AUSTRALIA NEW ZEALAND POLICE WORKFORCE PLANNING PRINCIPLES

DIRECTION

The policing environment requires a flexible and professional workforce with the skills, knowledge and resources to meet the growing and changing demand for services, supported by the best possible systems and processes. Policing organisations should develop the best mix of people and other resources for maximum effect.

APPROACHES

ELEMENT

- Understand the demographics that impact on the police workforce
- Find practical solutions to attract and recruit diverse talents and people
- Foster an organisational ethos that respects cultural diversity in policing and the community
- Encourage organisational and personal commitment to ethical conduct
- Implement strategies which enhance professionalism
- Promote continuous professional development

REPRESENTATION Promoting a workforce that reflects the community police serve

LEADERSHIP Developing leadership capabilities at all levels

SERVICE Adopting strategies that make the best use and deployment of people

FLEXIBILITY Promoting flexibility in people policies

- Build community trust and confidence through reliable delivery of policing service
- Ensure responsiveness to meet community demand for services
- Understand and analyze service data
- Promote and enhance police work/life balance
- Support the professionalisation of policing and transferability of skills
- Increase capability through identification of cross-jurisdictional training opportunities

APPROACHES

Every Australian and New Zealand jurisdiction has its specific laws and police organisation policy and this chart does not take precedence over these