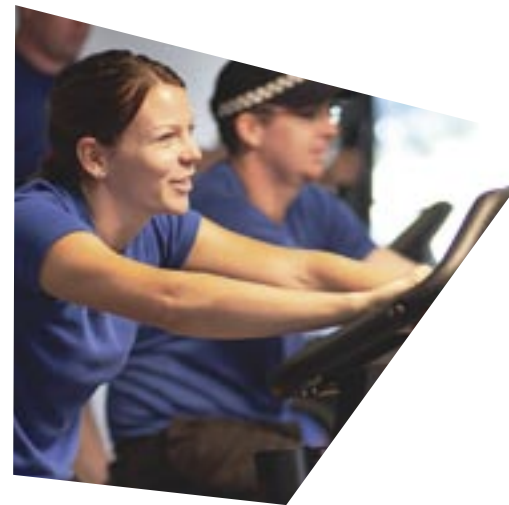
**Respect** based on human dignity. Respect for individual needs and differences, respect in our communications to individuals and groups in the community and to each other.

**Empathy** for victims and vulnerable groups within our community.

**Openness** with the community and each other; the only exception being where there is organisational or operational risk.

**Accountability** for ourselves, our team and our agency.





## Finding the Balance

The Western Australia Police is committed to modernising and continually developing a balance between work and life through the following initiatives:

- Flexible working hours
- Flexible leave options - up to 12 weeks a year (inclusive of purchased leave)
- Part-time and job share arrangements
- 14 weeks paid parental leave
- Phased retirement options
- Annual Police picnics for families
- Annual children's Christmas parties for families.

## Supporting the Growth of our Employees

We are dedicated to encouraging and facilitating the learning process through investment and training, development, further education and professional development that supports our people to achieve their potential. In fact WA Police is a registered training organisation and delivers many nationally accredited training courses to employees with:

- Up to five hours paid study leave per week
- Commissioner's scholarship and other paid study programs
- Access to and payment of membership fees to relevant professional associations
- Opportunities to relieve in senior positions with increased remuneration
- Attendance at industry related seminars and conferences
- Access to prestigious fellowships
- Interstate development programs (residential)
- Formal mentoring program
- Professional coaching

## Become part of the whole

We offer outstanding opportunities for capable individuals to develop skills and experience in areas such as:

- Leadership and executive management
- Strategic policy and Legislative reform
- Human resources management
- Intelligence analysis
- Forensic investigations
- Criminal investigation
- Information and communications technology (Australian ICT award winner 2008 for Communications Applications PMRN)
- Specialist operations and services
- Frontline operations
- Media, marketing and public relations
- Attraction and retention
- Training and development

## Enjoy the Benefits

Working for the Western Australia Police will give you access to a range of attractive working options and additional benefits and conditions, not all available to other public sector agencies.

### Benefits offered to employees include:

- Flexible working arrangements
- Work/life balance
- On going professional development
- Free Pharmaceutical, medical and hospital (Police officers only)
- Health and wellbeing program
- Free use of onsite gym facilities in many locations
- Scholarships and recognition awards
- A range of work locations
- Opportunities for travel and placements in exciting locations
- Growth and learning opportunities (locally and interstate)



## Flexible Leave Options

- Up to 12 weeks leave (including purchased leave)
- 4 weeks annual leave per year (Police staff)
- 6 weeks Annual Leave (7 weeks in some locations) (Police officers)
- Deferred salary scheme: work 4 years at 80% salary and take every 5th year off at 80% salary
- Long service leave after 7 years (or 10 years initially for Police officers), then every 7 years of continuous service thereafter
- Long service leave can be taken at double the time at half the pay or double the pay at half the time
- 167 sick days (Police officers)
- 2 days in Lieu per year (Police staff)
- 15 days personal leave per year (Police staff)
- 14 weeks paid parental leave (maternity)
- Carers Leave
- Bereavement Leave
- Ceremonial/Cultural Leave
- Blood/Plasma Donors Leave
- Leave for training with the Defence Forces

## Competitive Salaries and Benefits

- Free or subsidised housing in many country locations
- 17.5% Annual Leave Loading paid on top of your normal salary while on Annual Leave
- 9% employer contributions to superannuation
- Salary packaging options for a personal computer, superannuation and novated vehicle lease arrangements
- Fully funded Police officer's uniform or plain clothes allowance (detectives)
- Heavily subsidised non-compulsory corporate wardrobe (Police staff)
- Opportunity for input in the annual health and wellness survey and at staff forums attended by various members of the Executive team
- Active social club committees
- Gay and lesbian network
- Children's Christmas parties
- Women's Advisory Network

## Caring for your Health and Wellbeing

Our Health and Welfare Services promote and support physical, psychological and spiritual health, safety and wellbeing of all employees. Employees access to:

- Health advice and wellness programs
- Fit for Life program which incorporates advice and support to our employees on their health and fitness and encourages achievement of balance between work and personal life
- Access to professionally equipped gymnasiums
- Confidential counselling services with an independent external provider being available to assist in resolving personal and work related issues 24 hours a day 7 days a week for our employees and their family members
- Comprehensive injury management and rehabilitation assistance
- Psychological treatment and support
- Peer support network
- Chaplaincy services
- Professional, in house critical incident response support





## Our Safety and Health Vision is to...

We work in collaboration with management, safety and health committees, employees and unions towards the achievement of our health and safety vision to enhance the quality of life and wellbeing of our workplace and others through minimising the risk of injury and illness.

### Assistance and advice is available on:

- Preventing workplace injury and ill health
- Local area safety and health related issues
- Ergonomics and workstation set up
- Personal protective clothing and equipment
- Resolving conflict in relation to complaints of bullying
- Building safety issues
- Safety awareness and training issues
- First aid training courses

## Acknowledging and Rewarding our Employees

Our reward and recognition program. Is used as a way to recognise the valuable contribution individual employees and teams make in assisting the WA Police achieve its objectives.

This program provides opportunities for the recognition and reward of all WA Police employees who have demonstrated dedication and commitment to our core values.

### Recognition and rewards include:

- Commissioner's Citations
- Bravery Awards
- Police Officer of the Year Award
- Police Staff of the Year Award
- Australian Police Medal
- Police Service Medal
- Commissioner's Medal for Excellence
- Certificates of recognition and thanks from management

