

POLICEWOMEN AND WELFARE

Appendices

Volume 2

[CRC ; 17/76]

APPENDIX 1

FICTITIOUS SAMPLE CASE BOOK ENTRIES

Note:-

The fifteen examples in the following pages are some of the samples prepared to train field staff in coding techniques to ensure consistency of coding.

Some of these cases are therefore deliberately complex, others, relatively simple. They were not intended to cover the broad spectrum of cases encountered and an interpretation and coding guide was also prepared.

The column numbers on page one described below:-

<u>Column no.</u>	<u>Description</u>
1	Case book number.
2	Date of request and source.
3	Name and address of person either seeking assistance or who was encountered. This column was also used to briefly outline background facts.
4	Dates of intervention and resolution.
5	Names of policewomen involved and action taken, together with their interpretation of the situation.

Common abbreviations used are as follows:-

N.P.H. = No person home.
N.O.D. = No offence disclosed.

Coincides with entries on the left
page of a case book.

1

2

3

Coincides with entries on the right page
of a case book.

4

5

ALL NAMES AND ADDRESSES USED IN THIS REPORT ARE FICTITIOUS

1639	12/3/74 Inspector X	ELSIE FLOWER 12 GRANGE ROAD FLEMINGTON Inspector X rang and said a friend of his who wishes to remain anonymous knows this woman. She lives with two children aged 5 & 7. Place is a brothel, she may even be sleeping with 7 y.o., committing some sort of I.A. on the boy. Inspector X would like to know outcome.	12/3/74 13/4/74	Correct address - N.P.H. Spoke to Inspector X about this woman and told him how well we all know her etc. Seeing we know the story, no need to visit now.
1640	Patrol 12/3/74	DANIEL SAMIRA 3/13 JOHNSON STREET KENSINGTON and SAM OKARA 5/13 JOHNSON STREET KENSINGTON.	12/3/74	(Green, Brown) Checked in Golden Bowl. Danny gave false name and address - a little liar. At least Sam. told the truth. Took to Tech., a pleasure to strike a teacher interested. These two would get the "works" as Headmaster said truancy is only the beginning of bigger things.
1642	12/3/74 Reception Office ARS	SUSAN LITTLE 11/1/59) 23 BRAMBLE STREET ESSENDON Had gone to Russell Street as no money and way to get home - did have tram ticket but trams don't run at 2.30 am.	12/3/74	(Blum, Reid) Listened to complicated story about how she'd been here and there after work, then conveyed to Essendon, where she and her mother are staying with her uncle. N.O.D.

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1643	ARS P/W from husband 13/4/74	<p>FREELY FAMILY 16 RALIEGH STREET NORTH MELBOURNE</p> <p>Complaint that children not attending school, not cared for properly, male visitors coming to house, etc, etc - usual husband vs wife allegations. Supposed to have assaulted P/W before.</p>	13/4/79	(Knight,Smith) Visited. Mother June husband Ian, boyfrind Fred Nurk??? covered in tattoos on the arms, claimed it was his correct name. Children are Deidre 10 years, Michael 8 years Susie 7 years. Claims kids missed last week, caused through husband going to the school and upsetting them, etc. Sounded like a weak excuse. Another on wife's allowance as husband not paying maintenance. Ample food, clothes, bedding, etc. Would hardly expect to have male callers with Mr Nurk around (so handsome). She would be a fiery sort if upset, and wouldn't take much to set her off. N.O.D.
1644	13/3/74 Mrs J.Coutts Office	<p>BRENDA COUTTS, 16 years (Used name BRENDA JOHNSON) 25 TURNBULL STREET NORTH MELBOURNE</p> <p>Stepmother in at office, concerned re girl's welfare. Could we go round and give her a talking to. Left home about 3 weeks ago. Living at above address with about 12 people. Since leaving school this year has had about 5 jobs and been sacked from all. Frequenting hotels and picking up guys.</p> <p>Stepmother: MRS JOAN COUTTS 11 STIRLING STREET KENSINGTON.</p>	<p>13/3/74</p> <p>14/3/74</p> <p>15/3/74</p> <p>15/3/74</p> <p>19/3/74</p> <p>26/3/74</p>	<p>(Green, Brown) Visited - not home</p> <p>(Green, Brown) N.P.H.</p> <p>(Blum,Reid) Brenda not home. Spoke to people who live in house. They want her <u>out</u>. Apparently has boyfriends over and stay in bed all day. Revisit tonight.</p> <p>(Green, Brown) Spoke with Tony Richardson and Sussan Bretherton. Brenda allegedly has not been seen since she went to Luna Park on Friday? All clothing etc, is still at house - no mention today of not wanting Brenda there any longer.</p> <p>(Reid, Blum) Located at 116 Alma Road, St Kilda by S.Melbourne P/W.Father wouldn't have her so conveyed to Turnbull Street. There on week's trial.</p> <p>(Blum) Brenda has not been home since 22nd. Not welcome there anymore.</p>

ALL NAMES AND ADDRESSES USED IN THIS REPORT ARE FICTITIOUS

1645	13/3/74	<p>SALLY BURNETT (3/12/56) JENNY BURNETT (25/3/58) 6/11 MENZIES STREET KEILOR</p> <p>MANDY RICE (13/9/54) 23 MENZIES STREET KEILOR</p> <p>Checked by N216 - did not know what to make of them - drunk or drugged.</p>	13/3/74	<p>(Green, Brown) Burnett girls are well known and always will be. Sally had been drinking. Denies use of drugs, but doubtful about her. She is an ex Ward. Jenny is still W/S - when contacted before SWB said the situation hopeless and couldn't do anything with them. Took them home <u>again</u> to the usual shouting match. Sally is hopeless, Jenny may improve if she was out of the way.</p> <p>Mandy Rice has been on drugs and admits taking Mandrax. Feel her situation is hopeless too, but a different type to Burnett's. A weak, easily led soul, who agrees with everything you say, but you know she hasn't got the strength of character to get up and do something for herself. P/W H. knows her life story. Dropped her at a friend's place in Stanford Street and advised her to keep out of Essendon.</p>
1648	14/3/74	<p>SMITH (nee CLARK) KERRY (17 years) 32 QUEENSBERRY STREET ASCOT VALE</p> <p>Kerry came into office complaining of domestic with husband of 2 months - Kevin. Husband threw her out of house. Staying with mother at 77 Sopworth Avenue, North Melbourne.</p>	<p>15/3/74</p> <p>16/3/74</p> <p>16/3/74</p>	<p>(Reid, Brown) Visited N.P.H.</p> <p>(Reid, Green) Spoke with Kevin and he doesn't think there is much chance of them getting back together. "There are plenty more fish in the sea." Has agreed to talk to her, but only he is ready and he feels like it.</p> <p>(Reid) Spoke to Kerry and advised her that Kevin would come and see her.</p>

ALL NAMES AND ADDRESSES USED IN THIS REPORT ARE FICTITIOUS

1649	14/3/74	<p>MAVIS BRAMSTON (63 years) 276 CHURINGA STREET BRUNSWICK</p> <p>Brought to office by taxi driver after she refused to pay her fare, she was drunk and a friend had put her in the taxi when she didn't want to go.</p>	14/3/74	<p>(Blum, Sparks) Taxi driver has her name and address - will collect later. Conveyed Mrs B. home. N.O.D.</p>
1650	15/3/74 S.Melb. P/W	<p>MATTHEW JOHN STOKES (27/1/69) MURRAY JAMES STOKES (10/10/70) 14 CARLISLE STREET ST KILDA</p> <p>Children found wandering in Mitford Street about 9.30 pm. Parents not home.</p>	15/3/74 18/3/74	<p>(Reid) Children conveyed to City Watch House to be cared for by Matron until parents returned. Mrs Stokes finally appeared at ARS at about 1.30 am (16/3/74). Had gone out at 6 pm to go to dinner with a friend. Left children alone. Mrs Stokes widowed, very lonely and appears not to be able to cope. Children charged on P/A - unfit guardianship by P/W Reid to MCC 18/3/74.</p> <p>(Reid) Adjoined to 1/1/75. St Kilda Family Assistance Group to help Mrs Stokes sort out problems. Children to remain at Allambie to give Mrs S. a break.</p>
1651	16/3/74 Clerk of Courts	<p>MATILDA BLOGGS (24/8/54) 16 MAIN STREET BENDIGO</p> <p>Magistrate requires a P/W to attend at Flemington M.C. because woman has her two children with her and is upset.</p>	16/3/74	<p>(Ogden) Attended. Woman charged with traffic offences - stacked on a turn when convicted. Tried to walk out and leave children. Calmed her down and she left with her children.</p>

ALL NAMES AND ADDRESSES USED IN THIS REPORT ARE FICTITIOUS

1652	16/3/74 Mr Swedenborg Ph 236041 or 498225	<p>DESLIE SWEDENBORG (10/7/58) H/A 95 SEAFORD ROAD ROSANNA</p> <p>Left home (was living with g/mother prior to this) and has moved in with a 19 y-old married man at flat 1/65 Piper Street, Fairfield. Youth's name Wayne Knight. Father believes girl to be "In moral danger" - advised no offence 16 and 19 years - but would call and see into matter.</p>	16/3/74 17/3/74 18/3/74 20/3/74 21/3/74	<p>(Ogden, Blum) N.P.H.</p> <p>(Reid, Green) Visited N.P.H.</p> <p>Mr Knight rang office. Father of Deslie's boyfriend, stated that Wayne does not live with girl but with another boy in Grandview Street, Brunswick. Deslie is an apprentice hairdresser and at work during day, but happy to see P/W at night.</p> <p>(Reid, Ogden) N.P.H.</p> <p>(Reid, Ogden) Spoke to Deslie, very polite young girl. Pays 27/week rent - receiving \$52/week pay. Place tidy and she seems very happy. Stated if she finds it hard financially she has a girlfriend who will move in and share expenses.</p>
1653	16/3/74 See Jb 40/73	<p>KING, MRS DONNA 201 STONE STREET BRUNSWICK</p> <p>S.Yarra Child Care rang for this woman wanting him put in Baltara straight away. (Son aged 11 years.)</p>	16/3/74	<p>(Green, Nash) Arranged to meet Mr Allen Rogers F6/150 Brunswick Road, who was acting as hon. Probation Officer for Paul Jones. This woman stated openly that she hates the child and if he was run over don't know how I would react. Stated she thinks she will harm him and when she is in bed at night visualizes herself putting her hands around his neck and strangling him. Mr Rogers wanted a fortnight's respite for the mother to think and talk it over with husband. But she will not change - she does hate this boy and no doubt has since he was 3 weeks old. Boy: seems a nice quiet inoffensive soul. Another we could take home. P/A "unfit" by reason of health. Disgusted with this woman, cold, callous. To appear Melb. C.C. 20/3/74 and reg. remand (P/W Nash). Remanded to appear 3/4/74 M.C.C</p>

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1654	17/3/74 W/House P/W N/S H'berg	SPITZER, KAY LORRAINE (4/3/59) 34 BENT STREET PASCOE VALE and WALTON, JANE (4/8/59) 12 STUART STREET PASCOE VALE SOUTH Both girls picked up by BAV 411 between 1.30 am and 3.00 am. Both were missing from home. Both truants school and leave home regularly	17/3/74 20/3/74	(Smith, Blum) Advised (Blum, Knight) Advised
1701	22/4/74 Mr Smith	MR R. SMITH 23 PTARMIGAN STREET BRUNSWICK This man rang office asking for someone to speak to parents about a child. JOANNA CINZANO (1/6/67) 28 PTARMIGAN STREET BRUNSWICK Has been stealing from his shop. Seems genuinely concerned, says child left alone all day.	22/4/74 23/4/74	(Knight, Brown) Attended N.P.H. (Green, Ogden) Spoke to Mrs Cinzano. Denies child left on own. Says at wit's end. Can't top Joanna wandering and stealing. Asked P/W to speak to her. Spoke to Joanna, doubt if made much impression.
1702	22/4/74	ORIANA CHILDREN LENA (1/7/69) TONY (3/11/71) GINO (25/5/73) Call from S/W, Royal Park. Mrs Oriana admitted again. Can we check on children.	22/4/74	(Smith, Reid) Found Mr O. at home with all the kids. Must have been half the Italians in Melbourne there as well. Mr O. taking a week off work, and his sister and mother say will help with children. Everything seems OK, no need to revisit.

APPENDIX 2

THE SURVEY BOOK - THE DATA COLLECTION
INSTRUMENT

Note:-

2,300 copies of this booklet were completed.
That is, one for each case.

A supplementary code book was also developed to enable coding of rare and unusual circumstances not provided for in the major survey book. As these categories were assigned value labels for computer purposes they are not included in this section. Details will be apparent from descriptions in the appendix comprising the computer printout.

As this booklet has been photo reduced from the original size, the quality of reproduction has unavoidably suffered.

Name of coder Date coded..../..../197

Date of entry in Case Book of source details..../..../197..

No. of entry in the Case Book

ITEM 1

CASE NUMBER

Code case No. 1 as 0001
 " " 10 " 0010
 " " 100 " 0100
 " " 1000 " 1000

COLS.			
1	2	3	4

ITEM 2 Var oo2

POLICE STATION FROM WHICH INFORMATION WAS DERIVED

00 Not known
 01 Flendington
 02 Caulfield
 03 St. Kilda
 04 Heidelberg
 05 Avondale Heights
 06 Nunawading
 07 Dandenong
 08 Russell Street
 09 Melbourne Ports

COLS.	
5	6

ITEM 3 Var oo3

WHO COMPLETED ENTRY IN DATA SOURCE?

Policewoman
 Policewomen
 Police man
 Policemen

 Not known

COL 7

0
 1
 2
 3
 4
 5
 6
 7
 8
 9

ITEM 4 Var 004WHO ASKED POLICE TO INTERVENE?

COLS. 8, 9

Refer to Coders Guide book for instructions if
in doubt

PRIMARY SOURCE

(i.e. person who initiated police intervention in
the first instance)

	SELF REPORT - i.e prime client asked police for help	00	
Relationship to prime client	Husband	01	
	ex husband	02	
	common law/defacto husband	03	
	boyfriend	04	
	Wife	05	
	ex wife	06	
	common law/defacto wife	07	
	girlfriend	08	
	Father	09	
	Mother	10	
	Both parents	11	
	Father in law	12	
	Mother in law	13	
	Other relative	Aunt, Uncle, Brother or Sister	14
	Other composite of relatives		15
	Son or Sors		16
	Daughter or Daughters		17
	Son(s) and Daughter(s)		18

ITEM 4 Var oo4WHO ASKED POLICE TO INTERVENE?PRIMARY SOURCE (Continued)

COLS. 8,9

Relationship to prime client	Grandmother	19
	Grandfather	20
	Grandparents	21
	Neighbour(s)	22
	Friend(s)	23
	Landlord/lady	24
	Boarder(s) or Tenant(s)	25
	Employer	26
	Employee	27
	Fellow Employee	28
	Hospital	29
	Medical Practitioner	30
	Probation Officer	31
	Welfare Agency	32
	Welfare Worker unspecified	33
	INVESTIGATING POLICE INITIATED ACTION THEMSELVES - e.g. 'passing by and saw geriatric or child lost/wandering'	34
	Storekeeper	35
	Publican	36
	Customer	37
	Headmaster/mistress/teacher/school	38
	Anonymous	39 40
	PRIMARY SOURCE NOT KNOWN	→ 99

ITEM 5 Var 005THE SECONDARY SOURCE OF POLICE INTERVENTION

If the primary source did not refer case straight to police did he/she refer to an INTERMEDIARY who then referred case to police source?

		COL. 10
The Initiator of police action referred	Referred straight to police	0
	To Social Worker	1
	Probation Officer	2
	School teacher/headmaster	3
	Hospital	4
	Medical Practitioner	5
	Government Department	6
	Voluntary Agency	7
	(who then notified police) ← Others	8
	Not known	9

ITEM 6 Var 006THE THIRD SOURCE OF POLICE INTERVENTION

If the first or second point of intervention referred case to police who then referred matter onto investigating officers complete as below

i.e. if referred by anor. police division

		COL. 11
	Not relevant referred direct to investigators	0
	D 24	1
Investigators asked to assist by	CIB	2
	Other district	3
	Male police (i.e. woman police specifically requested to attend	4
		5
		6
		7
		8
	NO RELEVANT INFORMATION	9

DATE OF INTERVENTION

COLS.	12	13	14	15	16	17

Code year first
month
day

E.G. 3 April 1977 coded as
770403

If only the year and month is clear code and place missing digits with 00

If date of intervention not known code 999999

ITEM 8 Var 00 8POSTCODE ADDRESS OF PRIME CLIENT(S)

COLS.	18	19	20	21

- Use P.M.C. postcode book to assist
e.g. St. Kilda code 3182

- If address not known code 9999

- If runaway/absconder and home address not known code 9999

- If more than one prime client and all live in different districts
use postcode of first listed and use Item 9 to indicate how many were
involved in police investigation

- If you know the precise address of an interstate client then code it,
e.g. Launceston is 7250

- If only know comes from interstate but not the state code 9999

- If know that comes from interstate and the name of the State use as below:-

A.C.T. code 2600
N.S.W. " 2000
Q'land " 4000
South Aust. 5000
West'n " 6000
Tasmania 7000
Northern
Territory 8000

If known for sure that a Victorian
runaway but don't know the full postcode
code 9500

ITEM 9 Var 009

CAN YOU IDENTIFY HOW MANY INDIVIDUALS APPEARED TO BE INVOLVED AT THE INITIAL STAGE OF INTERVENTION?

COL. 22

Who could	{ Seems to be only one person	0
be defined	{ Two persons	1
as 'prime	{ Three persons	2
clients'	{ Four persons	3
	{ Five or more persons	4
		5
		6
		7
		8
	Data unclear- e.g. asked to investigate a family of indeterminate number	9

- Initial stage of intervention means before police have actually investigated further and maybe involved other members of the family.

ITEM 10 Var 010WHAT WERE POLICE REQUESTED
OR BECAUSE OF CIRCUMSTANCES, REQUIRED TO DO

In some instances, upon investigation, police perceive the case differently from how the case initially presents.

CODE IN THIS SECTION ONLY what they appear to have been asked or prompted to do - NOT WHAT THE ACTUAL PROBLEM WAS ON INVESTIGATION.

COLS. 23,24

Trace missing child/children	00
Locate home of child found wandering	01
Trace other missing person/s	02
Speak to or warn troublesome individual/s	03
Investigate bizarre behaviour	04
Investigate uncontrolled child/children	05
Investigate/mediate in 'domestic'	06
Investigate/ " intra-family dispute	07
" " dispute between neighbours landlord/tenant or other dispute apart from 06/07	08
Inform of death in the family	09
Enforce access/custody/maintenance order	10
Investigate means of support (finance etc)	11
Investigate child neglect (including insufficient supervision)	12
Investigate child battering	13
Arrange alternative accomodation for child or children when parents to hospital or or.	14
Give aid and assistance in other emergency situation	15
Investigate welfare of sick person	16

WHAT WERE POLICE REQUESTED/PROMPTED TO DO? (Continued)

COLS. 23, 24

	Investigate/assist suicide attempt or suicide 'mopping up'	17
	Assist in locating absconders/escapees inc. visiting possible hideaway	18
Inc. taking statements	(Interview rape victim(s)	19
	(Interview indecent assault victims(s)	20
	(Interview alleged inccent victim(s)	21
	(Investigate alleged shoplifting	22
	Investigate alleged truancy	23
	Investigate other criminal activities	24
	Attending other police station to help with fingerprinting or other matter not specified above	25
	Family or individual already known and this data source indicates nature of entry is a 'follow up visit'	26
	Assist in returning/ ^{admitting} individual(s) to:	
	Mental Hospital	27
	Geriatric Hospital	28
	Other Hospital	29
	Children's Home	30
	Other institution	31
	Contact individual for anor. police station	32
	Investigate noisy party/comings and goings involving young girls or possible escapees etc.	33

WHAT WERE POLICE REQUESTED/PROMPTED TO DO?

COLS. 23,24.

	Listen to unspecified or incoherent complaint/'problem'	34
OTHERS specify	Police, passing by, on own initiative appre- hend individual(s) e.g. kids in billard room	35
		36
		37
		38
		39
		40
		41
		42
		43
		44
		45
		46
		47
		48
		49
		50

NO RELIABLE INFORMATION AVAILABLE ON WHAT
POLICE WERE REQUESTED TO DO OR WHY THEY
WERE ASKED TO INTERVENE

99

AGE AND SEX CHARACTERISTICS OF PERSON OR PERSONS INVOLVED IN COMPLAINT
OR REQUEST FOR SERVICE

I.E. THE CHARACTERISTICS OF THE PRIME CLIENT AND COLLATERALS.

REFER TO CODING GUIDE IF IN DOUBT

INDIVIDUALS	AS	PRIME CLIENT	OR	COLLATERALS
		COLS. 25 26		COLS. 27 28
00 Female infant	(0 - 2 yrs)			
01 Female child	(3 - 9 yrs)			
02 Female y/p	(10-14 yrs)			
03 Female "	(15-17 yrs)			
04 Female adult	(17 over			
05 Female geriatric				
06 Female indeterminate age				
07 Male infant				
08 Male child				
09 Male y/p	(10 - 14 yrs)			
10 Male y/p	(15 - 17 yrs)			
11 Male adult over 17 yrs				
12 Male geriatric				
13 Male indeterminate age				
<u>FAMILY GROUPS</u>				
14 A 'family group' comprising unknown numbers				
15 Members of a family unit adults only				
16 Members of a family unit - children & adults				
17 Single/Deserted Mother 1 or more children				
18 Single/Deserted Father 1 or more children				

ITEM 11 & 12 Var 011

AGE AND SEX CHARACTERISTICS OF PERSON OR PERSONS INVOLVED IN COMPLAINT
OR REQUEST FOR SERVICE
I.E. THE CHARACTERISTICS OF THE PRIME CLIENT AND COLLATERALS

FAMILY GROUPS	AS	PRIME CLIENT	OR	COLLATERALS
19	Grandmother with care of 1 or more children			
20	Grandfather with care of 1 or more children			
21	Other relative with care of 1 or more children			
22	Female in defacto relationship with/without children			
23	Male in defacto relationship with/without children			
24	Extended family - 3 generations involved			
25	Combined family & unrelated groups			
26	Cohabitants of house/flat			
27				
28				
29				

UNRELATED GROUPS

30	2 or more young females (0 - 14 y.a.)			
31	2 or more young females (15 - 21 y.a.)			
33	2 or more adult females			
34	2 or more young males (0 - 14 y.a.)			
35	2 or more young males (15 -21 y.a.)			
36	2 or more adult males			
37	2 or more males & females (0 - 14 y.a.)			
38	2 or more males & females (15 -21 y.a.)			
39	2 or more adult males & females			
40	A mixture of apparently underage girls and overage males			
41	A mixture of apparently underage males and overage females			

ITEM 11 & 12 Var 011AGE AND SEX CHARACTERISTICS OF PERSON OR PERSONS INVOLVED IN
COMPLAINT OR REQUEST FOR SERVICE

RELATED GROUPS	AS	PRIME CLIENT	OR COLLATERALS
42	Siblings (under 17 y.a.)	sex unknown	
43	Siblings " ") all male	
44	Siblings	all female	
45	Siblings	mixed female & male	
46			
47			
48			
49			
50			

CODING TO COPE WITH POSSIBILITY THAT NO OTHER COLLATERALS WERE INVOLVED

51	No collaterals involved
52	No relevant data to indicate that collaterals involved
53	
54	
55	
56	
57	
58	
59	
60	

ITEM 13 Var 013

ROUGHLY HOW MANY PEOPLE, COUNTING BOTH PRIME CLIENT AND COLLATERALS APPEAR TO BE INVOLVED WHEN THE POLICE DO INVESTIGATE THE COMPLAINT OR REQUEST FOR SERVICE.

This item is distinguished from Item 8 which asked how many individuals appeared to be involved at the intitial stage of intervention.

COL. 29

	Still seems to be only prime clients as specified in item 8	0
+ Police talked to total of prime clients and collats.	{ 2 persons	1
	{ 3 to 5 persons	2
	{ 5 to 7 persons	3
	{ 7 to 9 persons	4
	10 persons	5
		6
		7
+Incs. or o/wise became involved		8
	No reliable data	9

ITEM 14 Var 014

WHERE DID THE INTERVIEW TAKE PLACE IN THE FIRST INSTANCE?

COL. 30

Prime clients home address	0
Prime clients flat address	1
In the Street	2
At a police station	3
Boarding house, place of employment	4
Amusement parlour, billard room	5
House or flat which is <u>not</u> the prime client's home address	6
No interview took place	7
Other (specify).	8
No relevant information	9

IF POLICE INTERVIEWED COLLATERALS WHERE DID THIS TAKE PLACE?

	COL. 31
No collaterals interviewed	0
Home residence	1
Flat residence	2
Boarding house	3
In the street	4
Other (specify)	5
At the police station	6
No interview took place	7
More than one of the above places	8
No relevant information but seems they were interviewed somewhere	9

The items which are listed on the following pages should give some indication of the social functioning, socio-economic and other problems of both the prime client(s) and collaterals. Invariably the numeral '0' will be used to indicate that there is no relevant information on the record - always fill this number in if it is appropriate.

ALCOHOL OR DRUG DEPENDANCY PROBLEM

- 0 No relevant information on record
 1 Self-confessed
 2 Police rating as heavy drinker/abuser
 3 Other independant rating
 4 Drunk at time of events leading to police action, although not clear that a chronic drinker
 5
 6
 7
 8
 9 Some information but too vague to rate

PRIME CLIENT(S)		COLLATERAL(S)	
COL	32	COL	33

ITEM 17 Var 018 (PC) 019 (Colls)
IS THERE EVIDENCE OF A MIGRANT/ETHNIC PROBLEM?

- 0 No relevant information on record
 1 Clear from record that a language problem
 2 Clear from record that a cultural problem
 3 Clear from record a composite of language/cultural problem
 4 Name suggests migrant but too vague to code
 5 Described by police as, e.g. 'typical Turks' but no other information
 6
 7
 8
 9 Some information but too vague to rate

PRIME CLIENT(S)		COLLATERAL(S)	
COL	34	COL	35

MARITAL DISCORD

P/C = prime client (e.g. 'wife')
 Coll = collateral (e.g. 'husband')

COLS. 36,37

	No relevant information	00
Clear evidence that	(Wife= P/C assaulted by Coll(husband)	01
	(Husband= P/C assaulted by Coll	02
	(Husband=P/C assaulted Coll (Wife)	03
	(Wife= P/C assaulted Coll (Husband)	04
	That P/C and Coll assaulted each other	05
	P/C= Wife assaulted and left home voluntarily	06
	P/C= Wife assaulted and thrown out	07
	P/C= Wife alleges failure to support without clear allegation of assault	08
	P/C = Husband alleges Wife= Coll. failing to attend to home duties	09
	A general domestic where it is difficult to sort out degree of assault with allega- tions and counter allegations	10
Others specify	Non-physical assault but verbal discord	11
		12
		13
		14
		15
		16
		17
		18
		19
		20

POVERTY OR OTHER FINANCIAL PROBLEMS

- 0 No relevant information
- 1 Record contra-indicates
- 2 Unemployed
- 3 Invalid Pensioner
- 4 Single Mother/Widow's Pension or other benefit
- 5 Not managing financially despite employment
- 6
- 7
- 8
- 9

PRIME CLIENT(S)		COLLATERAL(S)	
COL	38	COL	39

ITEM 20 Var o 23 FC Var o 24
EVIDENCE OF ACCOMODATION OR TENANCY PROBLEMS

- 0 No relevant information
- 1 Record contra-indicates
- 2 Out on the street with no-where to go
- 3 In imminent fear of eviction
- 4 Refusal to pay rent which could lead to eviction
- 5 Squatting, camping out or other transient residence which is highly impermanent
- 6 Although prime client(s) have accomodation police judge it is inadequate for needs of family in terms of size, locale..
- 7 Police rate the accomodation is dirty
- 8
- 9 Some information but too vague to rate

PRIME CLIENT(S)		COLLATERAL(S)	
COL	40	COL	41

IS THERE EVIDENCE OF PHYSICAL ILLNESS OR PHYSICAL HANDICAP?

	PRIME CLIENT(S)		COLLATERAL(S)	
	COL	42	COL	43
0 Norelevant information				
1 Record contra-indicates				
2 Recent acute illness requiring hospitalization				
3 Chronic illness requiring recurrent " "				
4 Chronic illness not requiring hospitalization				
5 Physical handicap/illness on ivalid pension				
6 Currently ill at home apparently not chronic				
7				
8				
9 Some information but too vague to rate				

ITEM 22 Var o27 FC o28 CollsEVIDENCE OF MENTAL ILLNESS, RETARDATION OR SENILITY

	PRIME CLIENT(S)		COLLATERAL(S)	
	COL	44	COL	45
0 No relevant information				
1 Record contra-indicates				
2 Assessed as mentally ill by police				
3 Currently or in the past patient at mental hospital				
4 Assessed as mentally retarded by police or others with some judgement				
5 Assessed as mentally ill and retarded by police or others with some judgement				
6 Exhibits bizarre behaviour or confusion or lack of judgement/inhibition but can't really rate as mentally ill				
7 Apparently senile (on police or other rating)				
8				
9				

EVIDENCE OF INSUFFICIENT CARE OF ADULT WHO IS ILL, RETARDED, SENILE

	Use only Col 46	PRIME CLIENT(S)	
		COL 46	COL 47
0 No relevant information			0
1 Record contra-indicates			
2 Evidence where aged person is prime client that he or she is not caring for self adequately			
3 Evidence where aged person is prime client that he/she is not being cared for adequately by persons with responsibility (i.e. they are non-caring)			
4 Evidence that aged person is rated as ill/retarded/senile and caring relatives or other interested parties are concerned but apparently don't have resources and ask the police to check up on aged person			
5 Evidence that other person with resources refusing to accept responsibility for care. (I.e. relative out of household)			
6			
7			
8			
9 Some information but too vague to rate			

ITEM 24 Var o31 PC Var o 32 CollsSEXUAL PROBLEMS/DEVIENCY

	P/CLIENT(S)		COLLATERAL (S)	
	COL.	48	COL.	49
0 No relevant information				
1 Record contra-indicates				
2 Evidence of sexual activity by minor(s) excluding incest, e.g. E.M.D.)				
3 Sexual promiscuity/prostitution by adult(s)				
4 Homosexual behaviour				
5 Incest				
6 Sexual abuse of spouse				
7 Sexual abuse of child(ren) ex. incest				
8				
9				

ITEM 25 Var o33 PC Var o 34 CollsEVIDENCE OF PRIOR POLICE RECORD

(Has client/collats. been entered in records?)

	PRIME CLIENT(S)		COLLATERAL(S)	
	COL	50	COL	51
0 No relevant information				
1 Information clearly contra-indicates				
2 Past record of convictions				
3 Previously carded				
4 Listed as a missing person				
5 Known to be a 'wanted' person or want to interview or locate				
6 Ward of State				
7 Record of formal warnings				
8 Protection application/children's court appearances noted.				
9 'Known' but information vague				

ITEM 26 Var o 35 PC Var o36 CollsINDICATION OF TRUANCY

	PRIME CLIENT(S)		COLLATERAL(S)	
	COL	52	COL	53
0 No relevant information				
1 Contra-indication - going to school regularly				
2 Truancy noted but severity unknown				
3 Known truant for prolonged period				
4 Truanting occasionally				
5 Truanting frequently over short period				
6				
7				
8				
9				

INTRA-FAMILY DISCORD OR CONFLICT

COL. 54,55

Exclude - marital discords. This item refers to conflict between other members of family group, excluding husband/wife 'domestics'

Exclude - also children who would be too young to be active parties to conflict

	No relevant information	00
	Record clearly contra-indicates	01
Situations where Child= P/C Parent=Collats	Child assaulted by natural parent	02
	Child " " foster/step parent	03
	Child assaults parent or surrogates	04
	Child shows gross disobedience to parents (stays out overnight, etc)	05
	Child harassed by parent or surrogates	06
	Child thrown out by parent or surrogates	07
	Child refuses to return to home	08
		09
		10
		11
		12
		13
		14
		15
		Severe verbal conflict between child and parents but no evidence of assault
	Evidence of physical assaults between siblings not involving parents	17
	Evidence of verbal conflict between siblings not involving parents	18

INTRA-FAMILY DISCORD OR CONFLICT (Continued)

COL. 54, 55

=	General family conflict within the nuclear family	19
	General family conflict within the extended family 3 generations	20
Situations where the parent is the P/Client and child is collateral	Parent assaults child or foster child etc.	21
	Parent assaulted by child	22
		23
		24
		25
		26
		27
		28
		29
		30
		31
		32
		33
		34
		35
		36
		37
		38

EVIDENCE OF INSUFFICIENT CARE OF CHILD OR CHILDREN

Prime client = child or children

Collaterals + parent(s) or surrogate parent(s)

COL. 56,57

	No relevant information	00
	Record clearly contra-indicates	01
Clear or substantial evidence where child or children prime client that	Child left alone/unsupervised	02
	Child is neglected (dirty not fed)	03
	Child has been physically maltreated	04
	Child has been rejected	05
	Child sustained a composite of the above factors	06
Where parent(s) are prime clients	Parent has left child alone/unsupervised	07
	Has neglected children	08
	Has physically maltreated children	09
	Has attempted, wished, threatened to give custody of child to another person or institution	10
	Has in other ways rejected the child	11
	Parent has inflicted a composite of the above factors on child/children	12
	NO CLEAR EVIDENCE BUT A SUSPICION REMAINS THAT ONE OF THE ABOVE FACTORS IS INVOLVED	13
		14
		15
		16
		17
	Some information but too vague to rate	99

RELATIVE IMPORTANCE OF PROBLEMS IN CASE BEING ANALYSED

Which of the problems listed below was the problem of major or primary importance in this case; which were secondary; and which were only minor problems?

PROBLEM

RANKING OF IMPORTANCE

	PRIMARY		SECONDARY		SECONDARY	
	COLS		COLS		COLS	
00 No relevant information or not applicable	58	59	60	61	62	63
01 Alcohol/drug dependency						
02 Migrant Problem						
03 Marital Discord'domestics'						
04 Poverty/Financial						
05 Accomodation/Tenancy						
06 Physical Illness/Handicap						
07 Mental Illness/Retardation Senility						
08 Insufficient Care of Adult						
09 Insufficient Care of Child						
10 Prior Police Record						
11 Truancy						
12 Intra-Family Discord/Conflict						
13 Sexual Problems						
14						
{ 15 Other problems not covered in any of the code book categories						
{ CODER! Jot down details please						

V. Impt Problem

Impt. but not as impt as 58/59

Rateable but not as impt. as 60/61

.....

HAVE THE PRIME/CLIENT(S) OR COLLATERAL(S) PREVIOUSLY COME TO POLICE NOTICE IN RELATION TO A SIMILAR MATTER?

That is, a similar matter that is recorded in this job book. Don't include if evidence of a criminal record or other police intervention without evidence that record in this job book too.

Include if the problem has been a continuing 'saga' and there is a reference in the case book to a prior or subsequent entry on a similar fact situation

COLS. 64, 65

	No relevant information	00
	Prime client(s) had a prior entry	01
	Prime client(s) have a subsequent entry	02
	Prime client(s) have prior/subs.entry	03
Some of the prime client(s) only	Had a prior entry	04
	Have a subsequent entry	05
	Have both prior/subsequent entries	06
Collateral s	Had a prior entry	07
	Have a subsequent entry	08
	Have both prior/subsequent entries	09
Some of the collateral	Had a prior entry	10
	Had a subsequent entry	11
	Had both prior/subsequent entries	12
All of the prime client and collats.	Had a prior entry	13
	Had a subsequent entry	14
	Have both prior/subsequent entries	15
Some of the primes and collats	Had a prior entry	16
	Had a subsequent entry	17
	Have both prior/subsequent entries	18
		19
		20
	Some information but too vague to rate	99

CODER - Can you jot down Number of prior19
subsequent	
job book entries19

ACTION TAKEN BY POLICE TO RESOLVE INVESTIGATION

COLS. 66, 67

RECORDED AS A
'NODDY' = N.G.D.

