



# Commander

## POSITION DESCRIPTION FORM

**Region / Portfolio / Directorate:**

Various – as assigned

**District / Branch:**

Various

**Work Unit:**

Various

**Position Description Number:**

1392 [Generic]

**Rank / Level / Band:**

Commander

### Employment Conditions

---

Industrial Agreement/Award: Current Police Industrial Agreement

Work Pattern: Salary: Allowances applicable to hours worked in excess of 40 hours per week (on duty as required)

Location: Various

### Position Objective

---

Leads in the delivery of core policing functions which maximise the efficiency and effectiveness of the Western Australia Police Force (WA Police Force). Contributes to the development and ongoing integrity and reputation of the WA Police Force, and fosters an environment which encourages innovation, customer focus, partnerships and problem solving.

### Role of Work Unit

---

WA Police Force is the State's principal law enforcement agency, responsible for the largest police jurisdiction in the world and services a growing population of approximately 2 million. The Agency provides services to the community in maintaining public order; the protection of life and property; the prevention, detection and prosecution of crime; and the rendering of assistance to those in need.

### Reporting Relationships

---

This position reports to one of the following, depending on work area:

- Deputy Commissioner
- Executive Director
- Assistant Commissioner

Direct reports to this position include:

- Various (Depending on work area)

Total number of positions under control: Various (Depending on work area)

Position Title: Commander	Rank, Level or Band	Position Number: 1392
------------------------------	---------------------	--------------------------

## **Key Accountabilities**

---

- 1 Contributes to the development, implementation and delivery of reform agendas, as they relate to the WA Police Force, that provide for positive cultural change, improved leadership, management and supervision as well as integrated plans, policies and strategies that contribute to building a corruption resistant police agency.
- 2 Coordinates operational matters ensuring that communities are provided with a quality police service that is effectively and efficiently delivered.
- 3 Provides leadership and communication strategies that contribute to achieving strategic and corporate objectives.
- 4 In conjunction with other public sector agencies and where required private organisations, undertakes activities that have a whole of government focus in the development and implementation of change.
- 5 Ensures that staff maintain capabilities in technical, investigative, administrative and professional expertise sufficient to discharge policing responsibilities and that high quality support and advice is available to front-line staff.
- 6 Negotiates and effectively coordinates the utilisation of resources by ensuring human, physical, technological and information resources are strategically deployed to address needs and maintain sustained service delivery.
- 7 Works collaboratively with other areas of the WA Police Force to identify, develop and implement workplace improvements that contribute to an improvement in organisational health.
- 8 Utilises contemporary human resource management requirements and practices including workplace health and safety, equal employment opportunity and anti-discrimination policies.
- 9 Leads in the implementation and management of change, by ensuring desired outcomes are realised and results are evaluated.
- 10 Implements strategies to ensure the highest possible level of service delivery to satisfy the needs and expectations of customers and to minimise complaints against the WA Police Force.
- 11 Monitors national and international trends and best practice to facilitate policy development and proactive operational practices.

## **Other**

- 12 Understands and complies with information security policies and procedures to ensure information holdings/systems are kept confidential and utilised accurately and reliably.
- 13 Undertakes other duties as directed.

Position Title: Commander	Rank, Level or Band	Position Number: 1392
------------------------------	---------------------	--------------------------

### **Specialist Pre-Requisite(s) List**

---

It is a requirement that the position holder is successful in obtaining and maintaining a **NEGATIVE VETTING LEVEL 2** security clearance for the duration of their appointment in the position.

### **Work Related Requirements**

---

#### **Essential**

**Police officer positions are to refer and apply WA Police Force Capability Framework when addressing work related requirements.**

### **Capability Framework**

---

The framework is intended to support staff and supervisors through the performance cycle and identify core competencies relevant to that rank and/or classification level.

### **Certification**

---

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

<b>Position</b>	<b>Name</b>	<b>Date</b>
Workforce Consultant, Workforce Design and Consultancy	Martine Dimond	01 May 2019
Deputy Commissioner	Gary Dreiberger	23 August 2018