No offence
disclosed

- no apparent further action
taken _____ 00
- but evidence that police intended
to follow up _____ 01
- evidence that police did follow
up _____ 02
- evidence that case carded or
indexed for future ref. _____ 03
- evidence that they took some
positive action to assist _____ 04

05
06
07

NOTED THAT A
PROTECTION
APPLICATION
INSTITUTED

- unfit guardianship _____ 08
- no visible means of support _____ 09
- found wandering _____ 10
- likely to lapse _____ 11
- exposed to moral danger _____ 12
- ill-treated, exposed _____ 13
- _____ 14
- _____ 15
- _____ 16
- _____ 17
- _____ 18
- _____ 19
- Protection Application but
ground not clear _____ 20

ACTION TAKEN BY POLICE TO RESOLVE INVESTIGATION (Cont'd)

COIS .66,67

CHARGE(S) LAID	Criminal proceedings instituted by summons _____	21
	Criminal proceedings instituted by arrest _____	22
	Criminal proceedings instituted by means unspecified _____	23
MISSING PERSONS	Missing child found and returned home _____	24
	Missing adult found and returned home _____	25
	Missing person unlocated after enquiries _____	26
	Missing person refused to return home _____	27
		28
		29
		30
WARNINGS CAUTIONS	Child formally warned _____	31
	Adult cautioned _____	32
	Child informally warned _____	33
	Ditto 33 but in presence of parents because taken home }	34
		35
ABSCONDERS ESCAPERS	Located, interviewed and/ ^{OR} returned to institution _____	36
	Investigations conducted to locate but with no positive result _____	37
	Arrangements made for transport to watchhouse or other facility _____	38
		39
		40

ACTION TAKEN BY POLICE TO RESOLVE INVESTIGATION (Cont'd)

COLS. 66,67

GENERAL

	Informed relatives of death and had to assist further —————	41
*	Listened, gave advice but type unrecorded ———	42
	Advised regarding financial affairs —————	43
	Told probation officer outcome of case ———	44
	Transported ill person to hospital —————	45
	Transported ill person to hospital and arranged for care of children —————	46
	Took relatives to hospital —————	47
	or Social Welfare Dept. Advised welfare officer of outcome ———	48
	Took client(s) to another police station ———	49
	to arrange help	
	Left it to parents to control/discipline ———	50
	child	
	Left relatives or other persons in charge ———	51
	to care for adult	
	Arranged accomodation —————	52
	Arranged for admission to psychiatric ———	53
	hospital inc. arranging certification.	
	Took wife and/or children to halfway house ———	54
*	Mediated/helped resolve conflict & suggested contact police if needed further help ———	55
	Saw client(s) and delivered message ———	56
	Notify parents of action with respect to child	57
	Notify parents of whereabouts of child	58
	Take statements/fingerprinting etc.	59
	Arranged temporary care for child/ren with neighbours or relatives	60

* Distinguish and categorize as accurately as possible

ACTION TAKEN BY POLICE TO RESOLVE INVESTIGATION (Cont'd)

COLS. 66,67

GENERAL

Police advised to take civil proceedings	61
Conveyed truant(s) back to school	62
Conveyed p/c back to home address	63
Advised adult/s/parents about p/c associates and/or activities	64
	65
	66
	67
	68
	69

REFERRED TO
OTHER RESOURCES

Government Department	70
Voluntary agency	71
Local Government agency	72
Health Clinic	73
Rape Centre	74
Psychiatric Clinic	75
Medical Practitioner	76
Arranged for return/admission to mental hospital	77
HalfwayHouse	78
Salvation Army or other church org'n	79
Returned or conveyed to institution (not an absconder)	80
Case passed on/referred back to other police	81
	82
	83
	84
	85
	86
	87

ACTION TAKEN BY POLICE TO RESOLVE INVESTIGATION (concluded)

	COLS. 66, 67
GENERAL	88
	89
	90
	91
	92
	93
	94
STATE RELIEF APPLICATION	Investigated and approved 95
	Investigated and rejected 96
	Investigated but outcome not known 97
	98
	<u>OUTCOME OF INVESTIGATION NOT KNOWN 99</u>

FREQUENCY WITH WHICH CLIENT OR CASE HAS COME TO NOTICE BEFORE

This item refers to more informal criteria than Item 30
 e.g., Mrs. Smith, back yet again!

COL. 68

Referring to Prime Client(s)	No relevant information	0
	Constantly/frequently coming to police notice	1
	Has come to notice before (frequency unknown, uncertain)	2
	Definitely first time has come to notice	3
	Collaterals have come to notice fre'ly	4
	Both primes and collats." " " "	5
		6
		7
		8
	Some information but too vague to rate	9

~~ITEM 33 Var o45, o46~~

WHAT IS POLICE ATTITUDE TO THE CASE

	PRIME CLIENT(S)	COLLATERAL(S)
0	No relevant information	
1	Regard as a nuisance/annoyed	COL 69
2	Regard as a nuisance but tolerant	COL 70
3	Neutral/passive/attitude unrecorded	
4	Pleased to help, and/or willing to aid or assist again	
5	Wish they could help more	
6	Pleased with response of p/c or collats.	
7		
8		
9	Some information but too vague to rate	

WHAT IS POLICE JUDGEMENT ABOUT PRIME CLIENT(S) & COLLATERAL(S) ?

	PRIME CLIENT(S)	COLLATERAL (S)
	COL 71	COL. 72
0 No relevant information		
1 Not a very high opinion		
2 Neutral or response unrecorded		
3 Ambivalent		
4 Impressed and sympathetic		
5 Sympathetic but no evidence of being really impressed		
6 Mixed feelings)good/neutral/ to some prime clients or 7 collaterals but not all.		
8		
9		

ITEM 35 Var 049, 050

WHAT IS THE POLICE PREDICTION FOR THE FUTURE?

	PRIME CLIENT(S)	COLLATERAL (S)
	COL 73	COL 74
0 No relevant information		
1 Will hear more		
2 O.K. for now - no need to revisit		
3 O.K. for now - but will revisit		
4 Not likely to come to notice again		
5		
6		
7		
8		
9		

HOW MUCH RUNNING ABOUT DID THE CASE INVOLVE?

	PRIME CLIENT(S)	COLLATERAL (S)
	COL 75	COL 76
0 No relevant information		
1 Apparently 1 visit/contact only		
2 More than one visit		
3 Only one contact but some incidental running about		
4 More than one visit but also some incidental running about		
5 Only one contact but a fair amount of running about		
6 More than one contact and a fair amount of running about		
7 No contact with p/c // colls.		
8		
9		

ITEM 37 Var 53,54

ATTITUDE OF PEOPLE INVOLVED TO POLICE INTERVENTION

	PRIME CLIENT(S)	COLLATERAL (S)
	COL 77	COL 78
0 No relevant information		
1 Definitely seeking help		
2 Passively hostile/uncooperative		
3 Actively hostile verbal abuse		
4 Actively hostile physical abuse		
5 Actively hostile verbal/phys ^{and} abuse		
6 Rejecting help/asserting don't need it & nothing 'wrong'		
7 Grateful for help, tho'didn't seek it		
8 Definitely seeking help, but complaint regarded/as malicious/unfounded by police		
9 Mixed attitudes expressed by p/c and colls. e.g. some seeking help and some hostile.		

HOW HARD WAS THIS CASE TO CODE?

COL 79

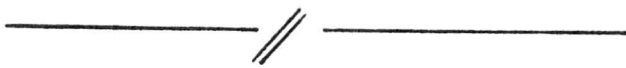
	No problems	0
Slight problem	Information on records not clear	1
	Information did not fit categories	2
	Case very complex	3
Major problem	Information on records not clear	4
	Information did not fit categories	5
	Case very complex	6
		7
		8
	Virtually impossible to code	9

ITEM 39 Var 56

CAN YOU MAKE AN ASSESSMENT AS TO WHETHER ANY OF THE FOLLOWING RESOURCES MIGHT HAVE BEEN AN APPROPRIATE REFERRAL RESOURCE IN THIS CASE?

COL 80

	Family Court for counselling/ marriage guidance or institution of proceedings	0
	Social Welfare Department for emergency aid, family welfare or placement of children	1
	Mental Health clinic	2
	Community Health Centre	3
	Children's Court Clinic	4
	Juvenile Aid Bureau	5
	Crisis Intervention Squad	6
	Home care for elderly	7
	Social Security	8
	Composite of the above, or other resource unspecified	9
CODER!	Specify type of other resource	



APPENDIX 3

COPY OF COMPUTER PRINT OUT TOTAL DATA ALL STATIONS

Note:-

Three variables **have been excluded** namely:-

Item 1 Case Number Varoo1

Item 7 Date of Intervention Varoo7

Item 8 Postcodes Varoo8

APPENDIX 3 - INDEX

i.

ITEM NO.	DESCRIPTION	PAGE NO.
2	Police station from which information was derived.	1
3	Who completed entry in data source.	2
4	Who asked police to intervene.	3
5	The secondary source of police intervention.	7
6	The third source of police intervention.	8
9	Number of persons involved at the initial stage of intervention.	9
10	What were police requested to do.	10
11 & 12	Age, Sex of prime client.	14
	Age, Sex of collaterals.	18
13	Number of individuals involved initially.	23
14	Where did the interview take place in the first instance.	24
15	Where were collaterals interviewed.	25
16	Alcohol or drug dependency problem - Prime Client	26
	Collaterals	27
17	Evidence of a migrant/ethnic problem- Prime Client	28
	Collaterals	29
18	Marital discord.	30
19	Poverty or other financial problem - Prime Client	31
	Collaterals	32
20	Evidence of accomodation or tenancy problem - Prime Client	33
	Collaterals	34

APPENDIX 3 - INDEX

ITEM NO.	DESCRIPTION	PAGE NO.
21	Evidence of physical illness or handicap - Prime Client	35
	Collaterals	36
22	Evidence of mental illness, retardation or senility - Prime Client	37
	Collaterals	38
23	Evidence of insufficient care of adult who is ill, retarded or senile - Prime Client	39
24	Sexual problems/deviancy - Prime Client	40
	Collaterals	41
25	Evidence of prior police record - Prime Client	42
	Collaterals	43
26	Indication of truancy - Prime Client	44
	Collaterals	45
27	Intra-family discord or conflict.	46
28	Evidence of insufficient care of child.	48
29	Relative importance of problems - Primary	50
	Secondary	52
	Tertiary	54
30	Have either prime client or collaterals previously/subsequently come to police notice?	56
31	Action taken by police to resolve intervention.	58
32	Frequency with which client or case has come to notice before.	63

APPENDIX 3 INDEX

ITEM NO.	DESCRIPTION	PAGE NO.
33	What is police attitude to the case - Prime Client Collaterals	64 65
34	What is police judgement about - Prime Client Collaterals	66 67
35	What is the police prediction for the future - Prime Client Collaterals	68 69
36	How much running about did the case involve - Prime Client Collaterals	70 71
37	Attitude of people involved to police intervention - Prime Client Collaterals	72 73
38	How hard was the case to code?	74
39	An assessment of what other resources might have been used in this case.	75

NOTE:- Due to punch card slippage a couple of tables have been manually altered by reclassification of a case to another category.

Also, in a small number of occasions due to overload on the computer value labels were not printed, these have been included manually.

ITEM 2 POLICE STATION FROM WHICH INFORMATION WAS
 DERIVED. (Page 1 Survey Book).

1.

VAR002 STATION INFO DERIVED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FLEMINGTON	1.	600	26.1	26.1	26.1
AVONDALE HEIGHTS	5.	200	8.7	8.7	34.8
NUNAWADING	6.	300	13.0	13.0	47.8
MELBOURNE PORTS	9.	300	13.0	13.0	60.9
FITZROY	10.	300	13.0	13.0	73.9
HEIDELBERG	12.	300	13.0	13.0	87.0
FRANKSTON	13.	300	13.0	13.0	100.0
TOTAL		2300	100.0	100.0	

VAR003 WHO COMPLETED ENTRY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
POLICEWOMAN	0	401	17.4	17.4	17.4
POLICEWOMEN	1.	1795	78.0	78.0	95.5
NOT KNOWN	9.	104	4.5	4.5	100.0
TOTAL		2300	100.0	100.0	

VAR004 WHO ASKED INTERVENE PRIMARY Sheet 1 of 4.

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
SELF REPORT	0	288	12.5	12.5	12.5
HUSBAND	1.	18	.8	.8	13.3
EX HUSBAND	2.	10	.4	.4	13.7
DEFACTO MALE	3.	4	.2	.2	13.9
WIFE	5.	3	.1	.1	14.0
EX WIFE	6.	2	.1	.1	14.1
FATHER	9.	72	3.1	3.1	17.3
MOTHER	10.	167	7.3	7.3	24.5
PARENTS	11.	31	1.3	1.3	25.9
MUM IN LAW	13.	1	.0	.0	25.9
OTHER REL	14.	27	1.2	1.2	27.1
OTHER RELS	15.	3	.1	.1	27.2
SON	16.	2	.1	.1	27.3
DAUGHTER	17.	7	.3	.3	27.6

ITEM 4 WHO ASKED POLICE TO INTERVE?
(Pages 3 & 4 Survey Book).

VAROO4 WHO ASKED INTERVENE PRIMARY (Continued) (Sheet 2 of 4)

GRANDMA	19.	12	.5	.5	28.1
GRANDAD	20.	1	.0	.0	28.2
GRANDPARENTS	21.	1	.0	.0	28.2
NEIGHBOUR	22.	66	2.9	2.9	31.1
FRIEND	23.	46	2.0	2.0	33.1
LANDLORD	24.	14	.6	.6	33.7
TENANT	25.	2	.1	.1	33.8
EMPLOYER	26.	2	.1	.1	33.9
FELLOW EMPLOYEE	28.	1	.0	.0	33.9
HOSPITAL	29.	28	1.2	1.2	35.1
DOCTOR	30.	7	.3	.3	35.4
PO	31.	5	.2	.2	35.7
WELFARE	32.	58	2.5	2.5	38.2
WELFARE WORKER	33.	16	.7	.7	38.9

ITEM 4 WHO ASKED POLICE TO INTERVENE?
(Pages 3 & 4 Survey Book).

VAR004 WHO ASKED INTERVENE PRIMARY (Continued) Sheet 3 of 4)

POL THEMSELVES	34.	289	12.6	12.6	51.4
STOREKEEPER	35.	114	5.0	5.0	56.4
PUBLICAN	36.	3	.1	.1	56.5
SCHOOL	38.	16	.7	.7	57.2
CLERK OF COURTS	39.	16	.7	.7	57.9
ANON	40.	31	1.3	1.3	59.3
TAXI DRIVER	41.	8	.3	.3	59.6
GOVT DEPT	42.	11	.5	.5	60.1
TRAM DRIVER	43.	2	.1	.1	60.2
CHILD CARE	44.	1	.0	.0	60.2

ITEM 4 WHO ASKED POLICE TO INTERVENE?
(Pages 3 & 4 Survey Book).

VAR004 WHO ASKED INTERVENE PRIMARY (Concluded) (Sheet 4 of 4)

NEWS REPORTER	45.	1	.0	.0	60.3
NONREL	50.	19	.8	.8	61.1
STEPMOTHER	55.	3	.1	.1	61.2
MAGISTRATE	60.	2	.1	.1	61.3
TRUNK OFFICER	61.	1	.0	.0	61.3
NOT KNOWN	99.	839	38.7	38.7	100.0
TOTAL		2300	100.0	100.0	

ITEM 4 WHO ASKED POLICE TO INTERVENE?
(Pages 3 & 4 Survey Book).

ITEM 5 THE SECONDARY SOURCE OF POLICE INTERVENTION.
 (Page 5 of Survey Book).

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE		ADJUSTED		CUM FREQ (PCT)
			FREQ (PCT)	FREQ (PCT)	FREQ (PCT)	FREQ (PCT)	
TO POL	0	1796	78.1	78.1	78.1	78.1	78.1
TO SOCIAL WORK	1.	3	.1	.1	.1	.1	78.2
TO SCHOOL	3.	2	.1	.1	.1	.1	78.3
TO HOSP	4.	4	.2	.2	.2	.2	78.5
TO GOVT DEPT	6.	41	1.8	1.8	1.8	1.8	80.3
TO VOL AGENCY	7.	4	.2	.2	.2	.2	80.4
TO OTHERS	8.	7	.3	.3	.3	.3	80.7
NOT KNOWN	9.	443	19.3	19.3	19.3	19.3	100.0
TOTAL		2300	100.0	100.0	100.0	100.0	100.0

ITEM 6 THE THIRD SOURCE OF POLICE INTERVENTION.
 (Page 5 of Survey Book).

VARG05 THIRD SOURCE INTERVENTION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
TO INVESTS	0	1235 (1281)	53.5	53.5	53.5
FROM 324	1.	325	14.1	14.1	67.6
FROM CIB	2.	103	4.5	4.5	72.1
FROM OTHER DIST	3.	164	7.1	7.1	79.2
FROM MALE POL	4.	419	18.2	18.2	97.4
FROM MOBILE PATROL	5.	4	.2	.2	97.6
FROM MISSING BUREAU	6.	12	.5	.5	98.1
<i>Delete + add to 0</i>	7.	1	.0	.0	98.2
NO REL INFO	9.	42	1.8	1.8	100.0
TOTAL		2300	100.0	100.0	100.0

ITEM 9 NUMBER OF PERSONS INVOLVED AT THE INITIAL STAGE OF INTERVENTION. 9.
 (Page 7 of Survey Book).

VAR009 INITIAL NO INVOLVED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ONLY 1 PCS	0	1672	72.7	72.7	72.7
2 PCS	1.	287	12.5	12.5	85.2
3 PCS	2.	91	4.0	4.0	89.1
4 PCS	3.	51	2.2	2.2	91.3
5, MORE PCS	4.	82	3.6	3.6	94.9
NOT APPLICABLE	5.	1	.0	.0	95.0
DATA JNCLEAR	9.	110	5.0	5.0	100.0
TOTAL		2306	100.0	100.0	

VARG13 WHAT WERE POLICE REQUESTED (TO DO)

Sheet 1 of 4.

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
MISSING KID	0	149	6.5	6.5	6.5
KID WANDERING	1.	41	1.8	1.8	8.3
OTHER MISSING	2.	30	1.3	1.3	9.6
TROUBLESOMES	3.	99	4.3	4.3	13.9
BIZARRE BEH	4.	62	2.7	2.7	16.6
UNCONTROLLED KIDS	5.	112	4.9	4.9	21.4
DOMESTIC	6.	56	2.4	2.4	23.9
INTRA-FAMILY	7.	45	2.0	2.0	25.8
OTHER DISPUTE	8.	36	1.6	1.6	27.4
INFORM DEATH	9.	3	.1	.1	27.5
ACCESS ETC	10.	6	.3	.3	27.8
SUPPORT	11.	22	1.0	1.0	28.7
CHILD NEGLECT	12.	174	7.6	7.6	36.3

ITEM 10 WHAT WERE POLICE REQUESTED TO DO?
(Pages 8 - 10 Survey Book).

VAR010 WHAT WERE POLICE REQUESTED (TO DO) Continued - Sheet 2 of 4.

CHILD BATTERING	13.	30	1.3	1.3	37.6
ALT ACCOM	14.	16	.7	.7	38.3
EMERGENCY	15.	39	1.7	1.7	40.0
SICK PERS	16.	17	.7	.7	40.7
SUICIDE	17.	12	.5	.5	41.3
ABSCONDERS	18.	38	1.7	1.7	42.9
RAPE	19.	45	2.0	2.0	44.9
IA	20.	210	9.1	9.1	54.0
INGEST	21.	9	.4	.4	54.4
SHOPLIFTING	22.	181	7.9	7.9	62.3
TRUANCY	23.	15	.7	.7	62.9

ITEM 10 WHAT WERE POLICE REQUESTED TO DO?
(Pages 8 - 10 Survey Book).

VARO10 WHAT WERE POLICE REQUESTED (TO DO) Continued - Sheet 3 of 4.

OTHER CRIM	24.	36	1.6	1.6	64.5
OTHER PS	25.	63	2.7	2.7	67.2
FOLLOW UP VISIT	26.	32	1.4	1.4	68.6
TO MENTAL	27.	40	1.7	1.7	70.3
TO HOSP	29.	6	.3	.3	70.6
KID'S HOME	30.	14	.6	.6	71.2
OTHER INSTIT	31.	14	.6	.6	71.8
CONTACT, OTHERPS	32.	13	.6	.6	72.4
NOISY PARTY ETC	33.	7	.3	.3	72.7

5
 ITEM 10 WHAT WERE POLICE REQUESTED TO DO?
 (Pages 8 - 10 Survey Book).

VAR010 WHAT WERE POLICE REQUESTED (TO DO) Concluded - Sheet 4 of 4.

UNSPEC PROB	34.	34	1.5	1.5	74.2
POL THEMSELVES	35.	190	8.3	8.3	82.4
PC HOME	36.	9	.4	.4	82.8
SERVE WARRANT	37.	8	.3	.3	83.2
GENERAL	38.	356	15.5	15.5	98.7
SERVE NOTICE	58.	7	.3	.3	99.0
SERVE SUMMONS	59.	12	.5	.5	99.5
INFO TOO VAGUE	99.	12	.5	.5	100.0
TOTAL		2300	100.0	100.0	

ITEM 10 WHAT WERE POLICE REQUESTED TO DO?
(Pages 8 - 10 Survey Book).

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FEM,0-2	0	21	.9	.9	.9
FEM,3-9	1.	63	2.7	2.7	3.7
FEM,10-14	2.	268	11.7	11.7	15.3
FEM,15-17	3.	343	14.9	14.9	30.2
FEM ADULT	4.	476	20.7	20.7	50.9
FEM GERIATRIC	5.	97	4.2	4.2	55.1
FEM,NO AGE	6.	177	7.7	7.7	62.8
MALE,0-2	7.	31	1.3	1.3	64.2
MALE,3-9	8.	42	1.8	1.8	66.0
MALE,10-14	9.	30	1.3	1.3	67.3
MALE,15-17	10.	15	.7	.7	68.0
MALE ADULT	11.	70	3.0	3.0	71.0
MALE GERIATRIC	12.	9	.4	.4	71.4

ITEMS 11 & 12 AGE, SEX OF PRIME CLIENT.
(Pages 11 - 13 Survey Book).

VAR011 AGE,SEX OF PC Continued Sheet 2 of 4.

MALE,NO AGE	13.	27	1.2	1.2	72.6
FAMILY	14.	27	1.2	1.2	73.7
FAMILY ADULTS	15.	3	.1	.1	73.9
FAMILY,KIDS+ADULTS	16.	49	2.1	2.1	76.0
SINGLE MUM	17.	56	2.4	2.4	78.4
SINGLE DAD	18.	12	.5	.5	79.0
OTHER REL,KIDS	21.	1	.0	.0	79.0
DEFACTO FEM,KIDS	22.	32	1.4	1.4	80.4
EXTENDED FAMILY	24.	3	.1	.1	80.5
FAMILY +NONRELS	25.	1	.0	.0	80.6
MOTHER	27.	11	.5	.5	81.0
FATHER	29.	4	.2	.2	81.2
2,MORE FEMS,0-14	30.	52	2.3	2.3	83.5
2,MORE FEMS 15-21	31.	32	1.4	1.4	84.9
2,MORE ADULT FEMS	33.	15	.7	.7	85.5
2,MORE MALES, 0-14	34.	7	.3	.3	85.8

ITEMS 11 & 12 AGE, SEX OF PRIME CLIENT.
(Pages 11 - 13 Survey Book).

VAR011 AGE, SEX OF PC Continued. Sheet 3 of 4.

2, MORE MALES, 15-21	35.	14	.6	.6	86.4
2, MORE ADULT MALES	36.	4	.2	.2	86.6
2, MORE MALES, FEM	37.	2	.1	.1	86.7
2, MORE ADULT FEMS MA	39.	5	.2	.2	86.9
USAGE FEMS, OAGE MALES	40.	1	.0	.0	87.0
SIBS, 0-17, NO SEX	42.	19	.8	.8	87.8
SIBS, MALES, 0-17	43.	17	.7	.7	88.5
SIBS, FEMS, 0-17	44.	34	1.5	1.5	90.0
SIBS, MALES+FEMS	45.	91	4.0	4.0	94.0
PARENT	46.	2	.1	.1	94.0
INSTIT	48.	1	.0	.0	94.1
SPOUSE, KIDS	49.	1	.0	.0	94.1
SPOUSE	50.	4	.2	.2	94.3
NO REL DATA	52.	1	.0	.0	94.3
HUSBAND WIFE	54.	12	.5	.5	94.9

ITEMS 11 & 12 AGE, SEX OF PRIME CLIENT.
(Pages 11 - 13 Survey Book).

VAR011 AGE, SEX OF PC Concluded Sheet 4 of 4.

2, MORE FEMS, UAGE, OA	58.	6	.3	.3	95.1
2, MORE MALES, UAGE, OA	59.	2	.1	.1	95.2
STEPFATHER	60.	1	.0	.0	95.3
SON	61.	1	.0	.0	95.3
DAUGH TER	62.	5	.2	.2	95.5
MIXED TEEN GROUP	65.	6	.3	.3	95.8
INFANT, NO SEX	67.	7	.3	.3	96.1
UAGE GIRLS	69.	48	2.1	2.1	98.2
MOTHER, KIDS	70.	21 (22)	.9 (.9)	.9 (.9)	99.1 + 1 (73)
UAGE BOY	71.	11	.5	.5	99.6
<i>Delete, add to 70</i>	73.	1	.0	.0	99.6
2, MORE GIRLS, NO AG	75.	4	.2	.2	99.8
INFO TOO VAGUE	99.	5	.2	.2	100.0
TOTAL		2300	100.0	100.0	

ITEMS 11 & 12 AGE, SEX OF PRIME CLIENT
(Pages 11 - 13 Survey Book).

VAR012 AGE,SEX OF COLLS Sheet 1 of 5.

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FEM,0-2	0	2	.3	.3	.3
FEM,10-14	2.	14	.6	.6	1.0
FEM,15-17	3.	8	.3	.3	1.3
FEM ADULT	4.	17	.7	.7	2.0
FEM GERIATRIC	5.	1	.0	.0	2.1
FEM,NO AGE	6.	38	1.7	1.7	3.7
MALE,10-14	9.	2	.1	.1	3.8
MALE,15-17	10.	5	.2	.2	4.0
MALE ADULT	11.	30	1.3	1.3	5.3
MALE GERIATRIC	12.	4	.2	.2	5.5
MALE,NO AGE	13.	45	2.0	2.0	7.5

VAR012 AGE,SEX OF COLLS Continued Sheet 2 of 5.

FAMILY	14.	13	.6	.6	8.0
FAMILY ADULTS	15.	17	.7	.7	8.8
FAMILY,KIDS+ADULTS	16.	8	.3	.3	9.1
SINGLE MUM	17.	17	.7	.7	9.9
SINGLE DAD	18.	12	.5	.5	10.4
GRANDMA KIDS	19.	2	.1	.1	10.5
GRANDAD,KIDS	20.	2	.1	.1	10.6
OTHER REL,KIDS	21.	7	.3	.3	10.9
DEFACTO FEM,KIDS	22.	11	.5	.5	11.3
DEFACTO MALE,KIDS	23.	23	1.0	1.0	12.3
EXTENDED FAMILY	24.	8	.3	.3	12.7
FAMILY +NONRELS	25.	64	2.8	2.8	15.5
HOUSE SHARERS	26.	3	.1	.1	15.6

VAR012 AGE, SEX OF COLLS. Continued Sheet 3 of 5.

MOTHER	27.	263	11.4	11.4	27.0
PARENTS	28.	4	.2	.2	27.2
FATHER	29.	84	3.7	3.7	30.9
2, MORE FEMS, 0-14	30.	4	.2	.2	31.0
2, MORE FEMS 15-21	31.	8	.3	.3	31.4
2, MORE ADULT FEMS	33.	5	.2	.2	31.6
2, MORE MALES, 0-14	34.	1	.0	.0	31.7
2 MORE MALES, 15-21	35.	7	.3	.3	32.0
2, MORE ADULT MALES	36.	8	.3	.3	32.3
2+ MALES, FEMS 15-21	38.	3	.1	.1	32.4
2, MORE ADULT FEMS MA	39.	5	.2	.2	32.7
UAGE FEMS, OAGE MALES	40.	5	.2	.2	32.9
SIBS, 0-17, NO SEX	42.	2	.1	.1	33.0
SIBS, FEMS, 0-17	44.	6	.3	.3	33.2
SIBS, MALES+FEMS	45.	4	.2	.2	33.4

ITEMS 11 & 12 AGE, SEX OF COLLATERALS.
(Pages 11 - 13 Survey Book.

VAR012 AGE, SEX OF COLLS Continued Sheet 4 of 5.

PARENT	46.	149	6.5	6.5	39.9
PARENT,DEFACTO	47.	4	.2	.2	40.0
INSTIT	48.	25	1.1	1.1	41.1
SPOUSE,KIDS	49.	9	.4	.4	41.5
SPOUSE	50.	52	2.3	2.3	43.8
NO COLLS	51.	1085	47.2	47.2	91.0
NO REL DATA	52.	11	.5	.5	91.4
FRIENDS	53.	15	.7	.7	92.1
HUSBAND WIFE	54.	4	.2	.2	92.3
STEPMOTHER	55.	5	.2	.2	92.5
SIB	56.	9	.4	.4	92.9
OTHER RELS	57.	32	1.4	1.4	94.3
STEPFATHER	58.	2	.1	.1	94.3

ITEMS 11 & 12 AGE, SEX OF COLLATERALS.
(Pages 11 - 13 Survey Book.

VAR012 AGE, SEX OF COLLS Concluded Sheet 5 of 5.

SON	61.	8	.3	.3	94.7
DAUGHTER	62.	13	.6	.6	95.3
2, MORE MIXED AGE, SEX	63.	6	.3	.3	95.5
WW, PO	64.	15	.7	.7	96.2
MIXED TEEN GROUP	65.	16	.7	.7	96.9
2, MORE MALES	66.	9	.4	.4	97.3
EX SPOUSE	68.	15	.7	.7	97.9
UAGE GIRLS	69.	5	.2	.2	98.1
MOTHER, KIDS	70.	4	.2	.2	98.3
UAGE BOY	71.	3	.1	.1	98.4
GRANDPARENTS	72.	9	.4	.4	98.8
INFO TOO VAGUE	99.	27	1.2	1.2	100.0
TOTAL		2300	100.0	100.0	

ITEMS 11 & 12 AGE, SEX OF COLLATERALS.
(Pages 11 - 13 Survey Book.

VAR013 NO OF INDIVIDUALS INVOLVED INITIALLY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STILL PCS	0	1179	51.3	51.3	51.3
2 PERS	1.	428	18.6	18.6	69.9
3 TO 7 PERS	2.	440	19.1	19.1	89.0
7 TO 9 PERS	3.	27	1.2	1.2	90.2
10 PERS	4.	3	.1	.1	90.3
DIDN'T TALK	5.	17	.7	.7	91.0
1 PERS, NOT PC	6.	56	2.2	2.2	93.2
10 MORE PERS	7.	2	.1	.1	93.3
NO REL INFO	9.	154	6.7	6.7	100.0
		-----	-----	-----	
	TOTAL	2300	100.0	100.0	

VAR014 WHERE PC 1ST INTERVIEWED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
PC'S HOME	0	689	30.0	30.0	30.0
PC'S FLAT	1.	91	4.0	4.0	33.9
IN STREET	2.	188	8.2	8.2	42.1
AT A PS	3.	542	23.6	23.6	65.7
HOME, WORK	4.	10	.4	.4	66.1
FUN PLACE	5.	12	.5	.5	66.6
HOME, NOT PC'S	6.	102	4.4	4.4	71.0
NO INTERVIEW	7.	268	11.7	11.7	82.7
OTHER	8.	228	9.9	9.9	92.6
NO REL INFO	9.	170	7.4	7.4	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 14 WHERE DID THE INTERVIEW TAKE PLACE IN THE
FIRST INSTANCE?
(Page 14 Survey Book).

VAR015 WHERE COLLS INTERVIEWED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NO COLLS	0	1251	54.4	54.4	54.4
AT HOME	1.	421	18.3	18.3	72.7
AT FLAT	2.	48	2.1	2.1	74.8
BOARDING HOUSE	3.	7	.3	.3	75.1
IN STREET	4.	19	.8	.8	75.9
OTHER	5.	125	5.4	5.4	81.3
AT PS	6.	142	6.2	6.2	87.5
NO INTERVIEW	7.	34	1.5	1.5	89.0
MORE THAN 1	8.	64	2.8	2.8	91.8
NO REL INFO	9.	189	8.2	8.2	100.0
		-----	-----	-----	
	TOTAL	2300	100.0	100.0	

ITEM 15 WHERE WERE COLLATERALS INTERVIEWED?
(Page 15 Survey Book).

VAR016 PC DRUG PROBLEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
SELF-CONFESSED	1.	6	.3	3.2	3.2
POL-HEAVY DRINKER	2.	9	.4	4.7	7.9
OTHER RATING	3.	17	.7	8.9	16.8
IS, WAS DRUNK	4.	100	4.3	52.6	69.5
DRUGS	5.	11	.5	5.8	75.3
CONTRA-INDICATES	6.	1	.0	.5	75.8
POSSESSION DRUGS	7.	7	.3	3.7	79.5
INFO TOO VAGUE	9.	39	1.7	20.5	100.0
NO REL INFO	0	2110	91.7	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 16 ALCOHOL OR DRUG DEPENDANCY PROBLEM OF PRIME
 CLIENT
 (Page 16 Survey Book).

VAR017 COLLS DRUG PROBLEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
SELF-CONFESSED	1.	5	.2	5.5	5.5
POL-HEAVY DRINKER	2.	16	.7	17.6	23.1
OTHER RATING	3.	21	.9	23.1	46.2
IS, WAS DRUNK	4.	24	1.0	26.4	72.5
DRUGS	5.	1	.0	1.1	73.6
CONTRA-INDICATES	6.	1	.0	1.1	74.7
POSSESSION DRUGS	7.	1	.0	1.1	75.8
INFO TOO VAGUE	9.	22	1.0	24.2	100.0
NO REL INFO	0	2209	96.0	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 16 ALCOHOL OR DRUG DEPENDANCY PROBLEM OF
COLLATERALS.
(Page 16 Survey Book).

VAR018 PC MIGRANT PROBLEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LANG PROB	1.	24	1.0	5.6	5.6
CULTURAL PRCB	2.	14	.6	3.2	8.8
LANG CULT PRCB	3.	2	.1	.5	9.3
MIGRANT NAME	4.	375	16.3	87.0	96.3
ABORIGINAL	7.	7	.3	1.6	97.9
INFO TOO VAGUE	9.	9	.4	2.1	100.0
NO REL INFO	0	1869	81.3	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 17 IS THERE EVIDENCE OF A MIGRANT/ETHNIC
 PROBLEM - PRIME CLIENT.
 (Page 16 Survey Book).

VAR019 CCLLS MIGRANT PROBLEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LANG PROB	1.	7	.3	3.2	3.2
CULTURAL PROB	2.	15	.7	6.8	10.0
MIGRANT NAME	4.	184	8.0	83.6	93.6
ILLEGAL IMMI	6.	1	.0	.5	94.1
ABORIGINAL	7.	3	.1	1.4	95.5
INFO TOO VAGUE	9.	10	.4	4.5	100.0
NO REL INFO	0	2080	90.4	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 17 IS THERE EVIDENCE OF A MIGRANT/ETHNIC
 PROBLEM - COLLATERAL.
 (Page 16 Survey Book).

VAR020 MARITAL DISCORD

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
WIFE = PC ASSAULTED BY COLL (Husband)	1.	22	1.0	13.9	13.9
HUSBAND = PC ASSAULTED COLL (WIFE)	3.	2	.1	1.3	15.2
WIFE = PC ASSAULTED COLL (Husband)	4.	3	.1	1.9	17.1
WIFE ASSAULTED, LEFT VOLUNTARILY	6.	6	.3	3.8	20.9
WIFE ASSAULTED, THROWN OUT	7.	5	.2	3.2	24.1
WIFE ALLEGES NO SUPPORT	8.	3	.1	1.9	25.9
GENERAL DOMESTIC	10.	8	.3	5.1	31.0
NON PHYSICAL BUT VERBAL DISCORD	11.	15	.7	9.5	40.5
MARITAL DISCORD TYPE NOT KNOWN	12.	80	3.5	50.6	91.1
INFO TOO VAGUE	99.	14	.6	8.9	100.0
NO REL INFO	0	2142	93.1	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 18 MARITAL DISCORD
(Page 17 Survey Book).

VAR021 PC POVERTY PROBLEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
Contra-indicates	1.	10	.4	7.4	7.4
Unemployed	2.	16	.7	11.8	19.1
Invalid pension	3.	4	.2	2.9	22.1
Single/Widows pension	4.	31	1.3	22.8	44.9
Not managing	5.	10	.4	7.4	52.2
Left destitute	6.	10	.4	7.4	59.6
Pension-type unknown	7.	10	.4	7.4	66.9
Financial need	8.	18	.8	13.2	80.1
Information too value	9.	27	1.2	19.9	100.0
No relevant information	0	2164	94.1	MISSING	100.0
	TOTAL	2300	100.0	100.0	

ITEM 19 POVERTY OR OTHER FINANCIAL PROBLEMS -PRIME CLIENT.
(Page 18 Survey Book).

VAR022 CCLLS POVERTY PROBLEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
Contra-indicates	1.	1	.0	2.8	2.8
Unemployed	2.	3	.1	8.3	11.1
Invalid pension	3.	1	.0	2.8	13.9
Single/widows pension	4.	13	.6	36.1	50.0
Not managing	5.	3	.1	8.3	58.3
Pension-type unkown	7.	1	.0	2.8	61.1
Financial need	8.	5	.2	13.9	75.0
Information too vague	9.	9	.4	25.0	100.0
No relevant information	0	2264	98.4	MISSING	100.0
TOTAL		2300	100.0	100.0	

ITEM 19 POVERTY OR OTHER FINANCIAL PROBLEMS -
COLLATERALS.
(Page 18 Survey Book).

VAR023 PC TENANCY PROBLEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CCNTRA-INDICATES	1.	58	2.5	20.9	20.9
OUT ON STREET	2.	48	2.1	17.3	38.3
EVICTIION FEAR	3.	20	.9	7.2	45.5
REFUSES PAY RENT	4.	4	.2	1.4	46.9
TRANSIENT RESILENCE	5.	14	.6	5.1	52.0
POLS-ACCOM IS POOR	6.	12	.5	4.3	56.3
POLS-ACCOM IS DIRTY	7.	65	2.8	23.5	79.8
PARS ACCOM IS BAD	8.	2	.1	.7	80.5
INFO TOO VAGUE	9.	54	2.3	19.5	100.0
NO REL INFO	0	2023	88.0	MISSING	100.0
	TOTAL	2300	100.0	100.0	

ITEM 20 EVIDENCE OF ACCOMODATION OR TENANCY
 PROBLEMS - PRIME CLIENT.
 (Page 18 Survey Book).

VAR024 COLLS TENANCY PROBLEMS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CCNTRA-INDICATES	1.	12	.5	14.8	14.8
OUT ON STREET	2.	5	.2	6.2	21.0
EVICITION FEAR	3.	1	.0	1.2	22.2
TRANSIENT RESIDENCE	5.	5	.2	6.2	28.4
POLS-ACCOM IS POOR	6.	8	.3	9.9	38.3
POLS-ACCOM IS DIRTY	7.	36	1.6	44.4	82.7
INFC TOO VAGUE	9.	14	.6	17.3	100.0
NO REL INFO	0	2219	96.5	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 20 EVIDENCE OF ACCOMODATION OR TENANCY
 PROBLEMS - COLLATERALS.
 (Page 18 Survey Book).

VAR025 PC PHYSICAL PROBLEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CONTRA-INDICATES	1.	12	.5	11.3	11.3
RECENT HOSP	2.	30	1.3	28.3	39.6
RECURRENT HCSP	3.	6	.3	5.7	45.3
CHRONIC,NO HOSP	4.	10	.4	9.4	54.7
PHYSICAL PENS	5.	4	.2	3.8	58.5
ILL AT HOME	6.	10	.4	9.4	67.9
TEMP ILL	7.	4	.2	3.8	71.7
NEED TREATMENT	8.	5	.2	4.7	76.4
INFO TOO VAGUE	9.	25	1.1	23.6	100.0
NO REL INFO	0	2194	95.4	MISSING	100.0
TOTAL		2300	100.0	100.0	

ITEM 21 EVIDENCE OF PHYSICAL ILLNESS OR PHYSICAL
HANDICAP - PRIME CLIENT.
(Page 19 Survey Book).

VAR026 COLLS PHYSICAL PROBLEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CONTRA-INDICATES	1.	1	.0	3.7	3.7
RECENT HOSP	2.	9	.4	33.3	37.0
RECURRENT HCSP	3.	2	.1	7.4	44.4
CHRONIC,NO HOSP	4.	4	.2	14.8	59.3
PHYSICAL PENS	5.	1	.0	3.7	63.0
ILL AT HOME	6.	1	.0	3.7	66.7
TEMP ILL	7.	1	.0	3.7	70.4
INFO TOO VAGUE	9.	8	.3	29.6	100.0
NO REL INFO	0	2273	98.8	MISSING	100.0
		-----	-----	-----	
	TOTAL	2300	100.0	100.0	

ITEM 21 EVIDENCE OF PHYSICAL ILLNESS OR PHYSICAL
HANDICAP - COLLATERALS.
(Page 19 Survey Book).

VAR027 PC MENTAL PROBLEM

CATEGORY LABEL	CODE	ABSCLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CONTRA-INDICATES	1.	4	.2	1.2	1.2
MENTAL ILL	2.	46	2.0	13.4	14.6
PAST PATIENT, MENTAL	3.	92	4.0	26.8	41.4
MENTAL RETARDED	4.	20	.9	5.8	47.2
MENTAL ILL, RETARDED	5.	2	.1	.6	47.8
BIZARRE BEH	6.	86	3.7	25.1	72.9
SENILE	7.	53	2.3	15.5	88.3
INFO TOO VAGUE	9.	40	1.7	11.7	100.0
NO REL INFO	0	1957	85.1	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 22 EVIDENCE OF MENTAL ILLNESS, RETARDATION OR
 SENILITY - PRIME CLIENT.
 (Page 19 Survey Book).

VAR028 COLLS MENTAL PROBLEM

CATEGORY LABEL	CODE	ABSCLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
MENTAL ILL	2.	9	.4	12.5	12.5
PAST PATIENT,MENTAL	3.	15	.7	20.8	33.3
MENTAL RETARCED	4.	1	.0	1.4	34.7
BIZARRE BEH	6.	22	1.0	30.6	65.3
SENILE	7.	3	.1	4.2	69.4
INFO TOO VAGUE	9.	22	1.0	30.6	100.0
NO REL INFO	0	2228	96.9	MISSING	100.0
		-----	-----	-----	
	TOTAL	2300	100.0	100.0	

ITEM 22 EVIDENCE OF MENTAL ILLNESS, RETARDATION OR 38.
 SENILITY - COLLATERALS.
 (Page 19 Survey Book).

VAR029 PC INSUFFICIENT CARE OF ADULT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CONTRA-INDICATES	1.	8	.3	19.0	19.0
PC, NOT CARING FOR SEL	2.	19	.8	45.2	64.3
PC NOT BEING CARED FOR	3.	1	.0	2.4	66.7
PC IS ILL RETARDED SENILE	4.	2	.1	4.8	71.4
PERS WON'T ACCEPT RESPONSIBILITY	5.	1	.0	2.4	73.8
AGED FIGHTS FAMILY	6.	1	.0	2.4	76.2
INFO TOO VAGUE	9.	10	.4	23.8	100.0
NO REL INFO	0	2258	98.2	MISSING	100.0
	TOTAL	2300	100.0	100.0	

VAR030 CCLLS INSUFFICIENT CARE OF ADULT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NO REL INFO	0	2300	100.0	MISSING	100.0
	TOTAL	2300	100.0	100.0	

ITEM 23 EVIDENCE OF INSUFFICIENT CARE OF ADULT WHO
 IS ILL, RETARDED, SENILE.
 (Prime Client only coded.)
 (Page 20 Survey Book).

VAR031 PC SEXUAL PROBLEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CONTRA-INDICATES	1.	19	.8	4.4	4.4
SEX BY MINORS	2.	105	4.6	24.2	28.6
PROMISCUITY PROSTIT	3.	32	1.4	7.4	35.9
HOMOSEXUAL	4.	3	.1	.7	36.6
INCEST	5.	8	.3	1.8	38.5
SEX ABUSE OF KID	7.	10	.4	2.3	40.8
WOE,IA,RAPE	8.	210	9.1	48.4	89.2
INFO TOO VAGUE	9.	47	2.0	10.8	100.0
NO REL INFO	0	1866	81.1	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 24 SEXUAL PROBLEMS/DEVIANCY - PRIME CLIENT
(Page 20 Survey Book).

VAR032 COLLS SEXUAL PROBLEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CONTRA-INDICATES	1.	8	.3	8.7	8.7
SEX BY MINORS	2.	18	.8	19.6	28.3
PROMISCUITY PROSTIT	3.	10	.4	10.9	39.1
HOMOSEXUAL	4.	2	.1	2.2	41.3
INCEST	5.	2	.1	2.2	43.5
SEX ABUSE OF SPOUS	6.	1	.0	1.1	44.6
SEX ABUSE OF KID	7.	22	1.0	23.9	68.5
WDE,IA,RAPE	8.	9	.4	9.8	78.3
INFO TOO VAGUE	9.	20	.9	21.7	100.0
NO REL INFO	0	2208	96.0	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 24 SEXUAL PROBLEMS/DEVIANCY - COLLATERALS.
(Page 20 Survey Book).

VAR033 PC PRIOR RECCRD

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
Contra-indicates	1.	6	.3	1.4	1.4
Past record	2.	32	1.4	7.2	8.6
Previously carded	3.	50	2.2	11.3	19.9
Listed as missing	4.	112	4.9	25.3	45.2
Known to be 'wanted'	5.	31	1.3	7.0	52.3
Ward of State	6.	107	4.7	24.2	76.5
Protection Application/ Children's Court	7.	4	.2	.9	77.4
Information too vague (Known)	8.	28	1.2	6.3	83.7
No relevant information	9.	72	3.1	16.3	100.0
	0	1858	80.8	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 25 EVIDENCE OF PRIOR POLICE RECORD
PRIME CLIENT.
(Page 21 Survey Book).

VAR034 COLLS PRICR RECORD

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
Contra-indicates	1.	2	.1	1.6	1.6
Past record	2.	25	1.1	20.0	21.6
Previously carded	3.	32	1.4	25.6	47.2
Listed as missing	4.	6	.3	4.8	52.0
Known to be 'wanted'	5.	8	.3	6.4	58.4
Ward of State	6.	8	.3	6.4	64.8
Known, information too vague	8.	3	.1	2.4	67.2
No relevant information	9.	41	1.8	32.8	100.0
	0	2175	94.6	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 25 EVIDENCE OF PRIOR POLICE RECORD - COLLATERALS
(Page 21 Survey Book).

VAR035 PC TRUANCY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CONTRA-INDICATES	1.	4	.2	4.1	4.1
TRUANT	2.	56	2.4	57.7	61.9
LONG TRUANT	3.	6	.3	6.2	68.0
OCCASIONAL TRUANT	4.	5	.2	5.2	73.2
FREQ TRUANT	5.	3	.1	3.1	76.3
KID,NCT EN ROLLED	8.	1	.0	1.0	77.3
INFO TOO VAGUE	9.	22	1.0	22.7	100.0
NO REL INFO	0	2203	95.8	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 26 INDICATION OF TRUANCY - PRIME CLIENT.
(Page 21 Survey Book).

VAR036 COLLS TRUANCY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
TRUANT	2.	15	.7	83.3	83.3
LCNG TRUANT	3.	1	.0	5.6	88.9
INFO TOO VAGUE	9.	2	.1	11.1	100.0
NO REL INFO	0	2282	99.2	MISSING	100.0
	TOTAL	2300	100.0	100.0	

ITEM 26 INDICATION OF TRUANCY - COLLATERALS.
(Page 21 Survey Book).

VAR037 INTRAFAMILY DISCORD

Sheet 1 of 2.

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CONTRA-INDICATES	1.	9	.4	2.0	2.0
KID ASSAULTED, PAR	2.	18	.8	4.0	5.9
KID ASSAULTED, OTHER	3.	3	.1	.7	6.6
KID ASSAULTS PAR	4.	4	.2	.9	7.5
GROSS DISOBEDIENCE	5.	189	8.2	41.5	49.0
KID HARASSED	6.	10	.4	2.2	51.2
KID THROWN OUT	7.	9	.4	2.0	53.2
KID WON'T GO HOME	8.	34	1.5	7.5	60.7
KID UNWANTED	9.	3	.1	.7	61.3

ITEM 27 INTRA-FAMILY DISCORD OR CONFLICT
(Pages 22 & 23 Survey Book).

VARO37 INTRAFAMILY DISCORD Concluded Sheet 2 of 2.

VERBAL CONFLICT	16.	46	2.0	10.1	71.4
ASSAULT BN SIBS	17.	1	.0	.2	71.6
VERBAL BN SIBS	18.	11	.5	2.4	74.1
CONFLICT IN NUCLEAR	19.	47	2.0	10.3	84.4
CONFLICT IN EXTENDED	20.	18	.8	4.0	88.4
PAR ASSAULTS KID	21.	2	.1	.4	88.8
INFO TOO VAGUE	99.	51	2.2	11.2	100.0
NO REL INFO	0	1845	80.2	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 27 INTRA-FAMILY DISCORD OR CONFLICT
(Pages 22 & 23 Survey Book).

VAR038 INSUFFICIENT CARE OF CHILD Sheet 1 of 2.

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CONTRA - INDICATES	1.	96	4.2	25.1	25.1
CHILD LEFT ALONE, UNSUPERVISED	2.	46	2.0	12.0	37.2
CHILD IS NEGLICTED	3.	23	1.0	6.0	43.2
CHILD, PHYSICALLY MALTRATED	4.	29	1.3	7.6	50.8
CHILD, REJECTED	5.	11	.5	2.9	53.7
CHILD, COMPOSITE OF ABOVE	6.	31	1.3	8.1	61.8
PARENTS (PCs)	HAS PHYSICALLY MALTRATED CHILD	9.	1	.3	62.0
	HAS ATTEMPTED, WISHED TO GIVE CHILD AWAY	10.	4	1.0	63.1
	HAS OTHERWAYS REJECTED CHILD	11.	2	.5	63.6
	HAS INFLICTED A COMPOSITE	12.	1	.3	63.9

ITEM 28 EVIDENCE OF INSUFFICIENT CARE OF CHILD
(Pages 24 & 25 Survey Book).

VAR038 INSUFFICIENT CARE OF CHILD Concluded Sheet 2 of 2.

NO CLEAR EVIDENCE, SUSPICION	13.	78	3.4	20.4	84.3
PARENTS TEACHING CRIME	14.	4	.2	1.0	85.3
PARENTS UNABLE TO CARE	15.	9	.4	2.4	87.7
CHILD ABANDONED	16.	4	.2	1.0	88.7
INFO TOO VAGUE	99.	43	1.9	11.3	100.0
NO REL INFO	0	1918	83.4	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 28 EVIDENCE OF INSUFFICIENT CARE OF CHILD
(Pages 24 & 25 Survey Book).

VAR039 PRIMARY PROBLEM IN CASE Sheet 1 of 2.

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ALCOHCL, DRUG	1.	114	5.0	5.6	5.6
MIGRANT	2.	5	.2	.2	5.8
MARITAL	3.	110	4.8	5.4	11.2
FINANCES	4.	48	2.1	2.3	13.5
ACCOM	5.	62	2.7	3.0	16.5
PHYS ILLNESS	6.	24	1.0	1.2	17.7
MENTAL ILLNESS	7.	203	8.8	9.9	27.6
INSUFF CARE, ADULT	8.	4	.2	.2	27.8
INSUFF CARE, CHILD	9.	147 (148)	6.4 (6.4)	7.2 (1.2)	34.9

ITEM 29 RELATIVE IMPORTANCE OF PROBLEMS - PRIMARY
(Page 25 Survey Book).

VAR039 PRIMARY PROBLEM IN CASE Concluded Sheet 2 of 2.

PRIOR POL RECORD	10.	108	4.7	5.3	40.2
TRUANCY	11.	23	1.0	1.1	41.3
INTRA FAMILY	12.	216	9.4	10.5	51.8
SEXUAL PROBS	13.	311	13.5	15.1	67.0
MISSING PERS	14.	136	5.9	6.6	73.6
OTHER	15.	540 (541)	23.5 (23.5)	26.3 (26.3)	99.9
	20.	1	.0	.0	100.0
	50.	1	.0	.0	100.0
NO REL INFO	0	247	10.7	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 29 RELATIVE IMPORANCE OF PROBLEMS - PRIMARY
(Page 25 Survey Book).

VAR040 SECNCARY PROBLEM IN CASE Sheet 1 of 2.

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ALCOHOL, DRUG	1.	45	2.0	6.3	6.3
MIGRANT	2.	28	1.2	3.9	10.3
MARITAL	3.	25	1.1	3.5	13.8
FINANCES	4.	25 (26)	1.1 (1.1)	3.5 (3.6)	17.3
ACCOM	5.	73	3.2	10.3	27.6
PHYS ILLNESS	6.	16	.8	2.5	30.1
MENTAL ILLNESS	7.	71	3.1	10.0	40.1
INSUFF CARE, ADULT	8.	7	.3	1.0	41.1
INSUFF CARE, CHILD	9.	64	2.8	9.0	50.1
PRIOR POL RECORD	10.	59	2.6	8.3	58.4
TRUANCY	11.	30	1.3	4.2	62.6

ITEM 29 RELATIVE IMPORTANCE OF PROBLEMS - SECONDARY
(Page 25 Survey Book).

VARO40 SECONDARY PROBLEM IN CASE Concluded Sheet 2 of 2.

INTRA FAMILY	12.	89	3.9	12.5	75.1
SEXUAL PROBS	13.	54	2.3	7.6	82.7
MISSING PERS	14.	44	1.9	6.2	88.9
OTHER	15.	78	3.4	11.0	99.9
→	90.	1	0.0	0.1	100.0
		DELETE AND ADD TO 04.			
NO REL INFO	0	1589	69.1	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

VAR041 TERTIARY PROBLEM IN CASE Sheet 1 of 2.

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ALCOHOL, DRUG	1.	18	.8	8.5	8.5
MIGRANT	2.	8	.3	3.8	12.3
MARITAL	3.	9	.4	4.3	16.6
FINANCES	4.	13	.6	6.2	22.7
ACCOM	5.	28	1.2	13.3	36.0
PHYS ILLNESS	6.	9	.4	4.3	40.3
MENTAL ILLNESS	7.	20	.9	9.5	49.8
INSUFF CARE, ADULT	8.	1	.0	.5	50.2

VARO41 TERTIARY PROBLEM IN CASE Concluded Sheet 2 of 2.

INSUFF CARE,CHILD	9.	15	.7	7.1	57.3
PRIOR POL RECORD	10.	19	.8	9.0	66.4
TRUANCY	11.	12	.5	5.7	72.0
INTRA FAMILY	12.	23	1.0	10.9	82.9
SEXUAL PROBS	13.	11 (12)	.5 (.5)	5.2 (5.7)	88.2
MISSING PERS	14.	9	.4	4.3	92.4
OTHER	15.	15	.7	7.1	99.5
→	41.	1	.0	.5	100.0
		DELETE + ADD TO 13			
NO REL INFO	0	2089	90.8	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 29 RELATIVE IMPORTANCE OF PROBLEMS - TERTIARY
(Page 25 Survey Book).

VAR042 PREVICUS POLICE ATTENTION Sheet 1 of 2.

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
PCS HAD PRIOR ENTRY	1.	132	5.7	45.2	45.2
PCS HAVE SUBSEQUENT ENTRY	2.	15	.7	5.1	50.3
PCS HAVE PRIOR/SUBS ENTRY	3.	2	.1	.7	51.0
SOME PCS HAVE PRIOR ENTRY	4.	3	.1	1.0	52.1
SOME PCS HAVE SUBS ENTRY	5.	2	.1	.7	52.7
COLLS HAD PRIOR ENTRY	7.	16	.7	5.5	58.2
COLLS HAVE SUBS ENTRY	8.	10	.4	3.4	61.6
COLLS HAVE PRIOR/SUBS ENTRY	9.	9	.4	3.1	64.7

ITEM 30 HAVE EITHER PRIME CLIENTS OR COLLATERALS
PREVIOUSLY/SUBSEQUENTLY COME TO POLICE NOTICE?
(Page 26 Survey Book).

VARO 42 PREVIOUS POLICE ATTENTION Concluded. Sheet 2 of 2.

SOME COLLS HAD PRIOR ENTRY	10.	4	.2	1.4	66.1
SOME COLLS HAD SUBS ENTRY	11.	4	.2	1.4	67.5
ALL PCS AND COLLS HAD PRIOR	13.	13	.6	4.5	71.9
ALL PCS AND COLLS HAD SUBS ENTRY	14.	4	.2	1.4	73.3
ALL PCS AND COLLS HAVE PRIOR + SUBS ENTRIES	15.	1	.0	.3	73.6
SOME PCS AND COLLS HAD PRIOR ENTRY	16.	2	.1	.7	74.3
DELETE + ADD TO 00	→30.	1	.0	.3	74.7
INFO TOO VAGUE	99.	74	3.2	25.3	100.0
NO PSL INFO	0	2008 (2005)	87.3 (87.3)	MISSING	100.0
TOTAL		2300	100.0	100.0	

ITEM 30 HAVE EITHER PRIME CLIENTS OR COLLATERALS
PREVIOUSLY/SUBSEQUENTLY COME TO POLICE NOTICE?
(Page 26 Survey Book).

VAR043 ACTION TAKEN TO RESOLVE CASE Sheet 1 of 5.

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NODDY	0	262	8.8	8.8	8.8
NODDY,WILL FOLLOW	1.	27	1.2	1.2	10.0
NODDY,DID FOLLOW	2.	23	1.0	1.0	11.0
NODDY,CARDED	3.	59	2.6	2.6	13.5
NODDY,POS ACTION	4.	17	.7	.7	14.3
PA UNFIT GUARD	8.	29	1.3	1.3	15.5
PA NO SUPP	9.	17	.7	.7	16.3
PA,WANDERING	10.	21	.9	.9	17.2
PA,LIKELY LAPSE	11.	19	.8	.8	18.0
PA,END	12.	69	3.0	3.0	21.0
PA,ILL TREATED	13.	3	.1	.1	21.1
PA,HEALTH	15.	1	.0	.0	21.2
PA,INSUFF CARE	19.	7	.3	.3	21.5
PA,UNCLEAR	20.	20	.9	.9	22.3

ITEM 31 ACTION TAKEN BY POLICE TO RESOLVE INTERVENTION.
(Pages 27 - 31 Survey Book).

VARO43 ACTION TAKEN TO RESOLVE CASE Continued Sheet 2 of 5.

CHARGES, SUMMONS	21.	165	7.2	7.2	29.5
CHARGES, ARREST	22.	78	3.4	3.4	32.9
CHARGES UNSPEC	23.	30	1.3	1.3	34.2
MISS CHILD, FOUND	24.	33	1.4	1.4	35.7
MISS ADULT, HOME	25.	1	.0	.0	35.7
MISS PERS, UNLOCAT	26.	32	1.4	1.4	37.1
MIS PERS, WON'T HOME	27.	2	.1	.1	37.2
MISS PERS, WENT HOME	28.	27	1.2	1.2	38.3
MISS FAMILY, FOUND	29.	1	.0	.0	38.4
KID, FORM WARNED	31.	38	1.7	1.7	40.0
ADULT CAUTIONED	32.	43	1.9	1.9	41.9
KID, INFROM WARNED	33.	29	1.3	1.3	43.2
KID, WARNED, PARENTS	34.	35	1.5	1.5	44.7
ABSCS, FOUND	36.	45	2.0	2.0	46.7
ABSCS, NOT FOUND	37.	6	.3	.3	46.9
ABSCS, TO PS	38.	2	.1	.1	47.0
ABSCS, WENT BACK	39.	1	.0	.0	47.0

ITEM 31 ACTION TAKEN BY POLICE TO RESOLVE INTERVENTION. (Pages 27 - 31 Survey Book).

VARO 43 ACTION TAKEN TO RESOLVE CASE Continued Sheet 3 of 5.

INFROM DEATH	41.	2	.1	.1	47.1
LISTENED	42.	74	3.2	3.2	50.3
ADVISED RE FIN	43.	6	.3	.3	50.6
TOLD P O	44.	3	.1	.1	50.7
ILL TO HOSP	45.	27	1.2	1.2	51.9
ILL TO HOSP, KIDCARE	46.	2	.1	.1	52.0
RELS TO HOSP	47.	1	.0	.0	52.0
TOLD W O	48.	4	.2	.2	52.2
CLS TO OTHER PS	49.	5	.2	.2	52.4
KIDS DISC BY PARS	50.	17	.7	.7	53.2
RELS TO CARE	51.	20	.9	.9	54.0
ARR ACCOM	52.	15	.7	.7	54.7
INTO MENTAL HOSP	53.	33	1.4	1.4	56.1
HALF WAY HOUSE	54.	9	.4	.4	56.5
MEDIATED	55.	54	2.3	2.3	58.9

ITEM 31 ACTION TAKEN BY POLICE TO RESOLVE INTERVENTION.
(Pages 27 - 31 Survey Book).

VARO 43 ACTION TAKEN TO RESOLVE CASE Continued Sheet 4 of 5.

DELIVERED MESSAGE	56.	17	.7	.7	59.6
TOLD PARS RE KID	57.	2	.1	.1	59.7
TOLD PARS WHERE KID	58.	13	.6	.6	60.3
TOOK STATEMENT	59.	286	12.4	12.4	72.7
ARR TEMP CARE	60.	12	.5	.5	73.2
CIVIL PROCEEDING	61.	24	1.0	1.0	74.3
PC TO HOME	63.	63	2.7	2.7	77.0
TOLD PARS RE PC	64.	11	.5	.5	77.5
MONEY FOR WARRANT	65.	1	.0	.0	77.5
SERVE WARRANT	66.	6	.3	.3	77.8
TELL RE KIDCARE	67.	24	1.0	1.0	78.8
PC TO COURT	68.	8	.3	.3	79.2
TO GOVT DEPT	70.	28	1.2	1.2	80.4
TO VOLTRY	71.	15	.7	.7	81.0
TC LOCAL GOVT	72.	11	.5	.5	81.5
TO HEALTH CLINIC	73.	2	.1	.1	81.6
TO PSYCHIATRIC	75.	13	.6	.6	82.2

ITEM 31 ACTION TAKEN BY POLICE TO RESOLVE INTERVENTION.
(Pages 27 - 31 Survey Book).

VARO43 ACTION TAKEN TO RESOLVE CASE Concluded Sheet 5 of 5.

TO DOCTOR	76.	1	.0	.0	82.2
TO MENTAL HOSP	77.	26	1.1	1.1	83.3
TO HALFWAY HOUSE	78.	1	.0	.0	83.4
TO SAL ARMY	79.	4	.2	.2	83.6
TO INSTIT	80.	31	1.3	1.3	84.9
TO OTHER POL	81.	70	3.0	3.0	88.0
SERVE NOTICE	82.	3	.1	.1	88.1
TCCCK CARE KID	88.	5	.2	.2	88.3
TIN	89.	12	.5	.5	88.8
GENERAL	90.	121	5.3	5.3	94.1
SERVED SUMMONS	91.	13	.6	.6	94.7
STATE RELIEF APPROVE	95.	32	1.4	1.4	96.0
STATE RELIEF REJECTE	96.	13	.6	.6	96.6
STATE RELIEF UNKNOWN	97.	2	.1	.1	96.7
OUTCOME NOT KNOWN	99.	76	3.3	3.3	100.0
TOTAL		2300	100.0	100.0	

ITEM 31 ACTION TAKEN BY POLICE TO RESOLVE INTERVENTION.
(Pages 27 - 31 Survey Book).

VAR044 FREQUENCY WITH WHICH CCME TO NOTICE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FREQ NOTICE	1.	24	1.0	9.2	9.2
NOTICED BEFORE	2.	191	8.3	73.2	82.4
FIRST TIME	3.	10	.4	3.8	86.2
CCLLS NOTICED	4.	2	.1	.8	87.0
CCLLS+PCS NOTICED	5.	3	.1	1.1	88.1
→ DELETE + ADD to 0	8.	1	.0	.4	88.5
INFO TOO VAGUE	9.	30	1.3	11.5	100.0
NO REL INFO	0	2039(2040)	88.7(88.7)	MISSING	100.0
TOTAL		2300	100.0	100.0	

ITEM. 32 FREQUENCY WITH WHICH CLIENT OR CASE HAS COME
TO NOTICE BEFORE.
(Page 32 Survey Book).

VAR045 PC POLICE ATTITUDE TO CASE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NUISANCE, ANNOYED	1.	61	2.7	4.7	4.7
NUISANCE, TOLERANT	2.	52	2.3	4.0	8.7
NEUTRAL	3.	928	40.3	71.7	80.4
PLEASED TO HELP	4.	78	3.4	6.0	86.4
WISH HELP MORE	5.	9	.4	.7	87.1
PLEASED WITH RESFCN	6.	26	1.1	2.0	89.1
DISAPPROVING	7.	30	1.3	2.3	91.4
PCL INSENSITIVE	8.	3	.1	.2	91.7
INFO TOO VAG	9.	108	4.7	8.3	100.0
NO REL INFO	0	1005	43.7	MISSING	100.0
TOTAL		2300	100.0	100.0	

ITEM 33 WHAT IS POLICE ATTITUDE TO THE CASE? PRIME CLIENT
(Page 32 Survey Book).

VAR046 COLLS POLICE ATTITUDE TO CASE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NUISANCE, ANNOYED	1.	31	1.3	3.9	3.9
NUISANCE, TOLERANT	2.	13	.6	1.7	5.6
NEUTRAL	3.	554	24.1	70.5	76.1
PLEASED TO HELP	4.	29	1.3	3.7	79.8
WISH HELP MORE	5.	2	.1	.3	80.0
PLEASED WITH RESFCN	6.	18	.8	2.3	82.3
DISAPPROVING	7.	34	1.5	4.3	86.6
POL INSENSITIVE	8.	1	.0	.1	86.8
INFO TOO VAG	9.	104	4.5	13.2	100.0
NO REL INFO	0	1514	65.3	MISSING	100.0
TOTAL		2300	100.0	100.0	

ITEM 33 WHAT IS POLICE ATTITUDE TO THE CASE?
COLLATERALS.
(Page 32 Survey Book).

VAR047 PC POLICE JUDGEMENT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NOT HIGH OPIN	1.	185	8.0	14.0	14.0
NEUTRAL	2.	926	40.3	70.2	84.2
AMBIVALENT	3.	47	2.0	3.6	87.7
IMPRESSED	4.	38	1.7	2.3	90.6
SYMPATHETIC	5.	45	2.0	3.4	94.0
MIXED FEELINGS	6.	7	.3	.5	94.5
INFO TOO VAGUE	9.	72	3.1	5.5	100.0
NO REL INFO	0	980	42.6	MISSING	100.0
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TOTAL		2300	100.0	100.0	

ITEM 34 WHAT IS POLICE JUDGEMENT ABOUT PRIME CLIENT?
(Page 33 Survey Book).

VAR048 COLLS POLICE JUDGEMENT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NOT HIGH OPIN	1.	125	5.4	15.4	15.4
NEUTRAL	2.	542	23.6	66.9	82.3
AMBIVALENT	3.	17	.7	2.1	84.4
IMPRESSED	4.	18	.8	2.2	86.7
SYMPATHETIC	5.	13	.6	1.6	88.3
MIXED FEELINGS	6.	32	1.4	4.0	92.2
INFO TOO VAGUE	9.	63	2.7	7.8	100.0
NO REL INFO	0	1490	64.8	MISSING	100.0
	TOTAL	2300	100.0	100.0	

ITEM 34 WHAT IS POLICE JUDGEMENT ABOUT COLLATERALS?
(Page 33 Survey Book).

VAR049 PC POLICE PREDICTION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
WILL HEAR MORE	1.	64	2.8	35.4	35.4
OK,NO REVISIT	2.	40	1.7	22.1	57.5
OK,WILL REVISIT	3.	27	1.2	14.9	72.4
NO MORE NOTICE	4.	12	.5	6.6	79.0
NOT OK	5.	7	.3	3.9	82.9
WILL REVISIT	6.	12	.5	6.6	89.5
MAY HEAR MORE	7.	6	.3	3.3	92.8
INFO TOO VAGUE	9.	13	.6	7.2	100.0
NO REL INFO	0	2119	92.1	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 35 WHAT IS THE POLICE PREDICTION FOR THE FUTURE
PRIME CLIENTS.
(Page 33 Survey Book).

VAR050 COLLS POLICE PREDICTION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
WILL HEAR MORE	1.	26	1.1	32.5	32.5
OK, NO REVISIT	2.	20	.9	25.0	57.5
OK, WILL REVISIT	3.	16	.7	20.0	77.5
NO MORE NOTICE	4.	3	.1	3.7	81.3
NCT OK	5.	6	.3	7.5	88.8
WILL REVISIT	6.	5	.2	6.3	95.0
MAY HEAR MORE	7.	1	.0	1.2	96.2
INFO TOO VAGUE	9.	3	.1	3.7	100.0
NO REL INFO	0	2220	96.5	MISSING	100.0
		-----	-----	-----	
TOTAL		2300	100.0	100.0	

ITEM 35 WHAT IS THE POLICE PREDICTION FOR THE FUTURE.
COLLATERALS.
(Page 33 Survey Book).

ITEM 36 HOW MUCH RUNNING ABOUT DID THE CASE INVOLVE?
 PRIME CLIENTS.
 (Page 34 Survey Book).

VAR051 PC RUNNING ABOUT CASE INVOLVED			RELATIVE	ADJUSTED	CUM
CATEGORY LABEL	CODE	ABSOLUTE FREQ	FREQ (PCT)	FREQ (PCT)	FREQ (PCT)
1 VISIT ONLY	1.	1262	54.9	56.5	56.5
MORE 1 VISIT	2.	97	4.2	4.3	60.9
1 VISIT,SOME RUNNING	3.	447	19.4	20.0	80.9
2+VISIT,SOME RUNNING	4.	62	2.7	2.3	83.7
1 VISIT LOTS RUNNING	5.	98	4.3	4.4	88.1
2+ VISIT,LOTS RUN	6.	38	1.7	1.7	89.8
NO CONTACT PC/CALLS	7.	119	5.2	5.3	95.1
NO VISIT RUNNING	8.	97	4.2	4.3	99.5
INFO TOO VIEWS	9.	12	.5	.5	100.0
NO REL INFO	0	68	3.0	MISSING	100.0
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	TOTAL	2300	100.0	100.0	

VAR052 COLLS RUNNING ABOUT CASE INVOLVED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1 VISIT ONLY	1.	712	31.0	64.6	64.6
MORE 1 VISIT	2.	100	4.3	9.1	73.6
1 VISIT,SOME RUNNING	3.	69	3.0	6.3	79.9
2+VISIT,SOME RUNNING	4.	36	1.6	3.3	83.1
1 VISIT LOTS RUNNING	5.	28	1.2	2.5	85.7
2+ VISIT,LOTS RUN	6.	27	1.2	2.4	88.1
NO CONTACT WITH PC S COLLS	7.	84	3.7	7.6	95.7
NO VISIT RUNNING	8.	18	.8	1.6	97.4
INFO TOO UNRELIABLE	9.	29	1.3	2.6	100.0
NO REL INFO	0	1197	52.0	MISSING	100.0
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	TOTAL	2300	100.0	100.0	

ITEM 36 HOW MUCH RUNNING ABOUT DID THE CASE INVOLVE?
 COLLATERALS.
 (Page 34 Survey Book). 71.

VAR053 PC ATTITUDE TO POLICE INTERVENTION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
SEEK HELP	1.	266	11.6	56.0	56.0
UNCO-OP	2.	46	2.0	9.7	65.7
VERBAL ABUSE	3.	26	1.1	5.5	71.2
PHYSICAL ABUSE	4.	10	.4	2.1	73.3
VERBAL, PHYSICAL ABUS	5.	24	1.0	5.1	78.3
REJECT HELP	6.	4	.2	.8	79.2
GRATEFUL, DIDN'T SEEK	7.	12	.5	2.5	81.7
COMPLAINT UNFOUNDED	8.	79	3.4	16.6	98.3
MIXED ATTITUDE	9.	8	.3	1.7	100.0
NO REL INFO	0	1825	79.3	MISSING	100.0
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TOTAL		2300	100.0	100.0	

ITEM 37 ATTITUDE OF PEOPLE INVOLVED TO POLICE INTERVENTION - PRIME CLIENTS.
(Page 34 Survey Book).

VARG54 COLLS ATTITUDE TO POLICE INTERVENTION

CATEGORY LABEL	CODE	ABSCLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
SEEK HELP	1.	255	11.1	59.4	59.4
UNCO-OP	2.	19	.8	4.4	63.9
VERBAL ABUSE	3.	11	.5	2.6	66.4
PHYSICAL ABUSE	4.	1	.0	.2	66.7
VERBAL, PHYSICAL ABUS	5.	2	.1	.5	67.1
REJECT HELP	6.	5	.2	1.2	68.3
GRATEFUL, DICN" T SEEK	7.	12	.5	2.8	71.1
COMPLAINT UNFOUNDED	8.	61	2.7	14.2	85.3
MIXED ATTITUDE	9.	63	2.7	14.7	100.0
NO REL INFO	0	1871	81.3	MISSING	100.0
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	TOTAL	2300	100.0	100.0	

ITEM 37 ATTITUDE OF PEOPLE INVOLVED TO POLICE INTERVENTION - COLLATERALS.
(Page 34 Survey Book).

VAR055 HARD CASE TO CODE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NO PROBS	0	1968	85.6	85.6	85.6
MIN,NOT CLEAR	1.	91	4.0	4.0	89.5
MIN,DIDN'T FIT	2.	153	6.7	6.7	96.2
MIN,CASECOMPLEX	3.	53	2.3	2.3	98.5
MAJ,NOT CLEAR	4.	13	.6	.6	99.0
MAJ,DIDN'T FIT	5.	2	.1	.1	99.1
MAJ,CASE COMPLEX	6.	16	.7	.7	99.8
IMPOSS TO CODE	9.	4	.2	.2	100.0
	TOTAL	2300	100.0	100.0	

ITEM 38 HOW HARD WAS THIS CASE TO CODE?
(Page 35 Survey Book).

VAR056 ASSESS OTHER RESOURCES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FAMILY COURT	0	89	3.9	3.9	3.9
SWD	1.	424	18.4	18.4	22.3
MENTAL HEALTH	2.	243	10.6	10.6	32.9
COMMUNITY HEALTH	3.	37	1.6	1.6	34.5
KID'S COURT	4.	93	4.0	4.0	38.5
JUVENILE AID	5.	210	9.1	9.1	47.7
CRISIS INTERVENTION	6.	3	.1	.1	47.8
HOME CARE, ELDERLY	7.	43	1.9	1.9	49.7
SOCIAL SECURITY	8.	5	.2	.2	49.9
COMPOSITE, OTHER	9.	1153	50.1	50.1	100.0
TOTAL		2300	100.0	100.0	

ITEM 39 AN ASSESSMENT OF WHAT OTHER RESOURCES MIGHT
 HAVE BEEN USED IN THIS CASE.
 (Page 35 Survey Book).

APPENDIX 4

RECOMMENDATIONS FROM THE 'BAUME REPORT'

Evaluation in Australian Health and Welfare Services, 'Through a Glass, Darkly'.
Report from the Senate Standing Committee on Social Welfare, AGPS, Canberra (1978),
Vol. 1 pp. xi - xiv.

RECOMMENDATIONS . -

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Chapter 3 <i>Current models of evaluation within parliamentary and government processes</i>	
1. That the Departments of Social Security and Health define their activities in program terms and apportion costs, including departmental overheads, accordingly	47
2. That functional categories in the Commonwealth budget be further broken down to identify spending on individual government programs and to enable the cost of each program to be seen	47
3. That the House of Representatives Standing Committee on Expenditure be invited to formulate proposals for changes or additions necessary for the Commonwealth budget to become a management tool more appropriate to monitoring of the attainment of policy goals	47
4. That a Commonwealth department or a particular program be chosen for a trial of zero base budgeting, the trial to be fully costed and publicly documented	47
5. That the Commonwealth Government ensure that all health and welfare evaluation reports presented by or to it be tabled and printed as parliamentary papers, and that State Governments be encouraged to do the same	47
6. That evaluation reports tabled in the Commonwealth Parliament be referred to relevant committees of both Houses of the Parliament	47
7. That a committee of the Parliament be asked to investigate the possible use of sunset provisions in legislation	47
8. That the Department of the Prime Minister and Cabinet be charged with the responsibility for ensuring that adequate program evaluation is carried out by all Commonwealth authorities, and that it certify annually that the results of such evaluations have been properly reported to the Parliament	47
9. That freedom of information legislation, when enacted, provide for access to all evaluation information, with adequate safeguards for the privacy of individuals	47
Chapter 4 <i>Need</i>	
10. That all levels of government make a commitment to identify and declare the state of need and of unmet need in Australian health and welfare, and to assess these factors continually	61

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11. That the Social Welfare Policy Secretariat, in co-operation with the non-government health and welfare sector, formulate and publish basic minimum data requirements for the assessment of levels of need in health and welfare services	61
12. That instrumentalities with programs designed to answer need be responsible for the collection, updating and dissemination of appropriate statistics relevant to measuring levels of need	61
13. That the non-government welfare sector be given specific grants for the collation and publication of data already collected by agencies with programs designed to answer need	61
14. That funding proposals by government departments and by non-government agencies receiving government funds be required to identify need in an approved, objective fashion and that independently funded bodies be encouraged to do the same	61
15. That:	
(a) all collected data on need be published, irrespective of their quality; and	
(b) lists of what data are available be published also	61
16. That legislation establishing new programs within government authorities include a requirement that measures of unmet and satisfied need be detailed in the annual reports of the relevant authority	61
17. That non-government agencies receiving government funds be required to furnish publicly, at specified intervals, measures of unmet and satisfied need	61
18. That independently funded bodies be encouraged to make statements of unmet and satisfied need in their annual reports	61
 Chapter 5 <i>Goals and objectives</i>	
19. That the Commonwealth and each State Government, in association with the non-government sector and consumers, declare in writing, clearly and publicly, (a) broad strategic goals for its health and welfare programs, and (b) precise and testable objectives for each program in which it is involved, either directly or as a funding authority; and that, in the Commonwealth sphere, the Social Welfare Policy Secretariat, if necessary, be charged with the planning, oversight and implementation of these proposals	70
20. That all governments state clearly, in relevant legislation, their goals for health and welfare initiatives	70
 Chapter 6 <i>Standards</i>	
21. That all professional groups develop and disseminate comprehensive standards of performance for the guidance of their members and for the protection and information of clients	78

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22. That the Social Welfare Policy Secretariat be instructed to develop a co-operative strategy which will ensure that appropriate standards are progressively developed in Australian health and welfare services before 1981 and that mechanisms are established for regular review and updating of these standards	78
23. That the Commonwealth and each State Government set and disseminate appropriate, comprehensive structure and distribution standards for health and welfare services under its control	78

Chapter 7 *Data*

24. That the Australian Bureau of Statistics be directed to accord an immediate high priority to the development of a continuing set of social indicators in conjunction with State authorities and the non-government health and welfare sector	90
25. That a Green Paper be produced to establish what criteria should be set for social indicators, and the measures of these criteria that could be developed	90
26. That the Commonwealth Government support and encourage research into the development of social indicators, including those dealing with human reactions to identified sociocultural changes	90
27. That the Commonwealth Government direct the Australian Bureau of Statistics to raise to an appropriate level the proportion of its budget spent specifically on health and welfare statistics	93
28. That the Commonwealth and State Ministers responsible for health and social welfare direct the National Working Party on Welfare Statistics and the National Working Party on Health Statistics to produce within two years, in consultation with the non-government health and welfare sector, a list of priorities for the identification and collection of basic outcome data	93
29. That the Social Welfare Policy Secretariat be required to report publicly, and within two years, on priorities for the identification and collection of health and welfare data	93
30. That the non-government health and welfare sector be given grants to enable it to report on the data priorities of non-government health and welfare organisations	93
31. That data obtained from any future census be fully processed and made available without delay, and that resources appropriate to this task be provided	93

Chapter 8 *Models and prospects for future evaluation*

32. That the Social Welfare Policy Secretariat, either alone or after appropriate consultations, prepare a document, or a number of documents, outlining the methods available to organisations for the evaluation of their activities	100
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33. That the Departments of Health and Social Security provide a consultancy service, free of charge, to enable organisations receiving health and welfare grants from the Federal Government to evaluate their own activities	101
 <i>Chapter 9 Constraints and opportunities</i>	
34. That, in future, Commonwealth funding for any health or welfare organisation be contingent on a written agreement by the organisation that it will conduct ongoing evaluation of a quality that is approved by both the organisation and the Government; and that State Governments be encouraged to follow a similar practice	113
35. That each State Government ensure that, within its Public Service, there is a section that will provide advice for organisations which wish to evaluate their own services	113

APPENDIX 5

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| (i) | Letter from Victoria Police Force to Equal Opportunities Board, 8 November 1978. | 1 - 8 |
| (ii) | Equal Opportunities Board press release, 15 December 1978. | 9 - 11 |
| (iii) | Extract of the evidence of police-women appearing before the Police Service Board on a claim by the Victoria Police Association for an increase in salaries and allowances. | |

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329 1000

VICTORIA POLICE



NRN:PW

CHIEF COMMISSIONER'S OFFICE
POLICE HEADQUARTERS
380 WILLIAM STREET
MELBOURNE

Our Ref.
Your Ref.

8th November, 1978.

EQUAL OPPORTUNITY ACT 1977 -
Application for partial exemption
from the provisions of the Act.

The Victoria Police Force, having undertaken a close examination of a substantial proportion of its administrative and operational functions in the light of the Equal Opportunity Act 1977, now requests the Equal Opportunity Board for an exemption for three years so as to allow the Chief Commissioner of Police to take the sex of individuals into consideration when selecting or appointing members of the Force for the following positions within the Force:-

- (i) Women Police Divisions in the ranks of Sergeant, Senior Constable or Constable;
- (ii) Police Stations having a strength of only one member;
- (iii) Police Stations in country Police Districts having a Sergeant in charge;
- (iv) Prison Liaison Officers;
- (v) Police Welfare Section;
- (vi) Government House Shrine of Remembrance Security Group, in the ranks of Senior Sergeant and below.

This application is supported by the attached statements which are summarized hereunder.

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Before going into that detail we would inform the Board that our examination in depth has so far encompassed about a quarter of the positions within the Force (occupied by members below the rank of Superintendent), which appear to warrant separate descriptions. Thus the present application, though indicative of our commitment to the philosophy underlying the Act, cannot be regarded as signalling the completion of our endeavours to efficiently comply with it.

For example we consider we may need to fix minimum percentages of male members in some kinds of work areas so that our ability to meet force with force will not be at risk of substantial impairment. There is no immediate problem of this kind and we are not yet able to be more specific; we merely mention this now to indicate to the Board that much work remains to be done.

In the meantime we will naturally comply with the Act, appointing members to the various positions on the basis of suitability. The separate seniority lists for male and female members have already been combined in accordance with the Police Regulations.

(i) Women Police Divisions in the ranks of Sergeant, Senior Constable and Constable.

At present we submit that the vast majority of the tasks performed by personnel at the rank Senior Constable or Constable attached to Women Police Divisions are sex-specific in nature. Other tasks allotted to them can be performed by suitably qualified males or females, but such duties as -

counselling and assisting young females on problems associated with home-life, moral standards and maturation;

searching and/or escorting female prisoners or mental patients;

interviewing female victims of sexual attacks and obtaining statements which can be embarrassing, but are necessarily detailed;

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policing, in non-emergency situations, areas such as women's changing rooms, toilets, etc.; -

ought to be performed only by women.

To ensure women are available when and where required to perform those duties, we maintain women police at strategic locations throughout the State. If we cannot appoint a sufficient number of women to those locations, using sex as one of the criteria for appointment, then we cannot guarantee that those duties will be attended to promptly, efficiently and with the propriety expected within our community.

The frequency and unpredictability of these duties requires us to maintain a certain minimum number of females at each location: in metropolitan police districts this is basically 6 Senior Constables or Constables but can and does vary, and in country areas there may be one or two members at one location.

Sergeants are located at each metropolitan Women Police Division and at some country offices. Their main role is to supervise, teach and guide their subordinates, and to do so they necessarily perform to a considerable extent the same actual tasks as those subordinates, i.e. the sex-specific tasks as well as others.

Again, to ensure a female Sergeant is available when and where she is needed for the sex-specific tasks we need to be able to discriminate on the basis of sex when appointing such members to these locations.

Of course, what has been said means that members appointed partly because they are females, will perform some tasks equally capable of being performed by a male; but we have very limited personnel resources and see no reason to appoint 2 Sergeants where 1 will suffice, or 10 Constables where 6 will suffice, merely because not all their tasks will be sex-specific.

To stress the point, if Women Police Divisions comprised members of either sex, or were abolished and the personnel absorbed into the general operational police, we would run the risk of not having women available when and where they were needed.

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It is more difficult to demonstrate the social contact role performed by women police is a sex-specific task, but we believe this to be a valuable service which benefits the community and which is now expected of us. We refer here to the apparently simple personal contact that women need to make - a need that can be met by women police because they are women, but not by policemen. Many policemen, in smaller towns in particular, do an excellent job of providing a sympathetic ear, advice, father-image or whatever else is needed by these citizens and we do not seek to belittle or detract from their work. Nor do we suggest that male citizens do not have similar needs.

We are suggesting that many female citizens would be deterred from seeking this contact if the police officer on duty, at what is now the women police office, could just as easily turn out to be a male as a female officer.

This is also an argument for extending the role of female police to wider geographical areas and we would like to do so, subject to other priorities, but for the present we refer to the current situation.

(ii) Police Stations having a strength of only one member.

The Board will not need to be reminded that in the final analysis the police may need to use force to fulfil their mission. However much we may regret this, and whatever self-restraint our members may exercise, sheer physical strength has to be applied to offenders, either to effect their arrest or to prevent offences, from time to time.

Police have available to them handcuffs, batons and pistols, but the use of such weapons is restricted by legal sanctions. Members are obliged to use only reasonable force in the circumstances; normally they may not even draw a firearm from its holster. And most members are only too aware that the actual effectiveness of a baton is usually grossly over-rated.

Therefore, in this State we are reluctant to employ operational police alone in conditions where physical force is commonly required. Of course we can do no more than allot priorities and any police officer is likely at any time to face such a situation.

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One of the areas of our operations which gives us most cause for concern in this connection is the rural police station with a strength of one member. The member has to face violence alone, usually many miles and a long period of time from any police assistance. Often the member does not even have the moral or physical support of the local citizens because the encounter occurs in isolated areas.

In these situations two important psychological factors need to be pointed out:-

- (a) Every time the police lose an encounter the task of policing as a whole becomes a little more difficult both for the individual member concerned and the Force as a whole.
- (b) Opposition is more likely if the opponent considers he will succeed; the more seriously he takes the police officer and the more he is convinced resistance will gain nothing for him, the less likely it is that he will resist the police.

We acknowledge that many women are in fact better able to defend themselves and physically subdue opponents than many men are, but our objective is to persuade offenders that physical violence should not be used, rather than demonstrate after the event that it was unwise. It must be remembered that the skills and prowess of the police officer will probably be unknown to the offender.

One-member stations, in our submission, are positions within the Force which should not be filled by female police officers.

- (iii) Country District Stations with Sergeant in charge.

It is quite impossible to summarize the duties and responsibilities of general duties police. It will suffice for the present purpose if we indicate that some of those duties ought not be performed by women in the interests of decency. These include:-

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searching and/or escorting male prisoners or mental patients. (The vast majority of people arrested are, of course, male, and all must be searched as soon as possible).

policing, in non-emergency situations, areas such as men's changing rooms, toilets etc.

In addition, there are some kinds of male offenders who are best handled by males in that a female officer cannot, by reason of her sex, gain their confidence and create the atmosphere of understanding that is necessary to a proper investigation aimed at learning the truth. We have in mind here, in particular, offenders against women - rapists and other sex offenders and even simple assailants - who may be too embarrassed to talk about the event to a female officer.

To ensure men are available when and where required to perform those duties, we maintain them at police stations and, just as for women, if we cannot appoint a sufficient number to those stations, using sex as one of the criteria, then we cannot guarantee the duties will be attended to promptly, efficiently, and with propriety.

These small country stations seldom have more than one member on duty at a time, and their geographical situations are very similar to those of one-man stations.

There is the same need for physical ability to deter violence even while unassisted, and the same isolation. Back-up police are more readily obtainable, depending upon fore-knowledge of the situation making it necessary or upon communicability with off-duty members.

(iv) Prison Liaison Officers.

The Prison Liaison Officer is a Detective Inspector and he has the assistance of a Detective Sergeant. They provide expert investigative assistance in cases of serious crimes in prisons, advise on security arrangements, and facilitate co-operation between the Force and the Correctional Services Division.

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A great deal of their time is spent inside the prisons both interviewing prisoner complainants/witnesses/suspects, and gathering evidence in the widest sense of that word.

Although it is regrettable, it is a simple fact that our prisons are dangerous places. The number of murders, woundings, "rapings" and the like are sufficient testimony to this. We believe it would be unwise - indeed a provocative act - to send a policewoman on these duties.

In the future there may be sufficient work concerning Fairlea Prison to warrant posting a female member to this office, but for the present we believe we should exclude women from it.

(v) Police Welfare Section.

At present this Section comprises a Senior Sergeant (male) a Sergeant (male) and a Senior Constable/Constable (female) and we find that is an adequate strength. There is very close liaison with the Police Chaplain and people are referred from the Chaplain to the Section, and vice versa, depending upon their special circumstances.

Members of the Section inquire into all kinds of welfare matters affecting police. They advise and arrange specialist advice and/or financial assistance for police, and provide personal counsel on the full range of human problems (even if this is only referral in appropriate cases).

A similar service is provided for police pensioners, widows and orphans and as a group they provide between 5% and 10% of the Section's workload.

Experience has shown that some males simply cannot or will not reveal particular personal problems to females, and indeed some females are similarly inhibited. On the other hand a female counsellor may be more successful with particular clients of either sex. The success of the encounter depends on the client and his problem but also, frequently, the sex of the counsellor.

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Because about 95% of the Force is male most of the members helped by the Section are male, but many are female. Obviously we need to provide both male and female members to work at the Section so as to meet the needs of individual clients.

To do this effectively we must have regard to the sexes of members under consideration, and to those at the Section, when filling the positions there.

(vi) Government House Shrine of Remembrance Security Group.

This Group has the primary responsibilities of providing security and ceremonial guards at the Shrine of Remembrance and Government House. Although its security role may be strictly regarded as more important there is an extremely important ceremonial function with a historical significance which is difficult to measure.

The members provide appropriate military ceremonial guards at both establishments, but particularly at the Shrine. We do not need to point out the special significance of the Shrine, and the events regularly associated with it, within our community, but the Board may not be aware that the military-looking guards who play a major (and much photographed) role therein are in fact police.

Members at the ranks of Senior Sergeant and below are required to wear, during daylight hours, the uniform of the Australian Light Horse. When performing guard or ceremonial duty (especially at the Shrine) Constables carry a rifle and bayonet, and pay appropriate compliments to distinguished visitors, colour parties, etc.

The Group is unique and the historical setting in which it operates requires appropriate matching of all aspects of its work. For example it would be inappropriate to use the modern short bayonet, or to wear a modern beret. Similarly it would be inappropriate for female members to wear the uniform and perform the duties required there.

EQUAL OPPORTUNITIES BOARD (VICTORIA)

15th December, 1978.

PRESS RELEASEREQUEST FOR EXEMPTION BY VICTORIA POLICE

On 15th December, 1978 the Equal Opportunity Board considered a request by the Victoria Police for an exemption for three years from certain provisions of the Equal Opportunity Act to permit the sex of a person to be taken into account when filling certain specified positions in the Victoria Police Force.

The Board notes that since the initial application for exemption, considered by this Board in May 1978, the Victoria Police Force has taken considerable initiatives to integrate the male and female sections of the Police Force in accordance with the broad spirit of the Equal Opportunity Act. In recent intakes to the Police Training Academy at Waverley there has been a substantial increase in the intake of females.

Turning to the specific terms of the application, the request for exemption is divided into six categories.

1. Women's Police Division

As to this category, on present total strength of over 7,200 positions, this involves 168 positions. The police request is that they be permitted to staff this Division with women only.

The Board notes that a recent report of an informed criminologist supports the view that the maintenance of a special Women's Police Division along the present lines is in the interests of the community and the police generally. The request for exemption is on the basis that while retaining the Women's Police Division as a special unit, female recruits have the opportunity to seek transfer to or from the Women's Police Division within the force.

The Board accepts the police submission for maintaining the Women's Division for reasons including the following:

(a) That a special unit is required to be available to meet cases of a special and emergency nature.

(b) That certain tasks fall into the emergency or special category e.g. interviewing female victims of sexual attacks,

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searching of female persons and or policing in emergency situation areas such as women's changing rooms, toilets etc. and the interrogation of persons such as battered wives and pregnant teenagers.

The Board therefore decides for the purposes of the present application that the said application be agreed to for a period of two years. When the stage is reached that a proportion of women in the force represents a substantial percentage of the total strength of the force, no exemption may be found necessary.

2. Police Stations having a strength of only one member

As to this category, it comprises 117 stations scattered through the State of Victoria. The police request is that they be permitted to staff such stations with men only.

Among the reasons specified by the police in support of this category is the statement that the overwhelming majority of persons detained in the country are male and where search is involved and in some cases arrest, there would be peculiar difficulties for a female officer. Many of these "one man" stations are in isolated areas and in some cases may be as much as 50 miles apart.

The Board decides for the purposes of the present application but not necessarily in the future, that the said present application be agreed to for a period of two years.

3. Country Police Stations with a Sergeant in Charge.

This involves 83 police stations having a total strength of 245 persons. The police request is that they be permitted to staff such stations with men only.

Among the reasons specified by the police in support of this category is that such stations are in a comparable position to a "one man" station in that they are scattered throughout the country, that as a matter of policy, they generally have a complement of no more than six and usually fewer than five persons and that on the basis of a 24 hour, 7 day service with holidays etc., it takes six members of the force to have one continuously on duty.

The Board notes the evidence of the police that appointments to senior positions in the service do not demand service of any kind in the country.

For similar reasons to those given in relation to the last category, the Board therefore decides that for the purposes of the present application, the police be permitted for a period of two years, to appoint men only to country police stations with a sergeant in charge which normally have no more than five constables or senior constables under his command.

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4. Prison Liaison Officers

This involves two positions at present. The police case is that in existing circumstances within the present structure, the relevant officers whose duty is to spend a great deal of time in prisons covering all sections, should be male officers rather than female. The police case is strongly supported in a statement by the Governor of Pentridge.

The Board accepts that in present circumstances, the exemption should be granted for two years.

5. Police Welfare Section

The present strength of this section is three being two male and one female. The police request is that they be permitted to so select staff for this section that there is always one persons of each sex employed in that section.

Members of this section inquire into all kinds of internal welfare matters affecting members of the police and their families. The police case includes the statement that some men have difficulty relating to women and some women have difficulty relating to men, so that the sex of the counsellor can be a relevant factor in dealing with a problem

The Board accepts that there is a need for persons of both sexes to staff this section and grants this exemption for three years.

6. Government House and Shrine of Remembrance Group in the ranks of Senior Sergeant, Sergeant, Senior Constable and Constable

This involves at present 36 positions. Duties include providing security and ceremonial guards at the Shrine of Remembrance and Government House. The Victoria Police request is that they be permitted to staff this section with men only.

The police case is that one of the major features of their role is the carrying out of duties based on long established traditions of Australian fighting units in which no female has ever served or is currently allowed to serve at least in a role requiring the bearing of arms. This group is required to bear the arms of the Australian forces. The Board accepts this request and grants this exemption for three years.

Deirdre FitzGerald,
Chairman,
Equal Opportunity Board

Appendix 5 (iiii)

Extract of the evidence of policewomen appearing before the Police Service Board on a claim by the Victoria Police Association for an increase in salaries and allowances.

Members of the Board:-

His Honour Judge Vickery, Chairman

Mr. G. Davidson

Chief Inspector B. J. Harding

Mr. N. E. Pierce, Secretary.

Counsel:-

Dr. C. N. Jessup with Mr. A. Stockdale
(instructed by the Crown Solicitor's Office)
appeared on behalf of the Chief Commissioner
of Police.

Mr. K. Milte with Mr. B. D. Lawrence
appeared on behalf of the Victoria Police
Association.

These extracts are included by permission of the Victoria Police Association, whose assistance is greatly appreciated.

THE CHAIRMAN: Thank you, Dr. Jessup.

JUNE SMITH, sworn and examined:

MR. LAWRENCE: Mrs. Smith, what is your full name?---June Smith.
I am a Constable of Police stationed at Seaford.

Have you prepared a statement for the purposes of this wage claim?
---Yes.

Would you read that statement, please?---I am a policewoman constable stationed at Z District headquarters, Frankston. I have been a member of the Police Force for five years, and for the past 3½ years I have been engaged in general duties at various stations throughout the district, when they become short of male staff.

I am married and have two sons aged nearly 13 years and 11½ years.

During the time I have been in the Police Force, I have noticed that there has been a marked increase of pressures in the job, though these mostly I have seen since I have been working on the same duties as the male members doing the same as them in every respect.

Most of the time that I work I am at Seaford Station, which is manned by a sergeant, a senior constable, who does most of the paper work, and three male members. I am second in rank to these three male members.

THE CHAIRMAN: Would you just pause for a moment, please? You say "though these mostly I have seen since I have been working on the same duties as the male members doing the same as them in every respect". How long have you been doing this work?---For the past 3½ years.

Thank you. Would you go on now?---We have a very busy station with usually only two members working and the sergeant in the office per shift. The pressures I notice most at Seaford are the paper work, which never seems to be clear, as one evening we could get three or four offenders, which require briefs for court, then the following day we maybe will try to type these briefs to get things up to date and find that half-way through this we get a call to attend somewhere. This often means that we get another load of briefs before the first lot are finished. This bank-up of paper work - and remembering that apart from the briefs we have to answer counter inquiries throughout the day and also type all our own running sheets and C/O and M/O forms - means that often, to keep up to date, I have to take work home and type it in my own time on my own typewriter at home. This I do not like to do, but I would rather it be this way than get too far behind.

Seaford is an area of a fair amount of juvenile offenders. Often these are known to us and we can keep a watch on their activities, but we endure from them the usual calls of "pigs", etc., when we go out on patrol. This does not bother me greatly, but to some other members who find this offensive it could cause problems if they were continually charging people for it. Most of the crimes committed by our local youths are thefts from cars, burglaries, the occasional brawls, which because of their youth do not often amount to anything very serious, and they usually scatter on our arrival.

The threat of violence against us is almost always in the back of our minds, although we do not consciously realise this, and at Seaford we have devised the way of working together that when one member checks a car that we have pulled up, the other member stays first near to the police car observing the attitude of the driver and watching for any signs of violence from passengers, i.e., knives, guns, etc. This way we give each other maximum protection inasmuch as the member near to the police car can first call for assistance if needed and then wade in to assist his partner. So far we have not had need for this to happen.

One thing that I think would be better for our own safety and protection is the need for better firearms (mine has often jammed after two shots on the firing range) and also the need for every car to have a portable radio, for one of the car crew to carry when they leave the car to attend something that could be trouble.

During my five years in the Police Force, I have noticed that there has been an increase in the instances of female offenders and also the types of crimes they commit. Females these days are going into hotels and getting drunk a lot more and also they are helping their male partners in crimes such as large thefts, robberies and drug offences. This brings more pressure on the policewoman sections of the job, as they will have to patrol inside licensed premises a lot more, and this means that they will be subjected to the usual annoying hassling from male drinkers. Also I can see instances coming up where a female who has committed some offence and who is to be ejected from a hotel will call for assistance from her drunken male friends and these males will turn on the policewomen to assist the female. This may result in assaults to policewomen in the future.

During my time working as a female member I have had to cope with the same distressing situations that the males see, such as accidents - sometimes they are fatal - sudden deaths, suicides, etc. I find personally that it is very upsetting to see children hurt in accidents and I find that after I finish a shift where a child has been hurt or maybe a fatal has occurred, it takes a good few hours for me to be able to erase the sights that I have seen from my mind. At scenes of any accidents it is not pleasant for any member to have to see people in pain or bleeding, and it is always distressing to have to go and knock on the doors of relatives and inform them of what has happened. Several times I have had to go and inform a widow that her only child has been killed or an elderly person that their husband or wife has been killed, and the sight of their distress is very hard sometimes. I also find I think of them when I go home and wonder how they are, especially if they are people alone in the world.

In cases of sudden death it is not pleasant to have to search the dead person for signs of violence, especially as sometimes they may have been dead for some time. I also have personally had to attend and deal with a 21-year-old hanging himself three days before Christmas, and had to cut him down from a tree. That thought of him stayed in my mind for some time. I have also had bodies

in the water, and these are an unpleasant sight. Although at the time all members have to appear detached and clinical in the sorting out of these above situations, their private thoughts are far different, and this is a stress, one which we all have to learn to cope with.

Other things which I feel are stress factors to members are - continually having to show interest and appear polite and agreeable when dealing with members of the public who are abusive and argumentative. Even if we have had a bad day and are dying to just relax and recover from whatever we have had to deal with, we can never let off steam and retaliate back verbally to people who criticise our actions. The pressures for males working with females is something that is also going to increase, as many males object from all sections of the job to working with females. They state their wives will not like it, that the female cannot back them in trouble, that the female members generally have not had to deal with the same situations as they, and therefore the males whilst working with them are going to have to do the bulk of the work, instead of sharing the load fifty-fifty as when with another male. This is a situation that I have had personally to deal with and which has in the past caused me a lot of stress, being made to feel that I was not as good as my male partners. However, after three years of general duties, I can now cope with anything they can do apart from swinging a punch. But stress is going to increase for females and males due to this forced integration, which the majority of members do not want and did not ask for.

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THE WITNESS (Continuing): Another stress factor is the fact that we seldom get the time for proper meals, having often to eat whilst working, and this does not assist in our health. We eat meals that are got quickly from the shops as hamburgers, fish and chips, etc., which are filling but also ulcer-makers.

Shift duties are also tiring and cut down on social lives of members and do in a lot of cases cause rowing between the male members and their wives. The wives have to accept the fact that they must often sit at home alone with their children for three nights or more a week, and that they will have to be almost mum and dad to the children some weeks, whilst they keep the little ones quiet because dad is sleeping (on night shift duties that week). The families of some members I have spoken to also feel that they are regarded with suspicion because of the fact that one of them is a police officer. The children are subjected to abuse at school, but seem to quickly grow resistant to this. Money problems are another thing that male members seem to worry about. A sudden big and unexpected bill, will send them to work worrying how they are going to pay it, but they are still expected to perform their duties as if their minds were clear and unworried.

Some of these things spoken about I also have had troubles with, although as a policewoman it is not so bad with a husband also working.

MR. LAWRENCE: As far as your husband is concerned, is he a policeman?
---No, he is not.

What is his occupation?-- He is a builder.

How do you arrange the timetable between his working commitments and your working commitments?--He works for himself so he fits into whatever shift I do; if I start early, he starts later.

That is to enable him to look after the children?---Yes, just to see they are out to school on time.

Prior to joining the Force what was your occupation?---I was trained as a computer operator on punch tapes and punch cards, then after I had my children I worked for the local Council in England running a day care centre for children; I had ten children there permanently.

When did you come to Australia?---1972.

Some short time after you came to Australia you joined the Police Force?
---Yes, approximately a year.

You say for the past three and a half years you have been attached to Z District headquarters?---Yes.

Is that under a system whereby a policewoman is available to do work in various stations in the district?---That is right, when there is a shortage, when they are short of staff, I go to help out.

Is there a policewoman attached to each of the district headquarters in the metropolitan area?---I believe so.

Who decides what station you will go to?---My two bosses at my station are the superintendent and the chief inspector and I take my orders from them.

In the three and a half years you have spent some time at Seaford; how long in total?---In actual months I would not be able to say, but I imagine I have been at Seaford perhaps 60 per cent of my time in the three and a half years.

That has been on various occasions?---Yes.

What other stations have you been to?---When Cranbourne was part of our district I was there; Mornington, Hastings and Frankston.

At Seaford you say you are the second in rank of the constables and senior constables?---That is right.

Is the one more senior to you much more senior?---He is a 17868 number; he got his senior constable stripes about two months ago and I get mine in February.

Is he the senior constable who does most of the paperwork?---No, that is another one.

Those who are junior to you, are they much junior?---No, One is only a few months junior to me and the other one is about two years junior to me.

Take the Frankston station. How do you rate in the seniority there at Frankston?---Disregarding the sergeants, I think there are three senior constables above me, then I would come next in seniority and then the rest of the station is entirely junior to me, amongst the actual uniform section.

How have you found working in stations in Z District as far as your acceptance as a woman?---When I work at the smaller stations such as Hastings, Seaford and that, the male members generally accept me as an equal straightaway and I have never had any problems. When I worked at Frankston I had a lot of problems when I first went there. I was very junior at the time, I did not know much and I had to learn and try to learn quickly from the senior members and I think they resented that, that I was a woman, I did not know much and also the fact they would have had to protect me in cases of violence. Now I am more senior I do not think I would have so much problem.

Seaford is not a 24 hour station, but what hours does it operate? ---From seven in the morning and usually until 11 o'clock at night, but on Thursday, Friday and Saturday they have started a new system of 4 o'clock to 12 o'clock shift.

Do you work that four to 12 shift?---Yes, I do.

You have referred to taking work home. How many hours of work on an average would you spend at home doing typing, or briefs and other work?---Obviously this will vary according to how much work I have personally had, but say from July to now I have been doing an average of four to six hours typing at home, because I have had an exceptionally high number of arrests.

It is directly related to the number of arrests you have had?---Yes, and charges laid.

How many briefs have you prepared in the above 12 months, or say this year?---I did check before coming here and from July to now I have laid 110 criminal charges of theft and burglary from July to now and 45 traffic charges. That is not including on the spot traffic infringement notices. Some of these offenders have obviously had five, six or

even 12 charges each, I think, a total of 25 people involved in that.

CHIEF INSPECTOR HARDING: Do you mean July last year?---No, July this year.

MR. LAWRENCE: Have you noticed any change in the amount of work you have done comparing that period of time you referred to with a previous period?---Yes, I have. I have had a lot more work this year. I think I can explain that by the fact I have now become pretty well known in the Seaford area and I have formed a liaison with certain members of the public who give me information which I follow up, which they would not do with a stranger. Since working so much in the area it snowballs, as in the case of the 110 charges.

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MR. LAWRENCE: Do you know what percentage of those have come on at court?---Twelve persons have appeared. They were juveniles, I must add. They were all 12 to 14 years old, at least 12 have come to court.

What percentage of the work that you do, say in the 110 crime briefs, are concerned with juveniles?---I would say about 90 per cent of that 110, and the rest are 18 to 22.

You have referred to the need for better firearms. Have you ever had to use your firearm when you have been out on patrol or in any other circumstances?---No, I have never had to use it. I have often had it ready when I have gone into a situation which I thought could have been dicey when I have worked by myself.

How often do you work by yourself?---Up until approximately 4 to 6 months ago I used to work quite often one up at Seaford, sometimes on a Friday and Saturday night because we were so short of staff, but now they have stopped that, we must always have two.

Is that a direction?---That is a direction from the headquarters station.

When you work two up on those nights, who do you work with?---Well, for the first half of the week it could be anyone of the other three male members, but now they have evolved a new system or scheme where one member from Seaford will work Thursday, Friday and Saturday nights with a trainee constable who has been out of the Academy perhaps one week, anything up to 12 weeks, and you will work with that same person for the three nights. I will be working with a trainee this week.

Have you worked with a trainee to date?---Yes, several times.

They have been trainees within the first 12 months?---Twelve weeks.

MR. DAVIDSON: Does that mean you would be required to drive the vehicle as well?---Yes, I have.

MR. LAWRENCE: What do you say about the desirability of that practice?---I think it is a bad three nights to pick for us because it is usually our worst three nights. It depends on the trainee. Some are quite mature. Others are so immature and young that they have not got the confidence to assert themselves. Therefore, I have to work for the two of us, and they take the lead from me. It is not a 50-50 workload, in other words.

How important is it to you to be working with a person you know? ---I prefer it 100 per cent. I prefer really to work with one of the three male persons I am usually with at Seaford. Having worked with each of them I know how each one of those men is going to react in a situation. Before they even open their mouths I can almost quote what they are going to say to a person now because we are always together.

You have referred to members at Seaford working out procedures for checking cars. When was that worked out?---It was worked out after one male member, Constable Rampal from Seaford got a hiding. He got beaten up in a certain situation, an accident scene and had it not been for the assistance with ambulance men I do not know what would have happened to him. After that we devised amongst ourselves that one would check the car, one would be near the radio.

When was that?---Between 4 to 6 months ago, when they stopped letting us work one up.

Do you work out these sorts of procedures when you are working with a trainee or somebody else you do not know?---No, I do not directly say to them, but I usually just say, "There are a lot of young bucks in that car, watch them", and I have always said to them, "You know what you have to say if there is trouble". I make sure they know what to call for. That is just in basic conversation as we are going along.

When you say what to call for, on the radio?---Police in trouble, if the situation were to arise.

You referred to carrying firearms. Do you do that as a matter of course?---Carry a firearm?

Yes?---Yes, I believe it is an instruction that divisional van crews and male car crews have to be armed, and as I work as a male I do the same as them.

Where do you carry your firearm?---I have a side pocket there and carry it in there. I have only a little 25 and I have not a holster for it.

Is that satisfactory?---No, not really, it has a zip and just silk lining and it takes longer to get it out.

THE CHAIRMAN: Would you turn around and show the Board the pocket?
---Here, (indicating).

This is in the skirt?---Yes, and I zip it so it does not fall out.

MR. LAWRENCE: Is the silk lining secure?---I hope so. I have not had it ripped yet but it might.

Are you familiar with the use of firearms?---Yes, I have it as a hobby anyway.

Are you a member of a small bore club?---I was in England. Here I attend at Balcombe Army Camp as often as I can get down there.

THE CHAIRMAN: You say it is a small 25, is that an issue pistol?
---Yes.

Is it different from the other ones used?---Yes, it is very tiny, it is only about that size (indicating).

Is it a special issue for policewomen?---I do not know for what purpose it was originally obtained. I submitted a 47 when I first joined that I needed a firearm and that is what they sent me.

MR. LAWRENCE: Have you adopted this practice since you have been working in that particular district - carrying firearms?
---Yes. Since I have been working as a male member I have always carried a firearm.

What about prior to that?---No, I was in a policewomen's section and they do not carry firearms unless they are instructed to for a specific purpose.

You say you worked as a male member. Does that mean that you still nevertheless carry out particular functions of women police like taking statements from rape victims and so on?

---I never take statements from rape victims at all now. If I were to come across a rape victim I would call the policewomen from Frankston, purely because there are only usually two people working at Seaford, and I cannot be tied up for hours, whereas they can.

What about other work that women police are normally thought of as specialising in like dealing with children, battered children, deprived children, do you do any more work in that area than other male members?---Than other male members?

Yes?---No. Again, the policewomen probably take statements if necessary and I would do the same as the males would in that situation, go more for the offender, the processing of the offender. Obviously I would do it if there were not a female available.

If it were a question about accommodation of children and so on, would you tend to go for the women police?---Yes, I would, because they know the facilities available in our area. I have never had to use them.

You have referred to integration in the statement. What is your particular view on integration of the women police into the Force as a whole?---I think it is totally wrong for it to be forced integration for every female member. If female members such as myself who do not particularly like doing policewomen's work all the time wishes to do general duties, then more jobs such as my own should be available. Not to force the members to join because it is going to cause unhappiness for male and female.

CHIEF INSPECTOR HARDING: On what do you base your prediction? ---From the discussions I have had with the male members at Frankston. Some have terribly jealous wives.. The obvious situation, some males are going to be attracted to some females in the future. The fact that the policeman coming straight from a policewoman's office and suddenly thrown into working with the men, they are going to have to quickly deal with the situation. They will not be able to take a 50-50 workload for a while. Some girls donot want to see accidents, they do not want to see the bodies, they do not want to go to suicides and cut the bodies down, etc.

You think most policewomen join with the expectation of being more in a social welfare type role?---Yes, I think they do. I think they are prepared to do the traffic and things like that, but it has always been the men who do the - can I say the messy side of the work, accident clearing, The women would obviously do it, but I think many of them would prefer the women and the children because they are more sympathetic and capable and that.

MR. DAVIDSON: How many hotels do you have in your area?---In the Seaford district we have the Riviera Hotel on the Nepean Highway, the and of course we do help Frankston with the three main hotels on the highway.

The Board has heard in recent times that the is a particularly rough hotel even for male members?---Yes. We had a policeman beaten up four weeks ago. The barmen and the publican would just stand there polishing their glasses watching you go down. They would not help you. They are very anti-police.

Is the much more elegant?---It is not more elegant in decor,, but the publican is the exact opposite. He is pro-police and would be alongisde you.

What about his clients?---Most of them are locals to Seaford and we have a good relationship with the regulars in there. They mostly all know us and greet us as friends when we go there to check. It is the outsiders who call in for a draink we get our trouble from in the

THE CHAIRMAN: The publican still polishes his glasses at the other place, does he?---I think he is learning.

DR.JESSUP: Mrs. Smith, you joined the Police Force some time in 1973?---Yes.

What did you do in Australia immediately prior to being in the Force?---I worked as a bookkeeper for Maxwells, Radio, Electrical goods.

When did you decide to apply to join the Force?---After I had been here three or four months. I actually came over with the idea if I could to join here. Of course, there was some time between my application and starting training.

(Page 1178 follows)

DR. JESSUP: Did you have any experience of police work before you emigrated?---No, only from friends telling me about the English style police force.

On the strength of that you were interested in joining if you could when you got here?---Yes.

What sort of considerations prompted you to show an interest in police work?---I wanted a career. I had had my children; I had done it the reverse way to most policewomen as I had married and had my family first and then wanted a career where I could go on for years and learn. I talked it over with my family and they said that if that was what I wanted to do they would back me.

Were there many aspects of police work you found attractive?---When I first joined I wanted to be a member of the Dog Squad. They do not have women, so now I am quite content to do what I am doing.

I think you indicated you are happy with the actual generalised policing role you are carrying out at the moment?---I am interested in what I am doing. Often I am dissatisfied but I like what I am doing.

You have been attached to Frankston for some 3½ years?---Yes.

What did you do prior to that?---I was at the Russell Street Policewomen's Division for almost two years.

It was not until you went to Frankston that you had any direct experience of the general police role in a suburban context?---No, it was not until then.

The facts you have indicated in your statement refer to that period? ---Yes, basically that 3½ years.

You have said that in that time you have been at Cranbourne. How would you compare Cranbourne with where you are at present?---I was very worried working at Cranbourne. I was there for two months and it is a station where you are very isolated from any other station - by about 20 minutes travelling time or maybe ten minutes if they travel very fast. There were a lot of country areas with dirt roads and a lot of bush, which made me very wary while working there, especially when I had to work by myself. I tended to stick near the town.

You are working at Seaford at present?---Yes.

How would the workload at Cranbourne compare with that at Seaford? ---Seaford has a far greater workload than Cranbourne. It is a different type of work.

Cranbourne is getting more towards a rural setting?---Yes, that is right. They deal with a far larger percentage of accidents - and really bad accidents - than we do at Seaford, although we have our share.

I suppose there would be less of the criminal work than you do at Seaford?---Yes, that is right.

What about Mornington?---Again, Mornington is similar to Cranbourne, workwise. There are many counter inquiries at the station and there is a lot of registration type work. They do get a lot of crime but the majority of it is on a very large scale and the C.I.B. usually attends to that.

There is less petty crime?---Yes.

What about Hastings?---There is a very high workload at Hastings, similar to Seaford. About 40 of the criminal cases in which I have been involved were at Hastings while I was there in July of this year.

What is the situation at Frankston?---Frankston is very busy.

Was your reference in your statement to paper work a reference to all of those stations or to any of them in particular? ---Mostly Seaford because I have been there for the majority of the 3½ years. In all stations since, say, July, there has been an exceptionally high amount of paper work. Since July I have been doing four to six hours typing at least per week.

When were you first at Seaford?---I was at Frankston first for a few months then I would do perhaps two months at Seaford then when they obtained better manpower I would go back to Frankston for a month, and then back to Seaford. I was back and forwards all the time.

You went to Seaford for the first time a couple of months after you went to Frankston?---Yes.

What was it you were saying about the types of crimes that female offenders commit?---They are assisting their male companions far more on crimes such as even armed robbery to get money for drugs and for drug offences.

What is the more traditional type of crime in which you expect them to be involved?---Shoplifting.

When did you encounter the pattern of mostly shoplifting and things like that?---Ever since I began the job. At Russell Street we had a large percentage of female shoplifters.

When do you say you have noticed they are assisting their male companions in other crimes?---I would say over the last 18 months. We have seen various offences in my district and more and more they are accompanied by a woman or there is a woman involved, only if she is only driving the car to get away from the scene.

You say that is not something which you would have noticed previously? ---No, I did not.

In those types of crimes would the principal obligation for handling the members rest with the male members of the Police Force?---To deal with the women, when caught?

To deal with the crime, as a whole?---Yes. The male would handle the general police work side of the offence but when the offenders are caught they generally ask for policewomen to come in.

Is your typing at home something which has been spread over your whole three years in the Frankston area?---I have always done some of the typing at home whenever I have had a bank-up of work but lately it has been increasing.

Do you do that only for your own briefs?---Yes, I only type my own work.

CHIEF INSPECTOR HARDING: How do you find you are received in domestic and family crisis situations, first of all when you have gone there on your own?---When there has been an argument or real trouble at a house?

Yes?---I would not go in by myself. I would never go into a situation like that without back-up from our members.

Have you had much experience in handling this type of situation?
 ---Yes. We receive many calls to situations like that. When I do go in with other members I think I am probably better received than the males. I have more trouble with the women, the female offenders.

You do not encounter problems as such, in domestics?---Not so much; they are usually verbally aggressive rather than wanting to hit me. I can take all the words they want to say; I do not like it but it does not worry me that much. I have had female offenders hit me.

THE CHAIRMAN: Is it your observation that most of the policewomen are not keen on the idea of full integration?---Yes.

I was not sure whether you were saying that or it was a change in expectation after they joined?---I have discussed that with many policewomen since integration has been talked about. I have not met one section which says it is wholeheartedly for it. There may be one or two girls per division who say they would like it and the rest say they do not want to work with the men.

My experience with policewomen in this environment has been that they feel they should not be forced to integrate unless they want to. It is one thing to have it dangled in front of you but to make it compulsory seems a little hard?
 ---Yes, I agree.

Is it your belief that integration should be optional or forced upon you?---I think perhaps they should make a certain number of vacancies available -perhaps three or four at, perhaps, Frankston, or a couple at Chelsea, depending on the size of the station - for which policewomen can apply to do those duties if they want to.

MR. DAVIDSON: For instance, there could be a position for a constable or senior constable at Chelsea and it would be stated that males or females, or policewomen, may apply?
 ---Yes, vacancies that can be optional and for which males and females can apply. The situation could evolve at Frankston where the sergeant could come on and if there has been a great rush of female applicants he might find he has a whole female crew on the divisional van to check the hotels on a Saturday night.

THE CHAIRMAN: The theorists would ask what is wrong with that?
 ---It would need more than two policewomen to handle some of the people I have seen coming out of the hotels. They could not hold them; they do not have the strength.

You say the Dog Squad is not integrated?---Not yet.

What is the objection there, or is there any?---I do not know. The dog handlers at Frankston say they do not think it will be integrated because they have to work one male member to one dog, often at night. They have said the only partner a policewoman would have would be a dog.

When you are in difficult positions do you find the male members seem regretful before, after and during the event that they do not have a male with them?---I am not sure what you mean.

THE CHAIRMAN: What is the attitude of male members after you have been in, or while you are involved in, a difficult situation, as you have put it, where violence is used or may be used or it is threatened? Do you get a reaction from the male member that he would have preferred to have had a male with him at the time?---I have been only once in a situation that has been really bad, when my partner's hand was broken, but that would have happened had it been a male or a female.

Yes?---A couple of times I have found it has been an advantage to be a woman, in a bad situation. But in a pub brawl, they say, "You stay here. We don't want to watch who is hitting you as well as who we are trying to hit", if there is a big fight going on. They protect me. But they should not have to at the expense of their own safety.

They are being diverted from their ordinary job, do you think?---That is right.

By looking after you?---Yes. But luckily, at Frankston, it is such an area that usually there are plenty of cars to give assistance if needed, so that one member standing back because she is a woman would not be too bad.

But it is the potential that you are really thinking about?---Yes. I have been hit.

As far as you are concerned, in this period of approximately five years, have you felt that there is any health problem involved, arising out of your work?---I have felt a lot of emotional stress in certain situations. The one that I quoted in my statement, the hanging which took place just before Christmas, spoilt my Christmas. I kept thinking of him. I should not have done, but I did, and, having seen the family's distress when I broke the news to them, that was pretty awful.

Of course, you were worried and upset?---Yes. I find sometimes, when I have a big bank up of work or I am working on something, I become very tense. I go home and I take a long while to unwind, to be able to relax, and I find sometimes I snap at people when I should not, at home, until I have had a cup of coffee, sat down and tried to sort my mind out.

Accepting all of that, are you a healthy person still?---Yes, I am still healthy.

Do these periods of emotional upset last for very long?---No. I say "No". It depends on what the certain situation is. I try very hard now to push things to the back of my mind, and, as I am getting more experience, I am getting better at doing that. But it depends on what it is. I still get flashes from things I have had to deal with.

Thank you.

(THE WITNESS WITHDREW)

VICKI MICHELLE BROWN, sworn and examined:

MR. LAWRENCE: Miss Brown, what is your full name?---Vicki Michelle Brown. I am a Policewoman Senior Constable of Police stationed at Bentleigh East.

Have you prepared a statement for the purposes of this wage claim? ---I have.

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J. SMITH.
BROWN.

Would you read that statement, please?---I am a Senior Constable of Police attached to the Bentleigh East Women Police Division. I joined the Police Force in 1973, and have been stationed at Russell Street Women Police, D.24 Communications Section, Avondale Heights Women Police, and for the past year at Bentleigh East.

Since commencing service five and a half years ago, I have noticed an increase in the amount of responsibility and scope for independent decisions necessary to carry out every day police functions. When I started as a raw recruit, I was as closely supervised as possible, always having someone senior nearby to assist me with my work. As I have gained experience in the various forms of field work, I find I am now expected to not only make independent judgments and assessments, but also to guide junior members with their problems. Since the instigation of the probationary constables scheme, I find I am working with very junior members constantly, and am called upon to both carry out the normal duties I am detailed, plus oversee what my off-sider is doing. Quite often I may be in a situation where an immediate solution is required for a sometimes critical problem. I must, therefore, be able to make that decision and perhaps be called on to justify what I have done at some later stage. As a senior member I must be able to have the experience to draw on, plus the confidence to see that my decision is carried through.

Recently I was detailed to visit a woman living in my area, after my office was informed that a doctor had visited her and found her to be enduring rather difficult physical and mental conditions. Taking a junior constable with me I called on this lady, finding her to be living in a house which was in the worst possible state. In my police service I have often had to visit people living under rather depressing conditions, but never have I seen such a disgusting mess. This woman, aged 61 years, was obviously somewhat diminished in her mental capacities, and was eating, sleeping and living on a couch in her lounge room. From the front door I was hit by a vile stench, and on inspection I discovered a plastic bag on the kitchen floor containing a huge number of live maggots. Food, rubbish and human excrement covered every floor in every room, the bath was full of urine soaked sheets and I could not gain access to some rooms due to the large amount of newspapers and discarded cartons inside. The woman herself weighed only about 6 stone, and was so overcome by her surroundings she appeared to be slowly wasting away. I visited several of her neighbours, but they had no knowledge of her conditions. I then discovered that a local division of the Social Welfare Branch had been arranging that meals-on-wheels visit this woman daily, plus they were taking prescribed medication to her front door each afternoon, thus ensuring she obtained her daily dosage.

I attended at the offices of this Welfare Bureau and spoke to trained social workers about the plight of this woman. They had been conversant with her condition for some time, but felt that as long as she was receiving at least one meal a day plus her medication and was living an independent existence, she should be left alone. I argued that her existence could hardly be described as "living", but they disagreed, reminding me that I should be wary of making "value judgments". I informed them that I intended to enlist the aid of the local Health Inspector and that I was considering what course I could take in order to have the woman hospitalised. The social

workers were averse to these measures and were most unwilling to assist me by making a decision on this woman's future. I then attended at the local Council and, after taking the Chief Health Inspector to view the lady's house, was informed that some action could be taken. I still had to exert a certain amount of pressure on this department in order that their promise would be carried out. It appeared that while these agencies could appreciate the degradation under which a human being was existing, they were apprehensive about making a constructive decision about her future. This is one example where a police officer must use every means available to obtain action on a situation which is not strictly by-the-book police work.

In the course of policewomen's work, we are often called on to counsel women with various kinds of domestic problems. Whilst we try to act as a referral agency, preferring to let more qualified persons assist in these particular matters, there are often situations in which we are required to assist with what skills we can muster. It is in these cases that we must often use our judgment and common sense in order to find a solution, although nothing in our formal training has prepared us for this.

If I could take you back to your experience in the force, you refer to Russell Street Women Police. Were you there for approximately three or four months?---That is correct.

And have you been to D.24 on two occasions in the period of time you have been in the force?---That is right, yes.

The first occasion was after Russell Street Women Police, and the second occasion was that between Avondale Heights and Bentleigh East?---That is right.

For how long were you at Avondale Heights?---Approximately 16 months.

What did you do prior to joining the Police Force?---I was a clerk in the Telecom Department.

How old are you now?---Twenty-six.

What age were you when you joined?---Twenty-one.

Had you done any tertiary study prior to joining the Police Force?
---I did start an Economics course at Monash University.
I did only the first year of that course.

Was that part-time or full-time?---Part-time.

Have you done any formal studies since joining the Police Force?---No.

If I could take you to the second paragraph of your statement on page 1 of the statement, you have referred to the instigation of the probationary constables scheme. Is that training scheme an extended training programme?---That is correct, yes.

And that covers those policewomen in the first 12 weeks of their work out in the field?---That is right.

Is that a programme that is carried out from Bentleigh East?---Yes.
There are several stations elected to have trainees.

Several policewomen stations?---Yes, and male stations as well.

What district is Bentleigh East in?---U District.

And is that the headquarters for women police in U District?---It is the only women police station in U District.

And how many policewomen are attached to that district?---On the permanent staff we have approximately eight members, plus with O District and trainees it makes it about 12 altogether.

When you say "with O district", what do you mean by that?---After they finish their trainee period, they are attached to O District and are at our station as supernumeraries for some period until they are wanted at another station.

How many trainees would you have on average?---About two.

You say that your strength is eight?---Yes.

What ranks are the eight?---Senior sergeant, sergeant, senior constable and about five constables at the moment.

And how much experience have the five constables at the moment? ---From two to four years.

How often would you be working with one of the trainees?---Practically all the time, with one of the junior members, one of the four junior girls.

One of the four juniors?---Yes. That is the two trainees and the two girls who have come off their training period.

You have recounted an incident in your statement, and you refer to a doctor who had visited that lady. Had the doctor taken any action over the lady's condition?---No.

Was he aware of the full situation as far as the physical condition of the house was concerned?---I do not know if he was aware of the full situation. He was aware that there was a bad situation occurring there, but I do not know if he was aware of the full extent.

THE CHAIRMAN: Had he visited her in the house, do you know?---I am not sure if he actually went into the house. He knew there was a woman in there who needed assistance, but I do not know if he actually went inside or not.

You do not know whether he had treated her or - - ?---No, he did not treat her.

MR. LAWRENCE: Had he prescribed any medication for her?---Not on this occasion.

On previous occasions?---He may have done on previous occasions, but I think the woman would have been taken to him on those occasions.

You have referred to the meals-on-wheels visits. Had the meals-on-wheels people actually gone into the house?---No. I do not know whether they did not go in because they felt there may have been something inside they did not want to see or whether they had been told not to, but, as far as I know, they left the meal at the front door, and the woman would get it through the open front door. They did not actually go inside.

In your training, either in the Academy or subsequently to this, did you receive any guidance as to how to deal with these sorts of situations?---No, not that I can recall.

MR. LAWRENCE: How have you learnt to deal with these situations?
 ---Just through experience. When I was at Avondale Heights there were quite a number of homes in poor conditions that I had to visit out there and through going with senior members and watching how they handled the situation and just using commonsense is really the only way I learned.

You say you go with senior members. Is it the sort of thing that you and senior members talk about, that you review, after the incident?---Yes.

What about psychologically disturbed persons? Do you deal with them much?---Yes, in our district we have quite a number of what we term "mentals", women. We have those who keep coming back time and time again, we get them certified, they go in for a short period, they come back, their conditions worsens again and we have to get them certified and possibly there are new ones come up all the time. There are a large number of mentally disturbed persons in my area.

Why is that?---A lot of them are left alone, elderly people. I really do not know why there are any more in a new district than in other districts.

How do they come to your notice?---Perhaps neighbours ring up, they may have seen them acting strangely, or perhaps a member of the family knows something needs to be done but does not know how to get assistance, or does not want to make a decision themselves. When we get them we take them before the police doctor who recommends they be certified and nine times out of ten we actually have to sign the papers because the relative does not want to be the one to make the decision for the mother or sister to go into hospital, so they leave it to the police officers to sign the form.

In this sort of situation, how important is your assessment of the condition of the particular person in making a decision?---I think our assessment is extremely important in making that decision because we have to more or less brief the police doctor on what we have seen, what has been going on and quite often there are situations where we decide we will not take them to the doctor, they are not actually disturbed enough to be certified, so we have to be pretty sure we are making the right decision so that when we leave the position will not erupt, so we have to be pretty sure of our assessment.

Did you receive any training in dealing with psychologically disturbed persons?---No. At the Academy we had a lecture from Dr. Reynolds on the different types of psychoses and neuroses and all the different names and the description of the different conditions, but that is as far as it went. It was a one hour lecture and that was it, nothing more.

With all due respect to the doctor did you find that of any use?
 ---Well, I knew the terms and knew the descriptions but it did not go any further than what I think anyone would have known, anyway.

I take you to private counselling matters. Do you find as a policewoman you are called upon by persons to get involved in counselling situations with either young people or married couples?---Yes. A lot of our job is really non-police work in that women will ring us up and make an

appointment to bring their daughter in to have a lecture on her behaviour, not a charge laid or anything else done, but often to talk to the girl. The mother things the girl will take notice of us, being policewomen. It is technically not police work, there is nothing criminal in it. We really have no training for counselling and we do try to refer them to social workers, but quite often they insist the policewoman talk to them. They feel the social workers will not have the same impact. We come across this a lot. Also women come in with domestic problems, they just want a shoulder to cry on. Really it strictly is not police work but we have to try and talk to them and help them, counsel them without any formal training.

Do you find these counselling situations effective?---That is hard to answer because we do not have much of a chance to follow through. Whereas a social worker could go into the situation and follow through, in our case we cannot follow up and see what happens, so it is really hard to assess how effective it is. Unless the girl comes to our notice again, what happens after she leaves our office we do not know, even though we would like to follow through from the satisfaction point of view, but because it is not police work and because of our workload, we simply cannot.

You have referred to social workers and of referring these persons to social workers. What liaison do you have with other organisations concerned about welfare?---Very little, really. There was one particular section of the Social Welfare Department in my area at Hampton which did start up a 24 hour service which they hoped we could use and which would be on call for us on night shift and that sort of thing. Unfortunately, through lack of funds, they had to disband it. Apart from that particular Hampton group there is nothing much, the liaison is not particularly good at all.

Was that Hampton group concerned about crisis situations, general counselling services?---They put the criteria we mainly send to them persons of Children's Court age, and preferably females, but we found we had to refer women in domestic situations, elderly persons, mental persons, because there simply was not any one else for them to go to. That group had no further funds so they disbanded and we are back to square one as far as referrals are concerned.

What about your knowledge of the services that the Social Welfare Department provides, is that an important aspect of your work?---It is important insofar as I can refer certain persons I come across to a Social Welfare Branch, but as far as their actual groupings I have only a limited knowledge. They are overworked and we are overworked and it is just a matter of not having the time to sit down and find out what is going on.

There has been some proliferation in welfare services in the past? ---Yes.

I take it you have noticed that?---Yes.

What has that meant to your work?---Well, as I said, it is still not adequate really for what we need. We have not got a 24 hour service but we are on a 24-hour ourselves and most of our crises erupt during the evening or during the night when the whole family is at home. If girls have run away from home they are more likely to be found at

night because they are around the streets. There is just not anyone to counsel them at that hour, so we have to try to counsel them, or put them on protection application just for immediate help in a crisis situation.

Do you think it is necessary to put them in a protection application to get immediate assistance?---Not always, not in every situation, but where do you send them in the middle of the night if there is no referral centre open, no one to help them?

CHIEF INSPECTOR HARDING: That would be more particularly if they did not want to go home, or did not want to be returned home?---Yes, or if there was a situation at home where Mum or Dad was mistreating them, we cannot send them home and let the situation continue, so the only thing is to put them into a centre such as Winbirra or Allambie, which is not always the best venue, but sometimes is the only one.

Have you personal reservations about those institutions?---Well, depending on the person I am sending there. If it is someone who has no control over the situation they are in and who is not responsible for the situation, sometimes I do find it hard to send them there, because most of the persons in those institutions are directly responsible and perhaps not the type of person I would want to put this child with at that time.

What about having children sent to relatives rather than going into an institution, is that an option that is available? ---There again providing that is what the situation calls for and I can communicate with those persons and they are accepting the situation, then perhaps that would be the best course, but it all depends on the factors.

Who makes the decision?---Myself, or whoever is in charge of the shift has to make the decision.

What about women's refuges, in particular services for women who are in domestic situations where the threat of violence is very real, are there many women's refuges around?---We have a couple in our area but there again it depends whether they have beds available. Sometimes we have no trouble and at other times they are full up so they cannot take anyone.

Do you have much liaison with these refuges?---Not really. They are very wary of the police. One in particular at Mentone regards us with suspicion therefore if we do take anyone there they insist on meeting us halfway so that we do not actually go to the house. They really do not assist us as much as they could.

MR. DAVIDSON: Do you know why that situation exists? Have they ever openly said, "We do not want you here", or given any explanation why they want to meet you halfway? ---I suppose sometime in the past someone may have given their address to the wrong person and they are highly sensitive about who actually comes to their house. I suppose they have had trouble in domestic situations with police attending at the house and they feel they are not getting the full benefit of what they expected.

THE CHAIRMAN: These are things you are supposing, they are not things you have been told?---No.

MR. LAWRENCE: You might have heard earlier today reference to the extent of shoplifting offences. In your experience at

East Bentleigh and Avondale Heights what proportion of your work would be concerned with shoplifting?---A very large proportion of our work. We have Southland in our area and a very large proportion of our work is specifically from that shopping centre, shoplifters, and also all the other large stores around the place.

These particular offenders that you get are women?---Yes.

They refer the women on to you?---Yes, women and young girls.

What is the division between the over 25 and the under 25?---I feel there would be more over 25 than under, we definitely have more 30, 40 year olds

MR. DAVIDSON: Would that be mainly from the Southland complex?
---We get most from there, but even from the other places most are married women or women of that age.

What sort of liaison do you have with the security staff of each of these stores?---At Southland we have a very good liaison with the security officers there. Of course, at a lot of these stores, the manager has acted as security officer in the situation and it is a lot more difficult because he is not trained as an observer.

(Page 1189 follows)

MR. LAWRENCE: You say they are not trained observers. Does this mean on occasions you have to make some decision about the information that is supplied to you by the manager or the security officer?---No, I would not- - -

What I am getting at is this: do you have to satisfy yourself that information given to you- - -?---Oh, yes, constitutes an offence, yes.

On occasions do you not prosecute because, in your opinion, the facts would not be held to constitute an offence?---Personally I have only come across one case where there was not really an offence of theft.

MR. DAVIDSON: I suppose what you are really saying, Miss Brown, is that if you are dealing with the trained security staff at Southland you accept their version of what happened almost unquestionably, but if, for argument's sake, the manager of a smaller store said the young assistant saw this woman take something, you would be more wary about questioning the offender and the shop assistant?---Yes.

That is the difference between the two, is it not?---Yes.

MR. LAWRENCE: I would like to take you to the assertion of authority by members of the Force. Do you find it difficult to assert your authority in particular situations whether it be the one you have recounted in your statement, or any other situations in the everyday work that you do? ---Not so much now, but definitely when I first came out of the Academy it was difficult to assert authority because really nothing in my experience had ever prepared me for such a job. I notice it with the junior trainees. It is something you have to acquire with experience in the job, really.

Do you think that one's experience prior to joining the Force can be an assistance?---Depending on the type of work you have done, yes.

Did your work help you, your background?---Well, I did have a certain amount of authority in the job I had, but of a totally different nature to the type I had as a policewoman.

What about people who are junior to you? Do you find that the trainees, for example, it is part of your responsibility to assist them in working out how they should assert their authority?---Yes, it is very important working with a trainee to make sure that they are learning the right way of doing something because really when we come out of the Academy that is when we really start our training, our on the job training. It is very important for them to learn in a certain situation how to handle it, how to assert themselves, how much authority to use, depending on the situation.

How do you assist these trainees, if at all, in preparing them to make the value judgments that you have referred to. Do you assist them?---By discussion, discussing the situation and volunteering solutions.

MR. DAVIDSON: Do you find that in the case of domestics, a married couple or a parent bringing a young juvenile along for counselling advice that once you have let them weep on your shoulder you have them until the situation resolves itself? Do you find them coming back once you

have given them advice?---Yes, there are the ones that do come back.

Once you have endeavoured to help them they feel there is somebody they have to come back and see?---Yes, and quite often we will make a point of visiting them if we have time to see how they are coping. As I say, it is really hard for us to follow up as much as we would like to, and again we are not really trained social workers. It is just a matter of seeing if they are coping and keeping our eye on them.

MR. LAWRENCE: How much of your time is spent on routine patrol work?
---A large amount of the shift.

Has there been a change in the period of time you have been in the Force in the amount of time you have spent on routine patrol?---The workload, when I am on patrol, just simply being on mobile patrol?

On mobile, are you doing more, less, or the same amount of routine mobile patrol now as you were at some stage in the past?
---I suppose now we have to spend a lot of time on paper work, perhaps because the workload has increased so therefore the patrol work would diminish due to the fact that much of our time has to be spent in the office preparing our briefs.

THE CHAIRMAN: Are you saying, in answer to the question you were asked, that the patrol work has diminished as to the proportion of the time you spend on duties?---What I think I am trying to say is that the amount of time we are on patrol work, we are getting more jobs which cause us to spend a lot of time on paper work.

Let us start from the beginning. The more you get the more paper work you get, fair enough, but does this stop you getting out on the road to the same extent as you used to?---Yes.

Or do you do just as much and the paper work in your spare time?
---No, less.

You are getting out less as a result of doing more paper work from what you get when you are out on patrol?---Yes.

MR. LAWRENCE: In your dealings with the public have you noticed any change in the attitude of the public to what they perceive as their legal rights?---Yes, I feel people are far more aware of their rights now, and refusing to give their name or asking for a solicitor, whatever it might be.

Over what period of time have you noticed this change?---Since I first worked at Russell Street five years ago and then at Avondale Heights, over the five years it has just increased.

THE CHAIRMAN: At a uniform rate or getting less noticeable as far as you are concerned, or more noticeable?---Sorry.

You say it has increased. Has it increased in a uniform way or have there been changes in the rate? In other words, is it increasing apace now, more than it used to be from your observation?---It is hard for me to really- - -

Was it a rapid increase at the beginning, a slow increase, or what?
---Well, during my five years I had two spells at D.24 in between the three stations I have worked at which kept me

off the road for about 14 months each time. I think this last time I have been on the road I have noticed it more than in the other two spells, which has been the last year.

The last year?---Yes.

What effect has that had on you, if any?---I cannot really answer that.

You mentioned it in answer to Mr. Lawrence. Is there any effect of this change at all?---Perhaps makes people more - because they are more aware of their rights they are perhaps more difficult to question.

MR. LAWRENCE: I would like to take you to another area, that is the area of your social life. Do you find being a police-woman has any effect on your personal life?--I find that I am mixing mainly with other police due to working shift work. My social life revolves around the hours that I have available, and quite often that could be during the week when I suppose people who are not in the Police Force work 9 to 5 do not want to be out socialising during their week days, so therefore I find I tend to gravitate to other police in my social life.

You mentioned to me prior to the commencement of the hearing today that you have been looking for a unit recently. Are you moving house at the moment?---That is right.

What are the considerations that you have had in choosing the place to which you will move?---I find because of my occupation there are certain restrictions in that I certainly have to live in a - I am looking for a unit, so therefore I am looking for a block of units where I feel that the people around will accept me. Not a rough type of area, somewhere that if I do wear my uniform to work or home from work I will not feel ostracised because of my occupation.

THE CHAIRMAN: What makes you feel that you might be?---Well, I think people might, especially if they are, have any reason to dislike the Police Force. They may not like the fact that I will be looking next door to them, and the type of friends I am bringing home will be other police and feel I am watching them for some reason or other.

(Page 1192 follows)

CHIEF INSPECTOR HARDING: Have you suffered this ostracism in the past?---I did have a flat in Ripponlea where my car was broken into and on several occasions it was scratched and damaged. Mine was the only car in the block of flats that was in any way touched. I felt then it may have been that someone knew what sort of occupation I had. Because of that experience I am sensitive about my surroundings now.

MR. LAWRENCE: What are your views on integration?---I feel in many situations it will place the men at a disadvantage if they have to work with women. In the past when I have worked with men and we have gone into dicey situations I know they have been looking out for me; no matter how capable they might know I am they still have it in the back of their minds that I am a woman and they are men. If there are only the two of us they are at a disadvantage in that they are protecting themselves and protecting me at the same time. For that reason it will be difficult unless, of course, our training is changed and we are given a lot more self defence training.

Have you received self defence training?---I have undertaken a course of Tae Kwon Do in my own private time. That is not through the Department.

Did you receive any in your training with the Department?---We learned Judo, although it was only learning a few arm locks and more or less how to restrain someone. There was no real self defence.

What about boxing and wrestling?---No. When I went through the Academy the men in my squad did boxing and wrestling but the women had a free period during that time.

Do you know if that is still the position?---I believe they both do Aikido but I did not know if the women do as much as the men.

THE CHAIRMAN: What is Aikido?---That is another form of Karate.

MR. LAWRENCE: Do you carry firearms in the normal course of your work?---No.

When do you carry firearms?---I have carried firearms on night shift duty, but very rarely do we carry them. It is accepted that the policewomen do not carry firearms.

MR. DAVIDSON: Supposing you were going to some specific job where you felt you would be better armed would you draw a firearm or enlist the assistance of another unit perhaps with male members on board?---That would be the course to take. We do not really have anywhere to carry a firearm. We do not have a holster or belt and therefore we would have to carry it in our pocket, which is uncomfortable, or in a handbag.

The pocket would be inadequate for a .32, I would imagine?---That is right. Our handbag is inaccessible if we need it in a hurry, so we do follow that course of action and call another unit to assist us.

THE CHAIRMAN: You have been largely involved with straight police work?---Yes.

You have not been integrated much, have you?---No, not to any great degree. I have worked with men but not as much as the previous witness.

How much experience have you had in such roles?---At Avondale Heights there was not quite as much work dealing with just straight out females and children. Also, the male section of my station was grossly understaffed and therefore the women would do a shift or so a week working on a van with the men. I did my share of that.

Were you required to do that or was it a matter of volunteering?---We were required to do it.

That being your background, how would you feel if you were required to become fully integrated?---Having undertaken a course of self defence and with the proviso that we had provision for carrying a pistol, baton and handcuffs I would personally feel I was capable of handling that role. However, there is still the attitude of the men that I am a woman. Most of them are married and they are used to being the protector at home so it is harder for them to slip out of that role at work. When I am working with a man I feel I am putting him at a disadvantage, even if it is only mentally.

Do you feel you are accepted as being a necessary part of the Police Force by the general public?---Yes.

Accepted in an active way, or by just putting up with the fact you are there?---Do you mean as a policewoman?

As a policewoman, as opposed to a policeman?---Even though we are moving into more integrated positions there are still so few of us around that the public do not really see us all that much. I find there is sometimes an element of surprise. If I do attend a job often they do not really expect to see a policewoman at, for instance, an accident. I think it is just a matter of us being more accepted as we grow in numbers.

Is this element of surprise evidenced just in the casual sense - "Ah, a policewoman" - or is it a surprise evidenced in some way by them not quite trusting you?---I had one man to whom I was issuing an on the spot fine tell me I could not book him because he was a man and I was a woman. I think in some instances they are even disappointed. Perhaps in a potentially violent situation if we arrive they think they have only rated the policemen and they are not good enough for the men. At accidents if the tow truck drivers are causing any trouble they are often quite surprised or even amused to think the policewomen are handling the situation.

Does this affect you at all?---Not really.

There is a great deal of talk from time to time by people discussing or investigating the treatment of rape victims, or alleged rape victims. There are many allegations that such persons who complain do not get accepted at face value by the police to whom they complain and also are not very sympathetically dealt with. You have been a policewoman in the policewoman's role as distinct from the policeman's role for the greater part of your experience. Have you been involved in much of this form of investigation?---I have come across several cases of alleged rape that were, in fact, of no substance.

Have you had much experience with rape victims or rape complainants and dealing with them?---Yes, as much as any other policewoman.

How many such cases would you deal with in a year?---I would say 12 or so a year.

Have you come across a number of persons who you feel are falsely complaining about what has happened?---I would consider only a very minimum number as having no substance in their complaint.

In your dealings with all persons who have complained they have been raped have you found a sympathetic rapport between yourself and the persons concerned or has there been distrust on the part of the complainants on many occasions? ---It depends how I handle the situation. They have just come from a situation where they have been totally out of control and it is very important for us, as police, to make them feel they are not out of control in this situation. It would be quite easy for them to feel, in making a statement, once again they are reduced to just answering our questions and not having any say in what is going on. We are now given a rape course in which the whole emphasis is on sympathy and allowing the person to feel in control of the situation as much as possible.

This is a rape course for policewomen?---Yes. It is only a five day course.

Is it specifically for policewomen?---Yes.

For how long has that been running?---For about three years.

I understand the policy is to call in a policewoman on such cases? ---Yes.

Would one policewoman or two policewomen be called in at a time? ---There are usually two on the unit but it depends on the rape victim, herself. She may not want two in the room when she is giving the statement. Every situation is different. Some of the women go into shock a long time later so therefore if you get them straightaway they can handle it all right but then others who are in shock have to be treated totally differently.

Am I right in saying you would probably be involved to a larger extent in the work you do with rape victims and talking to them than the ordinary male?---Yes.

That is, following through rather than just the first reception; I suppose a male member would just as often come into contact with such a person but you now have a role in investigation, and so on?---We do not actually do the investigation.

The handling of the victim?---Yes, the statement and medical examination.

You would do more of that than the ordinary policeman would do? ---Yes.

How do you find such work? What effect, if any, does it have on you?

(Page 1196 follows)

THE WITNESS: Sometimes, if they are really badly beaten up, it is very upsetting.

THE CHAIRMAN: Do you find that you are able to accept it as just another job?---You simply have to be in command of the situation. You cannot allow your emotions to take over. So no matter how upsetting it must be, you have to be even stronger than that person, in order to help her.

How would you find yourself coping with situations of that kind? Is it easy to adjust to it, or hard, or do you not adjust to it, or what is the situation?---I suppose it is just a case of experience in the job. The more situations of that type I come across, the more adequately I can cope with them.

Comparing your rape complainants with coming across children, and so on, who have been killed or maimed in motor car accidents, the task of going along to homes and advising parents that their children have been killed or that their husband has been killed, or whatever, how does the rape complainant fit into that spectrum? Does she fit into that wholly or is she of a lesser degree of emotion causing difficulty to you than the others?---It is hard to rate degrees of upset.

Yes, of course it is?---But one gets upset at different situations, for sure. It depends totally on the situation.

I would think it depends on the individual policeman a lot, too. Would that not be so?---Yes. If I had children, I suppose it would upset me more.

Some situations would upset you more than others, would they not? You would expect that?---Yes.

Does the receiving and conduct of rape enquiries rate very high in your range of difficulty of adjustment?---There again I can only say it depends on the condition of the victim. Quite often the victim would look quite O.K. She may emotionally have been more damaged than physically. But it just depends on the condition she is in.

MR. DAVIDSON: I suppose it would help the situation, for instance, if, as is often said, she went to a night club and then she went somewhere else and then went home with him, as opposed to a woman who is grabbed in the street and is thrashed about? Is that what you are getting at, the type of victim?---The whole thing, and also the physical condition of the victim.

CHIEF INSPECTOR HARDING: Have you ever lost emotional control of the situation yourself?---No. I have been very upset, but I have never lost control.

You have mastered the situation?---Yes. One of the most upsetting situations is delivering a death message to someone. There again that depends on the relationship of the person I am speaking to and their degree of shock.

MR. LAWRENCE: There is just one further question I would like to ask, if the Board pleases. It is to do with the Tae Kwon Do that has been undertaken.
(To witness): Miss Brown, why did you undertake that course?---I wanted to join a sporting club, and I felt that it would be of twofold benefit; not only would it assist me in getting fit, but it would also give me a skill which would assist me in my occupation.

MR. DAVIDSON: Do you think it would help in an all-in brawl at the Boundary Hotel?---I do not know.

I suppose it depends on numbers, does it not?---That is right.

THE CHAIRMAN: Thank you.

(THE WITNESS WITHDREW)

JANET FRANCIS PEARCE, sworn and examined:

MR. LAWRENCE: Miss Pearce, what is your full name?---Janet Frances Pearce. I am a Sergeant of Police attached to the Women Police at South Melbourne.

Have you prepared a statement for the purposes of this wage claim? ---Yes, I have.

Would you read that statement, please?---I joined the Police Department in November 1969 and was promoted to my present rank in November 1974.

PUBLIC YOUTH RELATIONS

When I joined the Police Department I was an active member of my local church, secretary of the Youth Club and a Sunday School teacher. I now no longer attend church and have not done so for approximately three years other than special occasions. I was able to continue with the youth club for only a short time after commencing police training. I tried to continue with Sunday School teaching for as long as possible, firstly because it gave me a great deal of personal satisfaction and then later, once I was actually working as a policewoman, I felt that I needed to keep this contact with children to give me some form of balance. The children whom I came in contact with during working hours were usually in some form of trouble or deprived circumstances and I felt it was very easy to slip into the idea that all children were in this category. It was only my contact with the Sunday School children which prevented this happening. I was able to continue this teaching while a constable and a detective and eventually took over as Superintendent of the Sunday School. Once I was promoted I was no longer able to continue as I was rostered to work every second weekend. After thirteen years I was forced to give up Sunday School teaching and this has separated me from most contact with young children other than in the work environment.

DOMESTICS

This is an area which can provoke a great deal of bias. It is very hard for a younger person to take a middle of the road view. As a woman it is easy to take the side of the female, especially if she has been assaulted. A great deal of time can be put into finding alternative accommodation, referral to Social Workers, financial assistance, and then nine times out of ten the family is back together again after a few days. This type of work is mentally exhausting. Initially at the scene you must make a decision as to the seriousness of the situation. If you leave the female at the house you run the risk of a serious assault taking place; if you take her to alternative accommodation you run the risk of further damaging a shaky relationship. We must act quickly because we do not have the time to treat each

job with the thoroughness of a Social Worker, nor do we have the specialist training, yet people's lives may rely on our decision.

DEMANDS OF INTERNAL SUPERVISION

The position of supervisor can create a great deal of tension because, without nagging I feel responsible for the actions, paperwork and in most cases even the attitudes of subordinates under my control. I feel responsible for morale, the inspiring of enthusiasm and interest in the job. I must correct without criticising and am not expected to show signs of strain, impatience or annoyance. I am not in a position to disagree with my Senior Sergeant, yet her basic attitudes and methods of leadership differ from mine. I vary from being in an "in charge" position during her absence to having no say in decision-making when she is present, and this causes frustration.

DEVELOPMENT OF SPECIALIST GROUPS

It was shortly after my joining the Police Department that policewomen began to be admitted to sections other than the Policewomen's Divisions. I trained and worked as a Detective, but left this section for promotion. Now after four years as a Sergeant I am unable to expand my experience in a lateral direction due to the fact that I am a female. Other males who were promoted at the same time as myself have had the opportunity to work in the crime cars and are now back in the C.I.B. This provides added interest and goals for which they can work. I must stimulate my own interest without the incentive of working towards a specialist group.

PROFESSIONALISATION

I realise the need for further training other than is provided by the Police Department. Policewomen are required to act as counsellors in a great number of situations - in my case, both as a Sub-Officer and also when advising members of the public. It is frustrating not to have the specialised knowledge to handle such situations adequately and because of this I am attending Caulfield Institute of Technology where I am enrolled to study for an Associate Diploma of Police Studies. This is a Police orientated course which I feel will both improve my ability in specialised areas such as counselling and also enable me to pass on this knowledge to my subordinates. The support that I have received from the Department has been minimal. Officially I am given eight hours a week to attend school and five days per year study leave and examination leave; however, this is allocated at the discretion of the Senior Sergeant. She is opposed to my attending school. I attend classes for five hours in my own time and am given three hours off departmental time. I spend the majority of my off duty hours studying and completing assignments, which severely limits any recreational time I might have.

Additionally, as well as in the counselling capacity, specialised knowledge is required in other areas. If a complaint is received in relation to a child's living conditions or medical health, judgment must be made in relation to the situation as it is. Without applying your own standards, you must assess the situation and decide whether the trauma of removing the

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child from the family situation is warranted. Without medical training, you must decide whether a child is in need of medical assistance, and, if so, will it wait until the next day or is it urgent. When involved in a domestic dispute, again value judgments must be made.

RELATIONSHIPS.

I find that my occupation places a strain on relationships with non-police persons. Apart from the shift work, which many people do not take into consideration when contacting you, I feel that I am kept under a magnifying glass by neighbours and society as a whole. I like to leave my work at work, yet when I get home I am used as a source of information and a shoulder on which to unburden problems. I feel that I am also looked upon as a policewoman at all times rather than just a person in my own right. This influences my behaviour, making it less easy to relax. I feel that my private life is under scrutiny and my private time is not always my own when I am being consulted about neighbours' problems in which I really have no interest. I find that because of the nature of my work I have less tolerance during my off duty hours towards other people's problems. I find that I reach saturation point and have less sympathy left over for family and friends. I feel I must continually act in a manner to counteract the normally expressed feeling against police and continually justify myself.

Some of the work that we do and the situations we come across leave you both physically and emotionally drained. Spending eight to ten hours with a badly shocked rape victim is as exhausting as any extended physical exercise yet leaves you unable to sleep as opposed to exercise. After coming in contact with any distressing situation I go home in a more tensed condition than when I arrived at work, and find that I will wander about the house unable to concentrate for some time. I try not to let things affect me to this extent, but argue with myself that once I stop caring I have become a different sort of person. If I get to the stage that I am no longer affected by what I see, then I have reached the stage that I should leave the job. I hear young members laughing about bodies and suicides and was shocked at their attitude at first, but now I realise that it is a form of self-protection, but members of the public would not realise this. It is because of this sometimes necessary attitude that police can wear the reputation of being callous and uncaring.

Because of this association with distasteful jobs and undesirable types of persons, it is not always easy to keep everything in its true perspective. The continued exposure tends to influence your way of thinking and you find that you have to regularly examine your ideas about people and situations. You must remind yourself that the people with whom you come in contact are not representative of the community as a whole, yet it is easy to forget this and become disillusioned with society. In particular with the adolescent age group I tend to forget that the kids I have dealings with are not a true representation.

Most of the time I am able to keep the frustrations of the job and its surrounding conditions under control, but twice in the last eighteen months I have been treated for hyperacidity of the stomach and have been warned by

my doctor that if the condition is left untreated, I am likely to develop a stomach ulcer.

You say that you joined the Force in 1969?---Yes.

Where were you posted to immediately after that?---I worked for eight months at Russell Street Policewomen.

And after that?---To Dandenong Police Station, the Uniform section, for approximately 18 months.

And after that?---I was then in the C.I.B. for 2½ years, during which time I spent 10 months in the Drug Squad, and the rest of the time, on divisions, I did perform some temporary duties in seaside areas. I was back at Dandenong for nearly a year.

(Page 1201 follows)

MR. LAWRENCE: That was after you left the C.I.B.?---No, as a detective I went back to Dandenong.

When did you leave the C.I.B.?---In November 1974 when I was promoted to sergeant.

Since your promotion to sergeant where have you been stationed?
---At Russell Street Policewomen's Division for two years and at South Melbourne Policewomen for two years.

What district is South Melbourne in?---M District.

That is the district that runs across to Williamstown?---That is right, with St. Kilda, Footscray, Williamstown.

How many members are there attached to the women police at South Melbourne?---There is a senior sergeant, myself and six permanent staff, one senior constable and eight constables and it varies, temporary duty girls, two trainees and two O District duty girls at the moment.

Take the O District temporary duty girls, what experience do they have in the Force?---The temporary girls we have at the moment came to us with approximately three months experience, that is before we were made a training station, and then we have the trainees.

When did it become a training station?---Four months ago.

Of course the trainees have minimal experience in the Force?---Yes, they come direct from the Academy.

What is the procedure for allocating various tasks to the trainees?
---I find most of the trainees work on my afternoon shifts and I am responsible for training them in any duty they come across.

If you have two trainees you take it you are responsible for only one?---No, I work with both of them.

When they are not working with you, what do they do?---They would be on a day shift, sometimes they are on with more senior girls.

Do you usually work afternoon shift?---Usually five or six afternoon shifts a fortnight.

What proportion of your time is spent working with trainees?
---I would say, probably, about 75 per cent since we have had trainees.

If you happened to be the O.C. do you still work with a trainee?
---Yes.

If the senior sergeant is away do you still work with a trainee?
---Quite frequently, yes.

How do you find working with trainees say in respect of attending domestics?---I find it rather difficult because you do not know how they are going to react. You are responsible for training, and you are much more conscious looking after the trainee as well as the situation you are handling. For instance, I went to a domestic the other day without a backup unit where there was a great deal of physical

violence involved. I went into the house because the woman had a child and the violence was in there and I had to toss up whether to take the woman out of the situation or try to resolve it, because if I went in, which I would be prepared to do, on my own I ran the risk of being assaulted myself and having a trainee with me who possibly would not react to the situation.

How did you resolve it?---As it was I applied MY counselling.
They ended up staying together.

You say you applied your counselling. How long did it take to counsel?---About forty minutes.

Do you find you normally have enough time to devote that period of time to these people?---Well, in this situation it was just a matter of not going back on the air again until I finished. But in an office situation where people come in to see you, you are not able to spend the time with people who are in a distressed situation because other people come and you may have to cut them off or refer them to someone else.

Do you have much work with alleged shoplifters?---Yes.

What proportion of your time would be concerned with that?--- I suppose I would have about two a week on my shifts.

Do you tend to get less on the afternoon shift than on the day shift?
---Yes, especially, on the Friday day shift.

What would be the dominant area of your work?---St. Kilda.

What type of work in St. Kilda?---There is a variety there, you have a different class of people in the St. Kilda area. They are much more prone to violence, lack of care of their children, apart from the obvious prostitutes in that type of area and you have really bad, filthy, neglected children. The children wander the streets and there are a lot of old people, so you have seniles wandering the area, mentally distressed people, whom we must have certified and take up to the psychiatric hospitals.

How often would you deal with persons whom you may have to have certified?---It might sound funny but it tends to run with the moon, we may have a time when we have a bad week and we have a lot of people and one or two escorts a day, then there may be some weeks without any.

When you deal with people who may need certification, do you work with any particular doctor?---Yes, the police surgeon if he is available. Sometimes we have problems and have to go to a public hospital where they may not know the procedure and are not very happy about taking our work or experience into account and it may become a long delayed process.

Do you find some resistance amongst doctors at hospitals to the police generally?---They will not accept you on a level where they can discuss things with you. Most public hospitals treat us as a convenience.

What about social welfare agencies? There are a number in the area in which you operate?---Yes.

I presume they would cover a wide variety of the services?---Yes.

Is much of your work involved in working with those groups?---There is quite a bit. We have an excellent referral agency in St. Kilda where, if the situation involves the family and they would be better treated by a social welfare agency, we can refer them. As far as the probation officers and supervisors are concerned the situation is not so strong, they tend to think of us as opposition.

If we take the teenage girls in the area, do you find in respect of dealing with teenage girls there is a conflict situation which develops between policewomen and probation officers?---Yes, I do. I must admit that I am starting to think along the lines of the probation officers, because placing a girl in an institution to me is the last resort these days, because there is no training for them and they come out worse than they went in. I am starting to think of the institution as a last resort now, but I think the children put on one front for the probation officer and another front for us. They do not take our word for what is happening, they speak to the children and believe the children first.

How do you come to a decision as to whether or not you will seek a protection application for a period of time in an institution?---Place a child before a court?

Before that?---It is purely up to us as individuals to assess the situation. If I go to a house and find the mother really cares for the children and she just needs assistance I refer her to an assistance agency. If I think she is lazy I tell her to clean up the house and I will come back. It is based only on my experience.

How much of your work is spent in the vehicles, either the police vehicle or on a job to which you are being taken by the vehicle?---Away from the office?

Yes?---Working as a sergeant I would say 80 per cent, if I am not in charge that day.

You would be in the office all that day if you were in charge?---Not necessarily. If a job comes in and there is no-one else around, I will do it.

Take the 80 per cent working as a sergeant, what would be the other 20 per cent?---I have to do the paper work. I do some charges myself and a lot of time is spent assisting the junior girls with their paper work, advising them as to various forms and statements.

MR. DAVIDSON: During the time you are out in the vehicle with the juniors, do you drive?---Not necessarily.

It is usual for trainees to have a D Class certificate?---Quite frequently, most of them do have it. I do not let them drive until they are familiar with filling in patrol sheets and the use of the radio, but once they have got that I let them drive the car.

MR. LAWRENCE: What proportion of your time would be spent in attending children's courts or other courts?---Not so much because usually the junior member goes as informant. A fair amount would be spent as corroborator, but probably it would be one court a week or a fortnight.

Would you include that in your 80 percent or the 20 percent?
 ---In the 80 per cent.

Do you find you have much time in that 80 per cent that is devoted to routine patrol work, that is just driving around waiting for a call, waiting to do something?---Yes, probably about half of it.

What do you do in that time?---Supervise any of the girls working at St. Kilda, prostitutes, check kids on the street, perhaps drunken drivers, traffic offences, that type of thing.

I take it if you have a trainee with you you are concerned to some extent with giving the trainee varied experience?---Yes.

Leaving that aside, who makes the decision as to what work you will do in that period, that available time?---Whether we will go out into a job or whether we will go on to patrol?

When you are on patrol, if you have a choice of checking out Grey Street or going down Kingsway looking for speedsters? ---If there is nothing specific, but usually if the trainee is learning and driving around the area I will let her go, possibly guide her in what she is doing but I think it is important they learn to make a patrol on their own. I will let them go where they want to to a certain extent and guide them in what they should do.

If it came to the interception of a vehicle, who would do the talking, after the trainee has been with you for some time?---If she has been with me for some time I let her talk and let her go until she obviously is in a situation where she does not know what to say next and then I come in with the rest of the questions and in that way she will know next time.

When you first get a trainee out with you what skills do they have?
 ---None.

None at all?---Virtually none, They do not understand the practical application of what they have learnt. You teach them the radio, how to run a patrol sheet, how you are going to speak to a person in the street, basic courtesy and that type of thing.

(Page 1205 follows)

UPON RESUMING:

MR. LAWRENCE: Miss Pearce, I think prior to lunch I was asking you questions basically dealing with the allocation of your work time among various areas of work. I asked you about patrol work. Over the years has there been any change in the amount of time that you as a policewoman have spent on patrol?--On patrol in the general area, yes.

When you say "general area", you mean in policewomen's divisions?
---I mean in relation to looking for general offences.

What has that change been?--When I was a uniform constable we specifically stuck to dealing with young children in the streets, young kids, and welfare type work. Now we patrol in a general sense and tackle anything we come across. As well as that we are sent to virtually any type of job.

You say "any type of job", do you go to fatals?--Yes, I went to a fatal last week.

Do you go to many fatals?--That was my first last week.

On that occasion who were you working with?--A trainee.

Were any other police on the scene?--A car came to assist us at a later stage, purely because they happened to be in the area. They were not directed to assist us.

Had you ever attended a fatal as a junior member of a two up team?
---No.

What day of the week was that?--Tuesday last week.

If we take Tuesday last week, how many hours of that particular shift did you work out on the road?--I worked a ten and a half hour shift. I was in the office for approximately an hour before I went out on the road, and I was back in again for approximately half an hour while I had a meal. I spent three hours, I think, at the end of the shift in at the office with witnesses and people resulting from the fatal accident.

So that is about six hours you worked out on the road or worked from a police vehicle?--Yes.

In that period of time what work did you do?--What jobs did I do?

Yes?--The first job we got was children on a railway line so we had to patrol the railway line.

If I could interrupt you, what shift was it?--Three to 11. Children on a railway line, a lost child who wandered into an address which turned out to be a bodgy call, the domestic I was telling you about before.

When you say that you were telling us about that before, before lunch?--Yes.

That was the one you were able to calm down?--Yes. We got sent to an abduction, sent as a back-up unit to a male unit in a violent domestic and then the fatal accident.

When you say "a violent domestic", was it in fact a violent domestic or only thought to be?--Only thought to be. They set up as a back-up.

What effect did having to do a variety of work have on you on that particular day?---I think it keeps you on your toes. The fact that you are continually changing your ideas about what you are going to do. As we were going to the job I would list the possible things to the trainee and possible things we would have to attend to. The domestic, I think, that sort of immediately put me on the alert because I did not know entirely what it was going to be until I got there, and the accident we got as a pedestrian down and it was not until I got there that I knew it was a fatal. When I got the call you immediately visualise the situation, that the pedestrian is probably badly injured. It was in Beaconsfield Parade which cars tend to go faster on and the fact that the pedestrian was there, it is pretty certain that the person is going to be badly injured.

How do you find your emotional state at different times according to the different jobs?---Highly strung.

I beg your pardon?---Highly strung, that is going to each job, you are in a state of readiness or a state of tenseness, or most of the jobs. The trial, that does not particularly worry me.

(Page 1207 follows)

MR. LAWRENCE: How would you compare that sort of work with dealing with, say, children or teenage girls right through the shift?---It depends in which situation we find them. If you find teenagers who have run away you just have to talk to them and possibly charge them. That is not terribly emotional. If they are at home and there is strong conflict there between the family and the child and you are trying to resolve the conflict that can be emotional. It depends on the attitude of the people participating. You might then get a situation where it is a neglected child or a child who possibly has been assaulted but you cannot prove it, and things like that. I find that pretty emotional and distressing.

Where were you three years ago?---I was a Sergeant at Russell Street.

Did you go out in police vehicles at that time?---Yes, but probably not as much because there were then more girls under your control and there would have been enough girls to man both cars. We had two cars in those days. There would also have been girls back at the office doing paper work. Quite often you would be supervising the girls doing paper work or supervising any girls who had offenders in the office. I did night shift about once a month and in those days you would spend most of the shift out on the road.

Do you find you have a different type of work to do now in your period of time on the road than you did three years ago? ---Yes, but I am in a much different area. At Russell Street you do not get the number of offences that you get in M District.

Would you get different types of calls from D24?---Yes.

What type of calls?---It is only really in the last 12 months we have been sent to silent alarms, accidents and brawls as back-up units - not as first on the scene. We are even taking crime imports, which we did not get three years ago, and are dealing with "offenders on" situations. That means offenders on premises, to which the nearest cars go as soon as possible.

If you receive an offenders on call is the practice to have a back-up unit for the policewomen?---Yes, because it is practice to send two cars, anyway. Usually we would get there as a back-up.

What about domestics?---That is also a very new area for us.

Do you see any change in the number of domestics you would attend now as compared to 12 months ago?---Yes. Twelve months ago we rarely went to a domestic. Now we do not go frequently but they are tending to use us; if there are other cars not available they will send us.

You earlier referred to social workers and you said you have started to think the way social workers think?---Not totally, but I am tending to go their way a little.

I think that was in relation to possible courses of action towards teenage girls. Is that comment linked with counselling procedures?---I feel I can assist. I am beginning to realise what taking a child away from a family and depriving her of a family background is doing. I have also been

around long enough to see people I have charged come out, ~~and they often seem to be worse.~~ Quite often you can get groups of people and build up a relationship which was previously breaking down.

As I understand what you say, that is a personal change for you. Do you see any broader change in the Force along those lines?---A lot of the girls I work with are starting to treat situations with this view, but not necessarily the older women. I do not remember being with a more senior member in my junior years where there was much of that at all. When I talk about counselling, I mean sitting down and discussing things, trying to build up a situation where a breakdown in communications may have existed. We try to talk with them rather than at them. I think this is probably a new approach.

As distinct from a traditional approach?---Yes.

Do you have much work, particularly in the St. Kilda area, dealing with drugs and drug addicts?---Yes, a lot. We often get called down to search female offenders who the men have picked up. I also find we check people in the street and quite often search them for drugs.

These searches you are called to conduct are for drugs hidden on the person?---That is right.

Has there been any increase in the number of those searches you have conducted over recent times?---Yes. Since working in that area we could get two a night. Nearly everybody who is brought into the St. Kilda Police Station - females - are searched for drugs because there is such a high percentage of drug users in that area.

That is done as a matter of course?---I would say about 50 per cent of the prostitutes are usually high on drugs; they are drug users working to support their habit. Others are usually picked up with other drug users or male persons with drugs found on them.

There is an authority one has to conduct these searches, is there not? ---Yes, the authority issued by the Health Department.

Is that under the Health Act?---Yes, to my knowledge.

For how long have you been authorised under the Act?---Since I was in the Drug Squad, in 1972.

How long were you in the Drug Squad?---Ten months.

Has there been any change in the frequency of body searches between that period of time and now?---Yes. When I was the policewoman working with the Drug Squad and was dealing with drug offenders only there probably would have been about one a week. Now it is continually, every day.

How do you personally find these searches?---With the regular offenders it is not so bad because they know what to expect and they are not embarrassed about it. If you get a new offender it can be extremely embarrassing for them and for us. You might be called on to search a lesbian and they will be making smart remarks about where you are searching them. Quite often the drugs are hidden in intimate parts of their bodies and you have to search them to recover the drugs.

THE CHAIRMAN: Is that a routine search?---Say, if you picked up a shoplifter, you would not do that. You just check their pockets and perhaps loose clothing they have on. But for somebody suspected of drug using, yes.

MR. LAWRENCE: Is there a short cut method that you can use?
---No. There is no short cut method, because if you lock somebody up for drug use and they have drugs on them and they use them in the cells, you are in a hell of a lot of trouble. You have to search them thoroughly.

Can you do this by having these people whom you search, the females, stand on a chair and jump off it?---Yes, and bend over and that type of thing. I would not touch them.

You referred - I do not know whether in so many words - to the discretion you have in social welfare areas in deciding on courses of action to be taken. What about discretion in other areas of work?---I think a lot of it depends on your own personal point of view. I might be offended at things at which a person working with me was not, or vice versa. If there is an obvious offence there, you would definitely charge, of course. If it is something as to which I would possibly say there was an area of discretion there, if I consider it obviously upsets the junior member to charge that person - the junior member does not feel it is warranted - then I will not direct a member to charge. If I feel the person should be charged, I charge the person myself. I do not believe in imposing my moral views on them.

What particular area of activity are you concerned about in that?
---Indecent language, prostitutes, that sort of thing.

What about in traffic matters?---It depends how bad it is. I mean, if someone just drives through a Stop sign and there are no other cars on the road, I might pull him up and do a licence check and just tell him to be more careful. If the girl with me really feels he should be charged, that is up to her; she can give him a traffic infringement notice, if an offence has occurred. I still think it is a discretionary matter.

DR. JESSUP: Sergeant Pearce, I suppose the South Melbourne area would be one of the more active and demanding, from the policewoman's point of view?---I think so, yes.

You would get a lot of peculiarly policewoman type calls within that general district?--- I am sorry. What do you mean by a peculiarly policewoman type call?

The type of calls dealing with female offenders, children, domestic situations, where policewomen might be most appropriately utilised?---Either as our own call or as backup, but we do get a large percentage of other calls as well.

Yes. I am comparing South Melbourne with other areas around Melbourne, and I am asking you whether South Melbourne is one of the areas where you would be kept busy on policewoman type activities?---In recent years, I can only compare it to Russell Street. Compared to Russell Street it is a lot busier.

Yes. You have mentioned in your statement police/youth relations. How do you find your own relationship with young people in the area in which you work?---I work pretty hard at it.

I have done speaking to schools and things like that, where I have been pretty open with the kids to try to improve police/community relations, because I think it is important. I am aware of the fact that it is not good, that the majority of kids - I mean, I was walking across the road to a shop the other day and a kid on a bike tried to run me over. That kid is 14 years old, a girl. That, to me, is wrong, but I do not think we are going to get anywhere by shouting at them, and that is why - I mean, I do not particularly like lecturing, but I will go into the schools and talk to kids if I think it will improve them, and I do.

Do you think education is likely to be helpful in that area?---
---Education from our point of view or the staff point of view?

No, education in the broad sense, education as to the role of police, and so forth?---I think it would help, yes.

What sort of difficulties do you have with juvenile offenders?
Do you find they are any more difficult to handle than adult offenders?---They will answer back. I have had absolute cheek from 14-year-old kids, whereas you used not to get that. And, you know, they will turn around, and you will say something and they will say, "Drop dead", or something like this, which kids never used to say. As far as adult offenders are concerned, most violence I think, is probably on the part of adult offenders.

THE CHAIRMAN: I am sorry. What was that? - Most violence I have found to be from adult offenders. When I say "adult", I mean over 17.

DR. JESSUP: You intimate in your statement that you would prefer the opportunity to integrate back into the more specialised areas of the Police Force?---I would like the opportunity to go back into the C.I.B., because I enjoy that work, but not at the expense of not coming back to the Uniform Branch eventually. I would just like that experience. I had that experience as a constable. I qualified in Detective Training School and was promoted virtually a month later. So I would like to go back to the C.I.B. for a time, but not permanently.

Do you feel you should have the opportunity to work in whatever part of the Police Force for which you have a personal liking?---Yes.

In your case, it is the C.I.B.?---Yes.

And you are quite happy with the range of work that that would offer to you in the C.I.B., so far as you understand it?
---There has not really been an open position for a sergeant. There has been a sergeant's vacancy in the C.I.B., but, to my knowledge, I think it was fairly limited. I would not want to go back in that capacity, but I would like to go back to work as a Detective Sergeant.

As to your studies at the Caulfield Institute of Technology, could you indicate the sort of topics that you study there?
---Yes. I am in my second year of the Associate Diploma of Police Studies. I have done two semesters of legal studies, two semesters of sociology, I have just completed two semesters of psychology, and two semesters of statistics.

What sort of areas do you study in sociology?---The first year was
general sociology, and the second year it was more
industrial sociology.

Industrial?---Yes, industrial company type areas.

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DR. JESSUP: Anything related to the police as such?---I did not find the second semester in sociology was terribly related to police studies.

What about psychology?---Yes, definitely. The first term was a very basic overall picture in psychology and this term I have just completed was specifically geared to police studies in relation to recruiting, training, counselling, motivation, leadership, those types of areas, very geared to police work.

When you say counselling, what do you mean by that, counselling recruits?---No, it is a general picture that we were given. The paper I wrote was on counselling adolescents, also subordinates.

Counselling by the police for people in trouble and also subordinates? ---The guidelines given were general. There were specific areas where it dealt with police and more junior members but also I found it very helpful in general work outside the subordinate area.

Do you have to submit reports on your subordinates?---I assess them, yes, the permanent staff, not the probationary or trainees I do not assess.

Do you have any people coming to you off the street seeking to join the Police Force?---Yes.

What is your reaction in those circumstances?---I tell them what I know about the job and answer any questions they put to me.

You do not have them fill a form out or anything?---No.

What sort of questions do they ask?---The training area, the areas open to them once they are qualified, how I feel about being a policewoman, they ask a lot of questions like that.

What sort of areas do you indicate to them?---All the areas where police women are working, which is virtually throughout the Police Force.

Do you find it necessary to bring them back to reality in any cases?---I do not find many of them have illusions about joining the Police Force.

Do you find most of them are fairly down to earth in their approach? ---Yes.

And are fairly well aware of what police work does involve?---I think probably some of them are not aware of the extent of policewomen's work.

You have mentioned that you spend some eighty per cent of your time away from the station?---That is when I am not in charge.

You have explained your role in the patrol vehicle when you have a trainee with you. How long is it you have made it a practice of taking trainees with you in the vehicle?---We have only been a training station for four months.

Prior to that?---I have worked with district girls who had finished their three months training period, or were still relatively junior, a cross-section of the staff.

Those other policewomen constables, do you have them now at the station?---Yes.

They just do not go out in the vehicle so much?--They go out on different shifts, but I am saying I work more of my shifts with trainees.

Is that your decision?--No, it is the senior sergeant who does the roster.

Is it part of being a training station?--Yes. The usual place to train is with the most experienced members on the road.

The change which you have indicated in the type of patrol work over the years from when you were originally concerned with young children, welfare type of work - - -?--That is when I was a constable.

Now being concerned with more general work, I take it you are indicating a change in the policewoman's role, are you?
 ---Very definitely, yes.

You cannot say anything about the patrol work in relation to policemen?--No, I am not in a position to talk about that.

You have also said you become highly strung emotionally and find yourself in a state of tension due to encountering different types of work in the one shift?--Not continually but a particular call can put you on your guard. If you are going to pick up a little old lady wandering the streets, that is not a terribly emotional thing and you take it as a matter of course, but if you are sent to an accident with a pedestrian, or an alarm, you automatically become keyed up before you get there.

Would not this have always been so?--No, because most of the work policewomen did was not that type of thing, it was not the type of thing you worried about.

If you had been called to carry on that sort of work you presumably would have been in a state of tension about it?--I do not know. I may have changed. I did not do that type of work.

I just want to make it clear, you may encounter work you did not encounter before, but the work itself you do not know whether it is different from the work years ago?--I know it is different for policewomen.

But insofar as one accident or one demand situation is concerned you cannot say whether that is different from what it was years ago?--No.

Your drug squad activity in 1971, 1972 - did you come into contact during that period with the same types of drug offenders as you have in recent years?--No. It was predominantly Marijuana users in those days. In those days if we got someone with one cap of heroin it was an unusual situation, but these days you just pick up people in the streets with heroin on them, so it has become much more orientated towards the hard drug activity.

In the past when you were in the drug squad you did encounter the hard drugs from time to time?--Yes, from time to time, but certainly not on a usual basis, it was more Marijuana users.

The development of the drugs has been gradual over the years, or was there any particular time you would be able to identify when it has accelerated?--Really I cannot say, I have not been in it the whole way through, because after I was

in the drug squad I was sent to Dandenong, which is an outer station and we did not have much drug experience at all out there, but since I have been back in the St. Kilda area I find it has increased greatly.

You have the drug squad coming down to St. Kilda at the present time?---Yes, they do come down there, but most of the members in that area have a pretty fair knowledge of drugs and we have extra drug squad members stationed there, so they usually do it.

Did you go to St. Kilda when you were with the drug squad?---Yes.

Very often?---St. Kilda, Prahran, that type of area was one of our heaviest drug using areas.

Do you believe it is still so?---I do not know because I now only go to that area. We do not get much in our other areas, Footscray, Williamstown.

Just generally in relation to the statement you have made, have you indicated in your statement all facets of your work, or only certain areas?---All facets that came to mind when I was making the statement to the best of my ability.

CHIEF INSPECTOR HARDING: Have you ever been subjected to any physical assaults in the course of your duties?---Yes, I have been assaulted four times, all by adult females.

Has there been any assaults on people under your control?---Yes.

Extensive assaults?---Not while they were on my shift.

Assaults that you know of that have been extensive?---Yes, we had two policewomen assaulted in the St. Kilda area, one was off duty for approximately two and a half months, I think, and one was off for five to six months as a result of the injuries and nervous trouble after the assaults.

MR. DAVIDSON: With the karate expert?---Yes.

CHIEF INSPECTOR HARDING: How do the probationers and other young people react to the constant contact with alternative lifestyles?---They talk about it a lot and we try and talk it out. I think it shocks them, the fact that you will talk to prostitutes and they say casually, "I am going out to get a couple of mugs because I need a new toothbrush, I am going into hospital next week." That shocks them.

Such things as the deliberate single mother, which I understand you ladies would come into constant contact with?---Not so much the deliberate single mother because I find people who deliberately set out to have a child usually can cope quite well, they had that purpose in mind.

The unintended single mother?---We come across that quite often.

How do the probationers and the other members of your group react to that constant contact, if it is constant?---I do not think it is really constant. We have more contact with probably de facto relationships, or with married women. I think the fact that the child is neglected or ill-treated regardless of what the parent situation is is a stress and it is something that the kids find hard to cope with, they have not met it before, but the fact that the mother is single does not worry them, it is not really relevant.

Have you found an increase in this alternative lifestyle?---We come across so many casual types of relationships. I came across one on Sunday night, six children by six different fathers of different colours. That sort of thing is fairly amazing and it surprises the kids - and it surprises me, too - but I think it is something you cope with.

Has this manner of thing increased over your period of observing the social scene?---I have been in different areas so possibly I have become more aware of it but I think I see more of it now.

Since your period at South Melbourne have you observed an increase?
---Yes.

(THE WITNESS WITHDREW)

CHRISTINE HEATHER HOLDEN, sworn and examined:

MR. LAWRENCE: What is your full name?---Christine Heather Holden.
I am a Policewoman Constable stationed at the Women
Police Division at South Melbourne.

Have you prepared a statement for the purposes of this wage claim?
---I have.

Would you read that statement, please?---I have been employed by the
Victoria Police Force since the 17th of January, 1977.

Since being an operational policewoman I have
been attached to four different policewomen divisions,
each in different ways has been enjoyable. However,
never knowing when I was to be moved next was rather
unsettling. I am now a permanent member at South Melbourne.

The area which the South Melbourne
Policewomen cover appears to have a high concentration of
lower bracket income earners and criminal types residing
in it. Because of this, we are often forced to face
situations of neglected children, ill-treated children,
deserted women and children, battered women and heavy
domestic situations. These situations are not always easy
to face; they are often very sad and cruel. At the time
one tends to cope with these situations very well.
However, when going home and having time to think about it,
my faith in human nature is greatly reduced. How could
anyone forget the sigh of an ill-treated or neglected
child?

In all the above situations you are
constantly under the eye of the public. Each situation
contains a great deal of emotion from all angles; they
are often very explosive. A great deal of tact and careful
thought is required. We are often accused of being a group
of people who take great pleasure in breaking up families
or putting children into homes. The decision to put a child
in a home is very difficult; you may change the rest of
the child's life. That is a major consequence in itself.
I always think after making such a decision, have I done
the right thing by everybody?

Since joining the Police Force my social
life has changed a great deal. I am no longer accepted
as being Christine Holden. I am first and foremost a
policewoman. At parties or functions where I am known to be
a policewoman, I am constantly bombarded with stories from
people how they have been done an ill justice by a member
of the Police Force. After a while you tend to introduce
yourself as a public servant rather than a policewoman,
not in shame but to avoid the stories.

It is very difficult to plan ahead, whilst
being in the Police Force. Rosters are sometimes compiled
two weeks beforehand. As well as this, your shift may
be changed the day before. I have had occasion to accept
a wedding invitation and the day prior to it having my
shift changed because of a shortage of staff so that I was
unable to attend the wedding which was rather disappointing.

I really enjoy my job, but it is a job that
deals solely with people, and not always the best side of
people. In the majority of cases it is with the very worst
side of human nature. In saying this, I would like to make
the point that, how could anyone say honestly that they go

home and completely forget what happened that day at work, when we as police see the extreme in human behaviour? As far as I am concerned many of the encounters we face are very distressing and affect our outlook on life, social life, home life and every part of our existence.

How old are you?---I am 22 years old.

You have been in the Force for two years?---Two years this January.

How old were you when you joined?---I was 20.

Prior to that were you employed?---Yes, I was.

What did you do between leaving school and joining the Police Force?
---After leaving school I was employed on my father's farm for about nine months. I left the farm and came to Melbourne. I was unemployed for some time and then I got a job working in the Victoria Market selling clothes. I was also employed as a cleaner. After graduating from that I was a data processor at the National Bank until I joined the Police Force.

How long were you at the National Bank?---Eighteen months.

What level of education did you receive?---Matriculation.

Where was that?---Deniliquin High School in New South Wales.

You passed your Matriculation?---I did.

You have been to four different stations including the current one. What was your average length of time at the first three?
---At East Bentleigh three months during my training period. I was then at Caulfield for approximately five months, then I was at Russell Street approximately three months, and I spent a two week period at William Street Police Headquarters and then South Melbourne as an O District girl, then I completed my retention and was gazetted to South Melbourne as a permanent member.

How long have you been at South Melbourne?---Since April I have been a permanent member at South Melbourne.

You refer in your statement to a variety of work, not knowing what sort of work you are going to be doing next. Was there a variety of work as between the different stations? Did the stations vary?---Yes, they did a great deal. The East Bentleigh area was more concentrating on shoplifters, mental patients and things of that nature only they were just mainly to do with women and children. The Caulfield area was similar. The Russell Street area was again similar, more so with more teenage girls running away from home and shoplifters. The South Melbourne area is different to the three I have previous experience at.

Does the work depend on the areas, or does it depend on the personalities of different people at those divisions?---My personal belief is that it is the people that reside in the areas. The East Bentleigh area covers a higher income bracket, I believe, and so does the Caulfield area. The South Melbourne area seems to have a concentration of people in Housing Commission flats, people on the dole, people who have not got permanent residences; there are many flats in the area we cover. It just seems to be the people who live in the area and the type of people, criminal types.

Have you found from your experience that, say, the senior sergeants of the sergeants have some influence on the way a particular division goes about its work even within a given area?---Yes. I really believe that. I think it is on the personal opinion of the senior sergeant, the type of work you do. Some senior sergeants will encourage you to counsel children, do family checks and keep the checks up, whereas some senior sergeants will say, "We have not got time for that kind of thing, we would prefer you to do charges instead of counselling".

Charges, what do you mean?---Charging people with offences.

Do you find there is a pre-occupation or a concern for figures?
---With some people there is. Some people have the need to charge so many people in a month. I think it is more so with the male sections more than the female, but there are some females who work in figures alone who have to have so many charges a week or month.

When you say "have to"?---Have to for their own personal satisfaction. I do not know if it is pressure from sergeants or senior sergeants.

What is your personal view on the importance of figures?---I hold no importance on figures. I think if you can stop something before it starts that is more important, like a child running away from home, if you can stop the problem at home before it gets to the stage of the child running away, and after you have a charge and protection application. I think that is more important.

CHIEF INSPECTOR HARDING: What about when there is a good and compelling reason for running away from home?---We have to try to amend that reason, fix it to the stage where the child does not run away from home.

How would you do that?---Try to get the parents and child together and talk about it openly, and try to get the child to discuss what are the problems at home.

MR. LAWRENCE: Do you find you are at an advantage or disadvantage in dealing with a parent who might be double your age, and also dealing with a child who might not be much younger than you?
---With adult people it does not seem to be a barrier. I do not think they look at your age. I do not seem to have anybody turn around and tell me, "How dare you tell me when you are half my age". They seem to respect you, or the uniform. I get a lot of cheek from teenagers, but I expect that.

MR. DAVIDSON: You probably find they question your wisdom more when you book them?---That is correct.

We have heard from Sergeant Pearce today about the number of people working at the Division. Where do you come in terms of experience?---I am the most junior permanent staff member, but then I am the senior of the temporary O District trainee girls.

Does that mean there would be four more junior to you?---Yes, there are four junior to me, and there are four constables senior to me.

When you go out in the vehicles, who do you normally work with?
---For 75 per cent of the time I work with girls senior to me. I do not work with the sergeant any more, only on

odd occasions. The other 25 per cent of the time, on normal day shifts I work with an O District girl or a trainee.

When you are working generally, how much of your time is spent in the vehicles?---On day shift it is usually set aside for doing paper work and jobs that come in during that period, I would say two or three hours in a police vehicle. On afternoon shift it is 6 to 7 hours in a police vehicle.

How many vehicles does the Division have?---Two vehicles.

That is two vehicles for the senior sergeant, sergeant, four constables and four others?---That is correct.

That are junior to you?---Yes. We only use one vehicle on afternoon shift, so there are usually two or three girls assigned to an afternoon shift and during the day the two vehicles are normally used.

Have you been working in vehicles over the full period of time you have been in the Force?---The only time I was not was when I was assigned to William Street Police Headquarters, and that was two weeks, but I have been working on vehicles all the other times.

How much of your work comes to you from calls given to you by D24? ---I would say 25 per cent. There is not really a great instance. We usually get people ringing us up, or policemen from stations that have women and children come in and they ring us up. They are not usually calls which come over the radio. They usually ring us up and make an appointment, or they ring us up and want us to come immediately.

I take it the calls you get from other stations would be to do with matters where police feel a woman would be more appropriate for some particular purpose?---That is correct.

(Page 1221 follows)

MR. LAWRENCE: Would they be partly to do with sex offences?---Yes, sex offences, usually from the C.I.B. or it could be a violent female, a mental female or children in trouble - children who have been picked up shoplifting or have run away from home and need policemen to speak to them and also to their mothers when they felt they cannot cope with the situation. When they get lost children the men always call the policemen.

Were you here earlier when Miss Pearce was talking about the change in her attitude to the desired alternatives with young children, whether it be at home or whatever, and continuing in the same situation?---Yes, I was here earlier.

What are your general views on that? Are you averse to protection applications?---I am not averse to protection applications in some instances. When a child first appears at the Children's Court it is usually given a supervision order. In those cases it is usually sufficient for them to stay at Winbirra, the remand centre, for two or three days. That gives them enough time to realise what it is like to be a ward of the State. When they appear at the Court they are usually given a supervision order and a good behaviour bond, so it is enough to scare them into going along the right line. I do not like children being made wards of the State unless there is a really good reason behind it. I think institutionalised children always end up that way. They never seem to be able to lead a normal life.

You earlier referred me to a situation in which you were involved at Footscray with some young children in a family situation. Could you briefly explain that situation to the Board? ---About six months ago we received a call from the Health Department to a house in Footscray. The Health Department received a complaint from someone because of the stench of the house. We attended there because they informed us there were three children living in the premises. We attended at the premises and found it in a disgusting, filthy state. All three children were retarded in some way. We then found out there were really five children in the family. One had been institutionalised in Kew Cottages from the day he was born; the other was in a Children's Protection Society home at Geelong. The eldest had left school but he had the mentality of an 8-year-old. The other boy, who was about 8, went to a special school, as he was backward in his intelligence. There was a little girl who was 6 who had very, very bad eyesight. Their teeth were rotten, they had not had a bath for a week and the linen on their beds was filthy and soiled with urine. It was absolutely foul. However, the parents loved them more than anything. I put a protection application on these children because all they needed were some instructions in hygiene to be able to get themselves through life; to be able to know how to clean their teeth, which they had never done. They did not know how to brush their hair. The parents needed a scare to clean up that house. I did not want to take the children away from the mother and father forever but I wanted the children to have some idea of what it was like to be clean. They had no idea of that.

What happened in that particular case?---The Court returned the children to the home. There was an hour long Court battle, which is quite long for a Children Court's case. The father had gone to the trouble of getting a solicitor.

He obviously wanted the children; he fought against it. I wrote reports and social workers wrote reports about the family and it was quite frustrating when the magistrate decided to return the children home. My thought behind putting the protection application on them was that maybe they could be made wards of the State under supervision and stay in the home for three months until they received sufficient instruction, and they could then be returned home under supervision. That was not to be. They had already been charged on a protection application twice before for the same reason.

Have you had any follow-up with that particular family?---They are now under the guidance of the Social Welfare Department. We are not really allowed - and you would not allow yourself - to become involved in the family afterwards. The Social Welfare Department seems to take over that; you leave it when you see them at court. If we receive another complaint then we have to follow it up again.

Were you, in effect, placed in the role of being the prosecutor of the parents in that instance?---Yes, you could say I was. I had to judge if their love was more important than the cleanliness and the welfare of the children. It is very hard to ask if they really love them, but if they did really love them would they look after and clean them.

From your observations did the children love their parents?---Yes, they obviously loved their parents as they were the only parents they had.

Was there a dead dog there in the house?---Yes. There were several dead greyhounds out at the back of the house. The smaller boy had been playing with these dogs when they were dead. The smell from the dogs was revolting. There were two dead budgerigars in a cage in the lounge room and the goldfish were dead. The children did not understand what death was, they just kept playing with the animals. It was quite repulsive.

The dog had been dead for some time?---About two weeks.

THE CHAIRMAN: What was the position of these parents? Did they like the smell of dead dogs, or what?---I cannot understand it. I looked into the parents' background. The father had been brought up by deaf and dumb parents and he had convictions going back to the time he was 16. His father would assault his mother almost every day. The mother of these children was also assaulted by her husband so much that she had to have a hysterectomy operation because he had kicked her in the stomach at one stage. She had no front teeth where he had hit her. That is the type of people they are.

Do you think the exposure to this type of situation and the general situation in the St. Kilda area and the rest of the district has had any effect on you?---Most certainly. I think everybody tries to put on a front that things do not affect them. We all laugh about dead bodies and suicides, but it is not funny. It is a front we put on. I can accept relationships that are a little unusual; I can accept the transvestites and the prostitutes, but what I cannot accept is the cruelty that people inflict upon each other. That is something I just cannot accept. It does affect me in my home life; I go home and I do not say what is the

rather but I am in a bad mood when I am worried about something or if I am thinking whether I have made a right decision.

You are engaged to be married?---That is correct.

To a policeman or non-policeman?---A non-policeman.

How do you find communication with him on these sorts of matters?
---It is very difficult. I think he is an understanding person but how can I make him understand about the things I see, such as what I have described today? It sounds unreal, but it is there. He does not want to hear what I have to say because he is a man and he is meant to be the one who gets out and does the difficult things. Here am I, a woman, coming along and saying that I have done all these things during the day. It must be hard for him to accept that I am a policewoman.

What is his occupation?---He is a computer operator.

Your world is a little different from his?---Very different. He is indoors all day and I am outdoors.

Are there many transvestites in St. Kilda?---You would be surprised how many, because people cannot tell.

Are you called in to do searches of people when you do not know what sex they are?---We get calls that they are females. They are classified females when they have had the full operation but sometimes you find out at the very last minute, they are males. We do a lot of searches of transvestites.

Is that a phenomenon that seems to be centred on St. Kilda?
---Most of the transvestites work as prostitutes - the ones we see. We do not see the transvestites who have ordinary jobs; we see the ones who are prostitutes and have a drug habit.

What are your personal views on soliciting for the purposes of prostitution?---Prostitutes provide a service. I do not believe they should be prosecuted but it is against the law to solicit for prostitution. When somebody complains in Robe Street that there are girls sitting on their fence then you are obliged to do something about it. You are obliged to charge the girls with soliciting. My personal view is that I do not think it is warranted. It is a victimless crime. It is their choice to do it.

Do you find the policemen and policewomen in the St. Kilda area have different views to you on that?---Yes, they do. That is a personal view; there are some people who hold the same view as I do. There are people who will charge people for charges, as I mentioned before, and a prostitute is an easy charge.

MR. DAVIDSON: When you say they are working for their habit you are referring to their drug habit?---Yes. There are some working for their drug habit and there are some working for their living. The ones who work for the drug habit do not carry drugs on them and if they do not prostitute they are going to resort to stealing to get their money. How else can you get easy money like a prostitute? They would go on to stealing, burglaries and other things.

Do you not agree if they have to resort to taking hard drugs they have to continue their victimless crime?---Yes, but it is a point where if we stop them they are going to go further. That is my personal view. Some people charge prostitutes to give them time to think about what they are doing to themselves. Drug addicts will get desperate; they have to have it so they will do anything to get the money to pay for it. Some of the prostitutes are on 4 capsules of heroin a day, and that is a \$200 a day habit. Prostitution is the only way they can get that money without stealing it.

DR. JESSUP: When you get married and have a house will you regard an individual sitting on your front fence for the purpose of soliciting as a victimless crime?---I have never been in that position. I would not know how I would feel.

(Page 1224 follows)

DR. JESSUP: Is that what you were referring to as a victimless crime?
 ---What I was saying was that if someone rings up and complains that there is a prostitute sitting on their front fence, then we must do something about it. They are complaining about trespassing; they are saying people are sitting on their front fence. Therefore you are obliged, because it is against the law, to go up and charge them, and that is when I do charge them.

But the person living in that house would be the victim in that case, would he not?---If you count the footpath, if they are sitting on the fence - that was in a newspaper. The most complaints we get are that they are walking out at the front and working at lunch time when the kids are around. I do not know who the victim is, but that is just my personal opinion.

I accept it is your personal opinion, but soliciting when children are about is the sort of thing that would give you concern, is it not?---That is true.

And you would regard those children as, in a sense, being victims of the situation?---I do not think most children understand what it is all about, but I agree - - -

THE CHAIRMAN: Is that not one of the problems, though?---I beg your pardon?

Understanding what it is all about, and here it is going on right under their eyes?---I do not know if children do understand what it is all about.

You are the one who said it.

MR. DAVIDSON: Are you referring to the fourteen year olds in South Melbourne and St. Kilda when you say that they do not understand? The teenies, you are referring to?---I am referring to the younger children, I think, from 12 onwards.

Yes, I would think so?---Most kids now know what goes on, and we find that the people living in St. Kilda, in the Robe Street, Grey Street area, are usually young families with children two, three and four, or you find they are an older generation or they are a moving type of person, anyway, who are in that environment because they are that type of person, and the people living around are probably prostitutes themselves.

DR. JESSUP: Or, as you said, they are either old people - - -?
 ---Older people, yes.

Or; you said, young people with families?---Younger people, very young, just married, with maybe two small children. You do not get the middle aged with, say, children 16, 17 and 18, or you do not get the ones who have kids around the six, seven, eight age group. You get the odd one, but there is more a concentration of older people or ones with very young children.

And the sort of people who live there, whom you have described, in the Robe Street area, are the sort of people who complain about soliciting in front of their homes on the footpath?---I do not know who complains. I cannot tell you who complains. As I said, the calls are received at the station. They are usually not received - they come through the superintendent's office or they

come through some other source rather than through the station, or someone wrote a newspaper article about it, so we have to do something about it. That is where most of the complaints come from.

And at all times of the day and night?--Some are out at lunch time and some are out at night. I really cannot say the normal period.

There is no particular pattern you could point out?--No. Some girls work two nights a week, some girls work seven nights a week.

And some of their clients drive heavy vehicles and things like that?--Heavy vehicles?

Yes, articulated lorries and so forth, and park them up and down Robe Street? You cannot say?--I have never noticed.

You have not noticed?--I have not noticed a male person approaching a female from a semi trailer or articulated lorry.

And you have not noticed such vehicles parked in that street? --In which street?

Robe Street?--The odd one or two. I cannot - - -

MR. DAVIDSON: I think you might have missed the programme that they showed on Channel 2 the other night?--I think I did.

It seemed to highlight the problem somewhat.

DR. JESSUP: I am trying to ascertain what it is that you feel is troublesome to you as a policewoman in this situation. Are you unhappy about having to charge the women who have been found soliciting?--Yes, I am. I am unhappy about having to charge them, but I do, because it is my job, and I have to - - -

Do you understand that, as I have been putting to you, the soliciting creates a real problem for the people who live in the street? Do you appreciate that?--The people who live in St. Kilda have always known it is an area where prostitutes are, and has been for a long time. So, if you live in the area, you must expect prostitutes to work in the street. If you live in Robe Street, you know the prostitutes work there, and if you live in Grey Street or Acland Street, there are massage parlours. People expect it; they know before they go to live there.

MR. DAVIDSON: But did the people who live there come before the prostitution and massage parlours?--I do not know how long the prostitutes have been - - -

Supposing the same thing suddenly occurred in the residential area of Deniliquin, how do you think the people of Deniliquin would feel? You know, here we are confronted with a massage parlour, for argument's sake?--I cannot imagine that happening.

It does happen, though?--I could not imagine it happening. I think Deniliquin might be a bad - - -

It is your home town, put it that way. You are familiar with Deniliquin?--I understand what you are trying to say, but I think people who live in St. Kilda, who live around that area, know that the prostitutes work that area. I mean, I am not saying prostitutes do not work in other areas.

I am not necessarily disagreeing with your views, but it seems to me, if you do not like the fact that prostitutes are there, you have to sell up and get out. You are not suggesting that seriously, are you?---No, I am not.

I mean, if you have your established home there in Robe Street, all right, you have bred your children and you are there, and why should you have to get out, any more than elderly people should have to get out of Collingwood, where freeways go burning through the residential area? It seems to me it is a bit of a social problem, is it not? ---It is a social problem, but then, if we did not have that kind of prostitute, then maybe we would have more of a problem with sex offenders.

Are we going to put them all out in Port Phillip Bay?---I think. we would have more problems with sex offenders, because, by the type of people you see approaching prostitutes, they are not really the most high class people. There are some people you would not believe would be there, but most of the people there - - -

Have you ever discussed these sorts of problems with, say, the policewomen at Dandenong who, they tell you, have a traffic problem during the middle of the day on pay days outside the one and only massage parlour there? Would that surprise you?---I do not know whether it would surprise me.

It is a matter of fact. It is a fact of life, unfortunately.

DR. JESSUP: You have said that there are a number of quite elderly people living in these areas of St. Kilda that we are talking about?---Not quite elderly. I would say in their sixties, and there are a few who are in their seventies, but most of the older people, really old people, do not live there.

Well, you can understand their point of view, can you?---Yes, I can understand people's point of view. It is just my own personal point of view about the law. If there were a place set up for them or there were new laws imposed, taxation, and it was legalised, I think that would be the best solution.

You appreciate we are talking about soliciting as against prostitution? I think you have indicated that the people in St. Kilda are concerned about soliciting in the street. You feel that that should be made legal, do you?---I do not know what I really think. I just do not like charging prostitutes, because I do not really think they hurt anyone. I mean, people meet in the street every day, in every town. Unless it becomes a violate encounter or anything like that, it is not really doing any harm. The actual prostitution does not occur on the street. Where we work, it might happen sometimes, but the actual prostitution does not happen on the street where the girls are actually soliciting from.

Yes, very well. You have mentioned you have two vehicles at South Melbourne. Those are two vehicles for policewomen's use, are they?---That is correct.

Can you explain to me what procedures you have to go through to have a child committed to an institution?

THE WITNESS (Continuing): From the complaint, if it is a missing person or a dirty house or ill-treatment, you visit according to the circumstances, wherever the child may be and you ascertain in fact if there are grounds there for a protection application. If there are grounds you interview the parents concerning the actual conditions, or whatever the problem is. If there are sufficient grounds the child is escorted to whatever reception centre or remand centre is appropriate, a form is made out, signed by a Justice of the Peace and the child is lodged pending a court date. If the child is under 12 years he does not appear.

When you talk in your statement about a decision to put a child in a home you are not suggesting, I imagine, that you make that decision and that is that? You are talking about a decision to make an application?---You put the child in the home pending the court appearance. You can summons a child but most protection applications are arrests, because the whole idea is to get the child out of that environment, so it is put in a home three, four days or up to a week pending the court appearance, so it is going into a home, it is going to a home away from its parents. That decision has to be made. If the child is to be made a ward of the State, whether it stays definitely in a home, no matter for how long, is up to the magistrate, but you are still making that first step to have the child institutionalised, to get him away from his home environment.

It is like an initial arrest, is it?---I think it is more than that. It is something you really have to think about. There are circumstances where there is a dirty house, but the children are well fed and clean. You can say to the mother, "Clean up the house, we do not want to take your children away from you". In those circumstances you have to weigh up if the child stays there, is it going to be harmful, or for the good of the child. That is the decision you have to make at that time. You have to think, "Will I take this first step and let it go through the courts, or leave it the way it is and warn them".

THE CHAIRMAN: In matters of that kind, do you refer for advice at all to any superiors ever, or do you just take the decision yourself?---It all depends on the actual circumstances. If I am the senior member in the car then it is my decision to make and I think only the person there at the time who understands the full circumstances can really make that judgment to the best of their ability. There have been occasions when I was just out of training only six months where there were three children, the mother was a very bad drug addict and I had to ring up Russell Street to find a policewoman sergeant to advise me what to do, because really there were no grounds for a protection application other than the mother was a very bad drug addict and really could not cope with the children at that time because she had got into such a bad condition, she was on five caps of heroin a day. She was on other charges of burglary and theft, but at that time I had to ask for assistance.

It is more or less expected of you as part of your duties that you make these decisions?---That you can make a firm decision and stay by it and that is the right one.

MR. LAWRENCE: Take the situation of a woman known to you to be a prostitute walking the streets at night time and speaking

to the occupants of cars driving past, a woman presumably plying her trade. In a situation where there are no children, not sitting on a fence, whatever, you saw that situation would you intercept that woman with a view to interviewing her in relation to that presumed soliciting? ---I would speak to the woman and check her, but I would not charge her.

If you were to proceed against every woman who was apparently plying her trade and proceeded against those who were in fact soliciting in the area, how many hours a day would you expect to spend on that?---If I charged every prostitute I saw every day I would be engaged 24 hours a day.

DR. JESSUP: They would all be cleaned up.

THE WITNESS: Would they? I do not think so.

(THE WITNESS WITHDREW)

MR. LAWRENCE: I have come to the end of the evidence today and shall proceed with some other matters.

The Full Bench of the Conciliation and Arbitration Commission handed down revised guidelines for the indexation package on the 14th September of this year and that was after we had the discussion on datum point. I have copies of that in a convenient form, a one page form and I pass copies of that to the Board for convenience. I do not wish to take the Board to the content of those principles but there have been a variety of changes, basically the insertion of Principle 7(D) and elaboration of the allowances Principle, that is, Principle 8 and also the insertion of a Principle 9 which deals with first awards and extension of existing awards.

I would also like to refer the Board to a case that I did refer to in the course of some discussion last week or the week before and that is one involving the airline industries. It is a decision of the Conciliation and Arbitration Commission of 4th August and on that particular Full Bench was Mr. Justice Coldham, Mr. Justice Gaudron and Mr. Commissioner Heaghey. It dealt with changes in work values in the airline industry. As yet it has not appeared in print form in the smaller, more convenient print form, but I have made copies of the relevant parts of that decision.

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ANNETTE CARMEL SMITHWICK, sworn and examined:

MR. LAWRENCE: What is your full name?---Annette Carmel Smithwick.
I am a Senior Constable Policewoman attached to the Women
Police at Flemington.

Have you prepared a statement for the purpose of this wage claim?
---Yes, I have.

Would you read that statement, please?---I have been a member of
the Police Service for a period of six years. During
that time I have worked within the uniform branch of the
Women Police Divisions, doing general duties.

During these six years I have attended to children,
mental patients, domestic situations, murder scenes,
accidents and many other situations. Each time I
attend at a particular scene it is different, no set
of circumstances are ever the same. During these six
years I have noticed the change in attitude by the public
towards the police. Once when people required your help,
you attended and assisted and the public were polite and
courteous and assisted you in every possible way.
People would sit and listen to your advice and to what
you had to say. Today people are impatient; they do not
want advice they want action. If you are unable to
solve their situation for them then they become aggressive
and abusive towards you.

Since the Beach Inquiry people do not want your
help and will not trust you. They believe that if one
policeman is bad then of course they all are. The
public are easy to convict a policeman, whether he is
innocent or not. Policeman and policewoman are human
and are subject to faults. We have feelings and emotions.
The public believes that the police service should be
perfect in every way and not subject to faults. To
try and explain that in every walk of life people are
different and will do wrong, no matter what profession
you are employed in. I think the human aspect of being
a person, an individual, is forgotten. After all, you
are a member of the police service.

I am presently stationed at the Flemington Police
Station, and have been for the past eighteen months.
The conditions I have to work under are deplorable.
Presently we have 17 members attached to the Policewomen's
Section, and all of these members are in two rooms, and
are sharing 11 desks. There is one toilet, no shower
facilities, no kitchen for the policewomen and we are
presently sharing the kitchen of the superintendent
and his staff. A kitchen with two chairs, a table
(sitting for four only), a sixteen year old 'fridge, and
one very old sink and stove. The facilities are
inadequate and this in itself tends to make the
atmosphere in the office strained. The conditions are
not good enough. There is enough stress working let
alone coping with these conditions. It makes one wonder
whether their work is good enough.

During the course of my duties I am expected to
train other members of the service in general duties.
These members are naturally the trainee constables and
the probationary constables that come to our station
from the Police Training Academy. I have been assisting
in training these members for the past three to four
years. During this time I personally have been learning
and gaining experience in my work and I am still learning
from day to day.

I have only six years of service and I am now starting to understand my work and above all to handle situations. This of course has been taught to me by experienced members.

During the present administration of the police service I have observed that members with under two years experience are also training these new members. The responsibility of these members is difficult enough without having to watch even more junior members to them. The decisions and the responsibility of having to train these members plus learning themselves from day to day is just too much. Members of the service who have attained the ranks of sergeants are in a position to train these members. The amount of years experience and the qualifications they have attained gives them the responsibility of training these members.

For two years of my police career I was stationed at the Fitzroy Police Station, an area which is well known and an area which has been heavily policed for many years. During my time at Fitzroy I found working in the area a great experience regarding my work but at the same time very worrying and frustrating.

The Aboriginal population was large and most of the population was receiving some sort of benefits. The people were very difficult to control and required our attention 24 hours a day. This community runs wild and refused to accept any law and order. They were a law unto themselves. Any assistance given to them was very rarely appreciated and many members found they were being abused continually, both physically and mentally whilst working in this area.

The large migrant community also gave us a great many problems. Although the majority of them were very co-operative and polite, they believed in punishing their own, their own way. This meant that many old country ways, which in this country would be against the law, were being practised by these groups. No advice or counselling would ever seem to get through to these people who would then abuse you for your interference.

A great many problems from this part of the community, came from the juveniles from the ages of about 13 years to 16 years. Many of the families although they had been living in Australia for many years, enjoyed our way of life but wanted their children brought up in the old country ways. The children were being torn between the Australian way of life and the life that their parents wanted them to live. Once again, counselling and advice given to these groups was to no avail as many members would find themselves once again abused in some way. A great many problems put on the members, especially the stress and strain of these groups, would show on the members after working within the area for only a few months. Problems which were not necessary.

In all avenues of my work whether general duties, or the social welfare aspect, the stress and strain of the job is there. Decisions have to be made and you are the one at the time, and you must make the decision. The decision must be the right one and must be for the benefit of that person, or that patient, or that child and his family. If that decision is not the right one you not only have that person to answer to, you must answer to your superiors and also members of the public

and also the Police Department itself. You are in a responsible position and people expect you to know what you are doing. They believe that you were experienced and that you were trained expertly for your position.

Our training does leave a lot to be desired. Five months of some English law, and of course, physical training. This enables you to go out into the world and know that a person is in need of medical care, psychiatric care, irrespective of the fact that you have only one-twelfth the training of a doctor or a lawyer. You know that whatever decision you make is final and for the benefit of all concerned.

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THE WITNESS (Continuing): When we go home from work we do not unplug ourselves from the switch on the wall and become a quiet little member of the public. We are already human. You cannot just turn off and expect the problems and the work you have done during the day to just disappear from your mind. How do I unwind and relax so that I may start the next day fresh and ready for what may come?

Do my friends understand me? Can they understand that at parties or social functions I refuse to state that I am a member of the Police Service because I want to enjoy myself and be just another member of the public. I do not want to be bothered by people who have heard of police bashings or have been booked for some such thing, or of something that happened to their friends. I want to enjoy myself and relax, so I become short with my friends and I do not go out because of these reasons.

There are so many aspects of the Police work that are frustrating and tiresome. The long hours, the people you try to help, the abuse you receive - where does it all end? I have feelings, I am human, I have needs. Who do I talk to, who do I turn to for help? Who really cares?

MR. LAWRENCE: What did you do before you joined the Police Force?
---I did accountancy work.

How old were you when you joined the Force?---22 years of age.

For how long had you been in accountancy work?---For approximately 6½ years.

Was that the only job you had after leaving school?--- That is correct, yes.

You have been in the Police Force for six years; where have you been stationed?---I was stationed at Russell Street for approximately 2½ years, Fitzroy for 2 years and Flemington. I also did some relieving work at Morwell, the policewomen's division there.

THE CHAIRMAN: How long were you at Morwell?---Approximately two or three months.

Was that in the period of time you were at Flemington?---That was in the period of time I was stationed at Fitzroy.

Is that approximately two years that you have been at Flemington?---Yes.

When were you promoted to Senior Constable?---In February of this year.

You have said in your statement there are 17 members attached to that section at Flemington. What is the break-up of that?
---One senior sergeant, one sergeant and six gazetted members. The other members are trainees and probationary constables.

If we take the six gazetted members, what ranks are they?---Two senior constables and four constables.

How long have the four constables been in the Force?---Up to a period of four years. One has four years, the other three members under three years, I believe.

The others are probationers and trainees?---That is correct, yes.

What is the procedure at Flemington station as far as you working with other members are concerned?---You rarely get to work with

the members you are gazetted with because our strength of trainee constables and probationary constables we are usually not necessarily allotted one of these members, but our duties involve working with one or two of these members each shift.

Do you work with other gazetted members from time to time?---Very rarely.

These probationers and trainees are junior members of the Force? ---Yes, they have up to a year's experience.

The trainees are trainees under the extended training scheme?---Yes, they have come out from the Academy for their three monthly training period.

I think you said you work with one or two of those, is that right? You normally work with one or two?---Yes, usually one trainee and one probationer.

THE CHAIRMAN: That is three in a group?---Yes, if we work three up, but if we work two up it is a trainee and a gazetted member, or a probationary constable and a gazetted member.

MR. LAWRENCE: Does the station have probationers and trainees working together in a two-up situation?---Yes.

Does that happen very often?---No. We have quite a few extra members because of the probationary constables who are with us and they feel the gazetted girls on the station would lend more experience to these members by working with them and not with members they are gazetted with, so the number of times we do work together is very rare and it does put some sort of a strain on us as sometimes you do get into situations where you need back-up by a more experienced member. A junior member is not sure how to cope with a situation. If you are working with an experienced member they can do some of the thinking for you, they can be attending to something while you are speaking to someone else. If you are with a probationary constable or trainee, or both of them, you have to allot those constables various duties so that you are watching what they do to see they do the work plus supervising the situation and making sure the situation is solved at the time and the right advice is given to that particular person or persons.

How many vehicles are there at Flemington?---We have two vehicles.

During the day shift would both vehicles be out on the road?---Yes, from 7 a.m. to 3 o'clock in the afternoon.

What about the afternoon shift?---There is only one car used for the afternoon shift and it is usually manned by either two or three girls.

Do you operate 24 hours a day from Flemington?---No, only from 7 a.m. to 11 p.m. at night and we do night shift once each month, one girl has night shift.

THE CHAIRMAN: When you are referring to a member operating with a trainee or a probationer, are you talking about policewomen only, or policewomen plus male members, or male members only?---No, I am only talking about policewomen.

You are not integrated?---No, purely policewomen's work.

MR. LAWRENCE: So as far as night shift is concerned it is one member from Flemington?---They work with another member from Avondale Heights for that night shift once a month.

What area is covered by that?---All suburbs north of the Yarra, Flemington normally works with Avondale Heights?---Yes.

I take it on other weeks one might have Heidelberg?---The procedure is we work with Avondale Heights once a month. The following week it might be Russell Street which will be covering our area. The week after that it would be Heidelberg and Nunawading, that would cover the northern suburbs. The girls south of the Yarra pair off the same; Dandenong and Frankston work a girl together and East Bentleigh and South Melbourne would work a girl together on that night shift so we average one night shift a month. For example, I would do night shift only once every five months. Each gazetted member would do night shift.

THE CHAIRMAN: I am not quite clear about what you have just said. "I would average one night shift per month"?---That is manning the stations. The station does a night shift once a month. Each gazetted member takes a turn at doing night shift, so it would average at about once every five months each member.

MR. LAWRENCE: Does the sergeant do night shift?---No, she does not.

Is it a practice to have a sergeant on duty?---There is always one sergeant working either with Russell Street or one of the other stations to supervise the cars on the road.

That is north and south of the Yarra?---Yes.

Working separately?---Yes, they work all their southern suburbs and we do the northern suburbs. If they are tied up or busy for some hours then we would cover the whole area.

The supervising sergeant would be in another vehicle, a third vehicle?---No, in the second vehicle. The supervising sergeant usually works the Russell Street car, but on occasions they take sergeants from other stations and utilise them as a supervising sergeant.

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MR. DAVIDSON: Your sergeant does not supervise?---No.

You would probably have a sergeant from Avondale Heights?---Yes, she would supervise or possibly there would be a sergeant from Nunawading who would supervise.

THE CHAIRMAN: That sergeant would be on her own?---No, she would be with two members.

MR. LAWRENCE: On night shift there would be two vehicles with policewomen in them for the whole metropolitan area; one would have a sergeant and two members and the other would have two members?---Yes.

You have referred to the trainee system. For how long has that operated at Flemington?---It has been since I have been at Flemington, for the past eighteen months or more. I do not know when they started with the trainee system prior to that.

You say you have two rooms there. What size are those rooms?---I suppose they would have the capacity of this room, but they may be smaller.

Are you talking about the two rooms, together?---Yes, the two rooms together would fit in this section here. There might be a little left over, but not much.

You say you share 11 desks?---Yes, that is correct.

Do the physical facilities have any impact on the effectiveness of the work you do?---Yes, they do. While working as a policewoman and doing the work of a policewoman there are many situations where you come in contact with dirty families where some children are diseased - they may have lice or scabies - and you do need to wash or shower yourself in case of contracting these diseases. Sometimes when you have a situation where you have gone into a family and a child has been charged through either neglect or some such situation and the child is conveyed back to the office where it is charged but on occasions we have had to strip the child and wash them and put clothes on them to have them placed in the institution. They may not have enough clothing on them, they may be in a very filthy or putrid condition or they may have scabies or lice, or something like that. You then only wish to protect yourself by washing the child and yourself, and by changing. Without the facilities this goes on until the end of the shift, until you go home. You then disinfect yourself.

THE CHAIRMAN: Are you provided with any form of protective clothing for that work?---No, none at all. The uniform I am wearing is the uniform we wear from day to day in every situation. We have no other protective clothing at all.

You do not have any rubber aprons or anything like that?---No. Most policewomen now have a change of uniform at the office where they can sponge themselves down with Dettol and change uniforms. You still have that child and you still have to convey it to the centre. Even though you have washed it it still has the disease, you have not washed it away, so you are taking pot luck and hoping you do not get that particular disease.

MR. LAWRENCE: Have you suffered from any of these diseases?---I once had a touch of scabies. That was through an interview where I sat in an interview with the C.I.B. and searched

the female for them. I found out next day when spots appeared that she had scabies. We eventually received medical treatment the next day.

Had you received any instruction about that type of disease prior to that incident?---No. I had never heard of it prior to joining the Department; I never knew what it was.

How long ago was it that you had the scabies?---It was about four years ago.

Have you found any change in the number of cases of scabies that you come across in your work in the years you have been in the force?---I only ever came across it on isolated occasions. If a family was diseased and needed assistance without you interfering in the capacity of charging the family, you then brought in social workers or nursing or some sort of medical care for them. Very rarely do you find it these days, although I have come across it on a couple of occasions. I have steered clear of it because I know the effect it can have when it gets into your system.

What about lice?---There is a great amount of lice. I think it is a disease we will always have to put up with, particularly in dirty families where it is found quite a lot. It is spread through the schools because of these families. You inform the school so the parents are aware it is in the school and can obtain treatment. It can be treated quite quickly these days if it is attended to straightaway. You do come across it quite often.

MR. DAVIDSON: Is it found in any particular groups?---You usually get it in the lower class of families. There is a great deal of it in community situations such as Housing Commission areas. I suppose because of the large population in a small section it is usually predominant in those situations. You do not usually get it in a suburban house unless the house is very dirty.

MR. LAWRENCE: Have you noticed any change in the number of cases of lice you have come across?---Yes. These days people are becoming more aware of it and it has received a great deal of publicity over the last couple of years. You always get that situation where a family will ignore it; they will not accept help and they believe just washing will get rid of it and they do not need medication.

How often would you come across a case of lice in the children with which you deal?---I usually come across a couple of cases every couple of months or so. They are not usually very bad cases. Some are, but then you inform the parents immediately they do need medication and to get it, or medical care, and if they are attending schools or kindergartens to notify them immediately so they can get treatment there for the children and it will not spread. We will always have it; it is a persistent disease.

What precautions have you taken on the occasions you have come in contact with children who have had lice?---If I can I take off my jacket and give the child his change in short sleeves, get the child to the institution as quickly as possible and afterwards we usually go through a lot of Dettol; we sponge Dettol through our clothing and on our hats and make sure our hair is combed. We then check our hair for a day or so to make sure nothing shows up. We have no actual protection or anything to that effect which can assist us to stop us getting it ourselves.

What proportion of the time on day shift would one of your vehicles spend on receiving calls from D.24?---The car that starts at 7 o'clock is usually on the road by ten past seven. It is usually a crew that does not have members on who are attending Court. It is on the road virtually up until lunch time when, if they can, they will stop for lunch. If they cannot stop they go through to 3 o'clock. The day shift car, which works from 8.00 a.m. until 4.00 p.m., does the despatches for the office, the conveying of members for Court and anything that is required through the office. Once those duties are completed it is an extra mobile unit.

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MR. LAWRENCE: This earlier car, the one that starts at 7 o'clock. That basically works independently of the demands of your station?---No, we tried very hard not to. We will still try to work as a policewomen's car. Of course, the pressure is put on us from D24 and other members, they try to utilise us as another male divisional car and try to get us to attend as many sorts of situations as we can.

We have a job book at Flemington, which has the jobs that come into the office for policewomen's work, counselling children, domestic matters, some public relations work, some lecture work. We mainly keep doing our policewomen's work and visiting our areas and try to be apart from being sent to accidents and things like that, because we wish to retain ourselves as a policewomen's division.

Nevertheless, do you find you are doing, if I might call it, male's work?---Yes, but they keep forcing us and sending us to situations which we feel a man would possibly handle far more effectively than us, with being sent to accidents, breakings, anything they can send us to, burglaries, and this is taking us away from our own work because we put the point across if we are attending to a situation - for example, I had to attend an accident, a three car pile-up in Brunswick, but at the same time I was required at Northcote to take a statement regarding a sexual assault, I could not get out of the situation of attending the accident because there were no men there. Therefore, the members at Northcote who had this female complaint about a sexual assault had to deal with it the best way they could. I do not know how they solved it because I was tied up with the accident for one and a half hours. So once again our work went by the wayside as we were pulled into this whatever you like to call it.

You are an extra member, an extra mobile car on the road and will be treated as such and do as directed, so it is taking away from our policewomen's work all the time and our duties are falling by the wayside because of this pressure from the department.

You referred to being directed - is this being directed by the operator at D24 or someone else?---Yes, you cannot say no to D24. If he sends you to a situation you must go. I did not know about this Northcote situation until I got back to Brunswick half an hour later when I was tying up the accident, then I was abused by the members at Northcote because I was not there to assist them and I got back to Brunswick and found their car was there and could have taken over the situation, but because we got the call, they let it go.

Is this a common feature of your work that you are called out to do general police work?---Yes, male members particularly are pushing us into this situation. They believe if you have equal pay you should do equal work, but they do not think that we have other work to do as well. The pressure and the push is just so very obvious and there is no way you can get out of it, yet we are stressing that our work must be done and we feel our work can only be done by us.

As a man would go to a brawl with a female, we would be very wary of the female he is with, he would be off guard, protecting himself, because the female he is with makes sure she is all right.

It is the same situation with us, if we take a man into a domestic situation involving a neglected child, maybe a 14 year old missing person, we feel we can better cope with that situation, we feel we can understand that situation far better than they can. We seem to have a different set of values. Where a policeman would consider a house to be dirty, a policewoman will not. Policewomen visit so many different homes that we can put them into perspective, and we know if a family is dirty, it is dirty. It could be quite deplorable to a policeman and could be quite all right to us. They really do not know how to distinguish between a dirty family in those situations and one that is not dirty.

Over what period of time have you noticed this pressure on you?---
Over the ~~last~~ 8 to 12 months, where we have been pushed into being an extra mobile unit and attending what we call male jobs in the Force.

Do you feel strongly about the distinction between male work and female work?---Yes, I do, because I think I joined this service as a policewoman to do a woman's work, okay, there is the Equal Opportunities Bill which expects us to integrate with other sections of the department and to specialise in various other sections, you may go to the CIB and you may want to specialise in the drug squad or the armed robbery, you may want to specialise in that, but I joined as a policewoman to do policewomen's work. No man could ever, I do not think, thoroughly do that work, he could not do it as thoroughly as a woman.

As a man can do his work, I do not think I can take his work over from him. Of course, there are situations where we can work in together. There are situations of minor traffic offences, thefts, small crimes, yes, but I do not think my services can be utilised to their fullest doing the heavy male work. I tend to be very feminine and faint in situations, get sick and squeasy. I know some men do that, too, but I think they are able to cope more efficiently at attending fatal accidents and murder scenes, where I know I could not.

What is the general feeling of the members at Flemington, the gazetted members?---Very much for policewomen's work - very much. We have this angry attitude about being called to accidents. We know sometimes there will be opportunities or situations that we will have to attend because of some emergency situation within the area. We may be the only mobile unit, but there are other units that can be utilised to do this work and we do not see why we should be pulled away from our work.

You have referred in your statement to the variety of work that has to be done, attending to children, mental patients, domestic situations, murder scenes, accidents and many other situations - in those, have you not been doing a man's work?---No, I think even attending a murder scene, I have attended a murder scene where it started as a domestic situation, where one spouse is deceased and there are children involved. The other spouse may be charged with an offence and the result of what happened with his wife or with her husband and the children, if there are no relatives or close friends, we are brought to the situation to guard them until some decision is made regarding the parents.

That is why I attend at murder scenes. I have attended accidents, one in particular in St. Georges Road, Fitzroy, some years ago, where there were three fatalities, three people killed, but there was a large quantity of children in the cars who were not injured, but who were hysterical at the time. They needed us on the spot to get the children away from that situation, to comfort them until the time when relatives and close friends could collect them and take them back to their home. That is what I mean by attending these situations.

MR. DAVIDSON: It seems a practical way to operate?---Yes, in the capacity as a policewoman doing my work.

Do you find the work you are doing as a policewoman in Flemington is any different to the work you did as a policewoman in Fitzroy?---No, other than this last 8 to 12 months when we have been forced into working as a mobile or male member. Our work will always be there, it will always be needed, a female will always need help, a juvenile will always need advice, counselling. We specialise in that and it will never go away.

What about working in the high rise flats in Flemington, how do you find that, how demanding is it?---It is demanding, I think possibly because of a great quantity of people in such a small area. You will get situations where people are going to fight and have marital problems because of being in these situations. Children are not going to have the benefit of playgrounds, but once a child comes down from the high rise flats and goes to the park or the grounds of the Commission area - there is no fencing - it is a big wide world, children get out very quickly and we go into those places to help children and the families because in some situations or most situations, usually the family in the Commission flats are on some sort of benefits and are forced into living in those flats and the children possibly do not have the opportunities that a normal child has who is living in a suburban home, with a big backyard to play in, and other advantages they miss out on.

What about your security or feeling of security when you go into these areas, say going to the tenth floor of a block of flats - what are your views on this?---What do you mean, security?

Is there any threat of violence?---Yes.

THE CHAIRMAN: Personal security?

MR. DAVIDSON: Say you go to the twelfth floor of the flats at Flemington and you are confronted with a serious domestic situation?---It is very difficult, because if you are confronted with that, say a domestic situation where the parents are at each other physically, you have to try to detain one and get the other out. Usually, we have to call upon a male unit to assist us to restrain dad.

From the twelfth floor, how do you do that?---You must keep talking way around the situation, you must be sympathetic to both parties and at the same time force your solution into it without offending either party.

Do you have a personal radio with you?---No, you usually have to send the member you are with down the 12 floors to the car to get assistance. She cannot stay at the car, she must come back to you. Therefore, if they send units to assist you and if they want to know how the situation is progressing, you cannot assist them by yelling down to the car, so you must use the gift of the gab.

You come across the situation where you may be hurt but you seem to be able to get around it. Usually by then, the members have arrived, but it is the gift of the gab, you have to please both sides and hope to goodness it succeeds.

MR. LAWRENCE: What about the story I have heard of tyres of police cars being let down?---Yes, it is quite common. to come back to your car once you have been the 20th floor and find the four tyres are flat or there are a dozen eggs broken over the car or it has been spat on or one of the side panels has been kicked in.

When I was at Fitzroy, we never drove a police car into the flats, we walked in, because each time there would be damage done to the car so we left the cars in the street so they would not be damaged.

Does this tend to happen with visits to high rise flats, rather than other areas?---Yes, it usually does. The suburban areas are pretty quiet, it seems to be that with the amount of population in one area, they seem to retaliate towards you, take out the pressures that are on them, on you.

Do you have much contact with local welfare agencies in the Flemington area?---Yes.

What sort of agencies are operating there?---We have the Melville Clinic in Moreland Road, the social workers at Ascot Vale and the social workers at Kensington and Flemington Community Centres.

How do you and the other policewomen get on with those groups?---We seem to be two forces heading for one another but not getting anywhere. We will make a decision regarding a situation - for instance, you will pick up a 14 or 15 year old girl who has run away from home, she has been living in a de facto relationship with a boy, she is pregnant; you find her, take her before a court. The result of the court could be probation, return to the police or it could be admitted to the care of the social Welfare Department.

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THE WITNESS (Continuing): If that is the case, then the social workers take over as they do with a child who is on probation and visit them. We find that the Social Welfare tends to put the children back into these situations. Where you pick up the 14 year old out of a flat in Racecourse Road, she may have been living with some sort of fellow, she will go into a hostel for counselling for may be ten days, and then she is allowed to go out into one of their flats where she is not supervised. She may not attend her counselling period. She is supposed to go back to the centre probably once a month for counselling. She is either to attend school or be employed. They do not check on the situation they are in and are forced back into the situation we have taken them from. The kids have the idea that the policewomen will not let them get away with it, but Social Welfare will. We cannot convince Social Welfare what they are doing - they see a child in an office, they converse with a child in an office, they do not see them in that environment. They do not go and check who is in the flat with them, is anybody in the flat with them, are they employed? During their counselling periods if that child said she was employed, then the social worker would believe her. Many times you pick up the child from the flat, she is a ward of the State, you know she has to have further restrictions on her so you have the child returned to the Social Welfare Department with the Director's permission. Then you have the Social Welfare worker, "Why have you taken the child out of the situation I have put her in? She is working." But then what I have found out, and of course she is quite surprised.

MR. LAWRENCE: Is there any problem with the level of staffing in the Social Welfare agencies?---I suppose it is the same with the other organisations. We are under-staffed, I suppose the Social Welfare could be under-staffed, the Education Department, the medical profession. We have situations we must attend to. We cannot put it aside because we have other duties to perform. Each has to be done and has to be done quickly. I cannot see how this Department has to be different to ours.

Do you find there is a change in attitude to questions like exposure to moral danger, that particular section of the Act?---Yes. Over a period of the six years I have noticed, particularly with juveniles, you will find them in situations where they may have social diseases, they are living with males, they are pregnant, they have had abortions, you put them before a Court and they are counselled and helped straight away. The families were very embarrassed, disgusted with the girl's attitudes, with her moral attitudes, wanted our help in assisting with them desperately, and were always willing to have us counsel the girls as often as we could. But over the six years the moral attitude of the public has changed. You see a girl today 16 or 17 with a baby, no-one thinks twice about it. A girl of 14, not much really different to 15 or 16. I have had them at 12 where they have been pregnant. Mum really did not think anything was different that her daughter would be pregnant. She was a woman, that was her role in life. Every time I seem to interfere with that family to get assistance for that girl, they think she should have a child at 12 and should be a mother at 12 or 13. I do not think there is a moral understanding. I think people think if that is their way, that is the way of life they want to live okay. We have situations at communes, girls even attending school who are sharing a flat, they have got it across to their parents that they should do that today so that is what they

will do. Today people just do not have a moral attitude towards anything. It seems to be, if that is your cup of tea, nobody else is going to worry about it.

What do you do as a policewoman, do you throw up your hands?---No, it is not my job to throw up my hands and give up. I have a set of values and a moral standing. I also have a job to do and I do it to the best of my ability. If I have a girl of 16 years and one month who is in a situation where she may be living with a chap or she may become pregnant or may have a social disease, I think I should interfere for her own good. She may want to settle down at 26. She needs help. She has to have help. She has to know at 16 that that is not the thing to do and there are laws, but then, of course, today we have laws that you can get married at 16 so you are pushing against a brick wall once again. Carnal knowledge laws are changing, or they have not changed yet because of this age of being able to get married younger which has pushed back our work a little bit.

Is the moral danger matter seen differently to what it was in the past?---To members of the public yes, to me, no. Sixteen, today girls know that they can leave home and they go. Parents think, "Well, yes, she is 16, let her go". Half the time they are not really concerned what situations she is going into. I can let them know, of course, but they still do not want to know. Of course, you are the big bad one if you interfere and put these girls before a court at that age. I still stand by my principles - - -

Is there a 24 hour availability of social workers in your district? ---No, social workers work 9 to 5, five days a week. We can never get a social worker after hours or weekends when we want to contact them regarding may be a ward who is in trouble, or a family which may need counselling straight away who may not be able to wait until they can get an appointment in a month's time.

Is that the same everywhere in Victoria?---Yes.

They do not seem to think life goes on 24 hours a day?---No, they think social work stops at 5 o'clock Friday and that is it. Our work becomes even harder and there is a lot more of it because of the lack of social work done by these social workers.

MR. LAWRENCE: Do you find that drug addiction or experimentation with drugs is widespread in the Flemington area?---I think it is widespread in every area. I do not know the other area. It exists in our area. It is very hard to find out where the source is, or to control it. At the moment we are having a lot of problems with the sniffing of glue business. It seems to have taken on like a bullet of lightning. There is nothing much you can do about it. I have been giving lectures to schools in the area on drugs and various other aspects of our work involving them as well as us. I do not know whether it is going to help. I hope it does. It is a problem that I think is going to take a long time to solve. I have even had a little kid, a five year old, who wandered away from home for no reason. We found him some hours later. He had no idea where he was or where he was going. In fact, he was really incoherent at the time. He had found his mother's bottle of Valium and thought they were lollies, had found out they were not and were selling them to the kids in prep. and taking them himself.

Do you find this situation of girls living in flats and so on - difficulties between parents and teenagers - that there is an element of experimentation with drugs?---Yes. You cannot really blame the kids. I suppose everyone in this room went through the same thing of trying out smokes when they were young. There is so much publicity and the more you tell a child you cannot do something, cannot have drugs or Dad's liquor, it encourages that child to have a try. I do not think the kids and the families are a unit enough to talk about those situations, to try to get the child to understand what it would involve if they did start smoking, drinking, popping pills, or whatever it is and the effects it would be. We tried to push it so often. There is so much written in the papers, lectures you can attend, but people do not really care until it happens to them. You force it in families. I know each time we speak to families where Mum has the suspicion that a child has been smoking marijuana and getting it at school, the kids are not frightened of it. They are going on to the bigger stuff now. You cannot tell them. They will not accept your advice. The families do not want your advice either until it is desperate.

You indicate on the last page of your statement that you have trouble in working out where to go, where to turn for support. Do you find this a difficulty that is common with other police-women?---Yes, it is quite common. I know occasionally even at work you will have a bad day, a demanding day, I think everybody has a day where everything goes wrong, but I think in our work it is not only what goes wrong, it is the pressure that is on you all day. We grizzle about our shifts, we grizzle about working with trainees, we grizzle about doing men's work, but who do we grizzle to? I know on occasions a girl friend has called in and I have let out on her and she has wondered what on earth she has struck. You have to let out, you cannot just keep bottling it up inside. I have gone home and thrown cushions all around the flat. You cannot just keep putting it inside and think when you get home everything will stop, it does not, it is still there, it does not go away.

Do you think that the other policewomen at Flemington as well as yourself have a clear and happy understanding of what the role of the policewoman is today?---I think the whole situation at the moment is very confused for everybody, but that does not stop our demand to be what we are and to stay what we are, even though we are being forced out of the situation. We all want to stay as women in a women's job, and as I said before we can only do that work.

MR. DAVIDSON: Do you think integration should be a personal choice, for instance, if you wished to go to the C.I.B?---I thought it was a personal choice before the Equal Opportunities Bill. I do not see why it should change now. I think it is the same in any profession. If you are a member of a company and want to get to an executive position, if you are a man or a woman, you work for it.

Do you think, for argument's sake, that if there were a vacancy for a specialised position, female members could apply so it gives the choice of applying if you want to?---Yes, I agree there should be a choice, but I also agree that a woman's work is a woman's work.

I have no further questions.

DR. JESSUP: Do you have any difficulties in the Flemington area with prostitutes?---No, there are not a great many prostitutes in our area.

There are not?---No.

Any similar sort of sexual or semi-sexual situations like that?
---Yes, there are some involving family situations that I go into where the mother may be a prostitute, or working in a massage parlour, but we usually come into that sort of situation where the children are alone, without adult supervision, but as to the loitering prostitute type, they usually come under the control of the C.I.B. or the crime car squad in the area.

You do not have any problems with soliciting in public places, or things like that?---No, there is not a great deal of it in our area. It is mainly a migrant community area, Commission, or family situations.

You have made several remarks about the changing moral standards which the public seems to have?---That is correct.

I take it you do not share those changing moral standards yourself?
---No, not when it interferes with my work, no.

Do you find there is any particular section of the public whose moral standard is changing?---I think it is in all aspects of the population. I think I will stress one problem at this point and that is the moral standards of the social workers. They are very young, they have come through universities where they are not disciplined, they have pretty much a free way in life, they believe their moral standards, they set their set of values and I think their view comes out on the children we talk to.

You mentioned young social workers. Do you find the moral standards of young people generally are any different from the older people in the community?---Yes. Older people very often do not change their ways. If they have moral attitudes, political attitudes, they usually retain those attitudes over the years, it is a big thing for them to change their attitudes. Young people are easily influenced, easily led into other attitudes and I think that is what the problem is.

When you are referring to the changing attitudes of the public, is it mainly concerned with the younger sections of the public?-- Mainly from 40 down, I would say.

Can you be any more specific in that 40 years down group?---As I said, older people - and I put older people age-wise over 40 - do not change their attitudes. People under 40 can be influenced, you can talk to them, they will listen to what you have to say, your attitudes they will listen to and they will argue them out with you and will change their attitudes, but people of an older generation again have been taught by one set of values and will stick by that set of values.

The problems you find with the declining moral standards in the community, are they problems in the under 40 group?
---Yes, mainly juveniles at this point, but mainly in the under 40 group, parents and upwards.

Even in that group there is a juvenile group?---Yes, and their parents.

You have been in the Police Force for six years and I suppose over that time you have seen quite a number of young policewomen join the Force?---Yes. I have.

Have you noticed there is anything different about the young policewomen who join the Force?---There has to be a change, I think, in every generation. I do not think anyone can stop that, but I have found that most of the policewomen, the majority of them, their set of values and their moral standards are much the same as mine.

There is no more flexibility in moral standards amongst the people who are joining the Force now than there used to be? ---I suppose there would be to a degree but most of the girls coming into the Force are selected girls, they have gone under examinations to get into this position, they are of good character when they come into this position. I would suppose now their moral standards are questioned as they do come in and I have found the girls I have worked with as they come in have the same moral attitudes as I have.

The young policewomen you get, are they largely well educated people? ---Yes, they are pretty well educated.

Do you find they have an enquiring and questioning approach to old established standards?---As any new member has, yes.

Would you be able to indicate how you, as a policewoman, are affected by the changing moral standards amongst young people in the community?---What do you mean?

Does it affect your work?---Yes, it does. Before I joined the Service, as I said, I worked in an accountant's office and did for some years. I came into this service and I suppose I saw the other side of life. I learned so much, I was bewildered by so much and frightened by so much, as so many members are, I think. The moral attitude of the members as they become older members, they learn from what they see. The public only sees the side of life from the position they are in. They do not see every aspect of life that we see, they do not see the results of some of the girls we deal with where we pick up a girl who may have a social disease; her parents are upset but are not really aware of what could happen with that girl if she is not counselled at that point, they are not aware of the situation she could get into. Their attitude is everybody should lead their own life to its fullest, enjoy it, have their own moral standing, but nobody likes to have their morals questioned, nobody likes to be told they are wrong, nobody likes to be told their attitude has to be changed, they need advice, they need counselling.

Is this something you noticed at Fitzroy?---Yes, I did, very much so.

Is it something you noticed prior to that when you were at Russell Street?---Yes.

And the problems which come back to your work as a policewoman from these attitudes, are the problems you encounter now any different to the problems you encountered then?---They are the same problems but they have increased tremendously.

What do you mean?---Even in the attitude over six years.

You mean you encounter more of the same sort of problems?---Yes.

What was the date of your arrival at Fitzroy?---April, 1975 - I am sorry 1974, I think.

THE CHAIRMAN: You think?---I am pretty sure.

DR. JESSUP: You mentioned in your statement on page 1 that the attitude of the public has changed. You are referring to the fact they were once polite and courteous and assisted you in every possible way. Now they do not want advice, they want action and so on. Do you recall?
---Yes.

Is that connected to the sort of attitude on moral questions which we have just been discussing?---Yes, it has a lot to do with it, yes.

Or is it different in some way from that? You say it has a lot to do with it; can we say it is the same thing altogether?
---It has a lot to do with attitudes towards us. There are other aspects as well, the publicity the Department has had over the last three or four years, but a lot of it has been through moral attitudes as well.

When you say they are aggressive and abusive towards you, is that a reference to their feeling they do not want to be told what the rights and wrongs of a moral situation are?---Yes, that is correct. People once would speak to you and listen to your advice, they wanted to hear what you had to say, they wanted your opinion on something. Today you can give them advice, they will take that advice maybe once or twice, but if that advice still does not do the work, if the child after being counselled on two occasions still persists in such a way that her behaviour warrants attending a Children's Court and you take that child before the Court, her parents are against you because you have taken that child out of her environment, their custody.

When did you notice they were in favour of you taking the child before the Court?---The first couple of years, I think, when I joined the service.

That is when you were at Russell Street?---Yes.

In any areas of Melbourne you were then working?---In the city, Carlton, Port Melbourne, the inner suburbs.

I suppose in those days you encountered a certain element that was abusive and aggressive?---Yes, you always did, but it seems to have increased over the years.

Nowadays you still do encounter some people who are helpful and courteous?---Yes, there are some members of the public who still like you.

Being realistic would you say the large majority of the public would be in that category?---The majority of the public that I come against are aggressive. You help people out, you attend public relations situations where maybe a kind word is needed, but during my work as a policewoman I find that families and children resent you because of your position and because of what you can do to them.

THE CHAIRMAN: Do to them, or for them?---Both. They do not understand what they are doing and the more you try and get it across to them, the more they believe you are trying to take over the situation and take the child away completely and they will not have custody of that child again.

This approach to parents referred to in page 1 of your statement, would you say it is something over the six years that is quite new, or something which is more a change in emphasis?---It is new over the last four years and still on the increase. There are hundreds of organisations to assist families, children, parents, battered wives, whatever. They feel these avenues may assist them further. If we find those people are not doing their work then we come into it and take over the situation. We feel that family needs are helped even if they cannot see it as helping them.

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DR. JESSUP: You say it is new, but you mentioned a moment ago that you did get in the time you were at Russell Street from the outset the occasional troublesome situation in this area. It is not something that you were unfamiliar with, is it?---No. As I said before, our work involving this particular type in the community is always there. It will always be there; we will always have the necessity for policewomen. As it is on the increase we are needed more and more.

It would then be a change in emphasis over the period of time?---Yes.

You mentioned the Beach Inquiry. What were your feelings about that Inquiry when it was taking place?---Concern for the members.

Were you worried at the time that something adverse to the Force might come out of that Inquiry?---I do not know whether I was worried about whether anything would come out of the Inquiry. I suppose in any walk of life you are going to have a bad solicitor, a bad doctor or a bad teacher. You are also going to probably come across a bad policeman or a bad policewomen or two. My concern was for the members' welfare because of the public reaction. The public very easily will convict a member, whether they have the whole story in front of them or not.

You are talking about the members. Do you mean all members, generally?---Yes. The public have a certain attitude. For instance, the public have made up their minds about this member at Morwell who is in trouble at the moment; they have convicted and sentenced this man and also every member of the Police Force. They do not think each person in the Police Force is an individual.

You were worried for all members of the Force because of the public reaction to the Beach Inquiry?---All members of the Force, plus the members concerned with it.

Would it be right to say that at the time when the Inquiry was being held because of this concern of yours you felt more closely identified with your fellow policemen and policewomen?---No more than at any other time. We are a unit the whole time. I think it is probably strengthened in times of trouble, as it would be in a family.

That unit was strengthened at the time?---Yes, as it would be in any family if they were having problems.

You talk about members of the public generally drawing over-ready conclusions. Do you derive that feeling on your part from conversations or from the press, or from where?---Working within communities, even socialising and the press. The public very quickly will convict a member if they can.

You have emphasised the conditions at the Flemington Police Station. Do I take it those would be the most important circumstances in your general work that require remedy at the moment?---No. I think there are a tremendous number of changes that should be made within departments. I think our facilities all through the department need repairs, new buildings and what-have-you. I am just saying that everybody is happy provided the conditions they are working in are happy. I am not saying we are unhappy at Flemington, I am saying because you work in a strained atmosphere of being pushed into two rooms where you have four girls or even a change of shift where you might have 6 or 7 girls in the office and, if you are doing an

interview in one corner of the room you have to put your best into that interview and it is very difficult to work around other members, trying to get a quiet part of the room in a corner.

When you say there are many changes that have to be made, are there any others that you care to mention specific to your own situation?---No, I am just generalising.

The one that comes most clearly to mind in your own particular situation would be the facilities within which you have to work?---Yes. That is what I am concerned with at the moment; that is where I work.

Is Flemington a training station?---Yes, it is.

When one of these policewomen who are undergoing training goes out in the vehicle with you what sort of steps do you take to train her?---You have to guide her through every step - writing a patrol sheet, talking on the radio, talking and conversing with people and handling situations. Everything is done step by step.

It is the work you come across in the course of your shift and you explain to her what you are doing as you do it?---Not only do you explain to her, you more or less do the work yourself, then you get her to re-do it and you check it again. You are doubling up and sometimes doing it three times to make sure you are getting your points across to her. The workload increases even more, as well as the responsibility.

Do you believe all the gazetted members at Flemington follow the same procedure?---Yes, they do.

Is it a case of training by example?---Yes. I have trained trainees in the way I was taught.

When did you undergo this same process?---There was not a trainee system when I graduated.

I thought you said you trained them the way you had been taught?
---When I graduated from the Police Academy in St. Kilda Road we were all transferred to Russell Street. There were approximately 60 of us and we were supervised by 15 or 16 sergeants at that time. We went out in crews with the sergeant who was supervising until we had attained a certain level of work and they felt we could go out and at least try to handle situations. If we got into situations we could not handle we could then bring in the sergeant and she could assist us. There was a sergeant on the unit; we were guided by what she said and her directions.

Were you put into an operational role at an earlier stage of your training than the young policewomen are these days?---No.

Were you put into an operational role without the type of supervision they are now receiving?---Do you mean they are not getting the supervision I received?

MR. DAVIDSON: What the doctor is saying refers to the supervision you had when you were training. You said you had a sergeant on the vehicle. The situation is that either a senior constable or a constable with 3 or 4 years experience supervises the training?---That is correct.

It is different from when you were training?----Quite different.

DR. JESSUP: For how long were you with the sergeant?---I was at Russell Street for 2 years and for that time I was under the supervision of a sergeant.

In the vehicle?---Yes, on and off for that two years.

When was the first time you were in the vehicle without the sergeant?---I could not tell you. It would have been within the first year but the sergeant was always reachable.

You mentioned the ideal situation is still that the sergeant will take the trainees in the vehicle?---No, the sergeants do very little patrol work; it is left to the senior constables and constables.

MR. DAVIDSON: Doctor Jessup asked you if that is the ideal situation?---I think it is good to know you have a senior member on your car. Even I come into situations where I need the advice of another member, particularly when thrown into a situation such as an accident, where I am completely lost. I need the assistance of superior members who can guide me through these situations. I do not want to be in that position, but I am. Our trainee constables and junior constables are going to be in the same situation with the two year and three year constables who do not have the experience a sergeant or myself would have in order to help them.

DR. JESSUP: The ideal situation is that they would go with a sergeant?---Yes.

That does not always happen?---No.

I wish to direct your attention to the traditional policewoman type of work. As I understand it, this is the type of work you would prefer to continue doing?---That is correct.

What are the main areas of that?---Dealing with families, neglected children, mental patients, juveniles and thefts in stores are all concerned with the job I know I can do efficiently and best as a woman. There is also social welfare work.

That is what you regard as a policewoman's work?---Definitely.

Was it so when you joined the Force?---Yes, very much so.

If you look at the policewoman on her own, without being confused by this integrated situation, is it still so?---Yes, even more.

You are concerned not to be required to carry out work outside those areas?---That is right. We think only the women can work in these positions efficiently, as a man can do a man's work.

You mentioned you attended a fatal accident. Are you aware of why D24 asked you to go to that accident?---The particular one I attended which I mentioned before?

Not the one you went to to look after the children but the accident you attended as a general car. Are you aware of why D24 asked you to go there?---As a woman.

I am talking about the accident you were asked to go to not to carry out a policewoman's work but to go there in a

general sense?---That is correct, as a mobile unit.

MR. DAVIDSON: Is this the three car situation?---Yes.

Did you say that was a fatal?---No.

DR. JESSUP: Were you directed to go there because you were a policewoman?---No, I was directed to go there as a police unit.

Do you know why?---Obviously there were no other units available at the time, or we were just the one there on the spot. We were told there were no other units available. I presume there were not, and we were sent there. We then received a message a short time later regarding the incident in Northcote at which we had to attend, but could not.

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DR. JESSUP: So what you were told was that it was a matter of necessity to get someone there because there was no other unit available?-- I found out later that there was.

But what you were told at the time?--At the time we went to attend at a particular intersection as a result of an accident.

And you are not querying the good intentions of the people at D24 in regard to that?---No, but I still think they are still pushing us into being another mobile unit and not a policewoman.

You say you later found there was another mobile unit available?---Yes, there was.

You are not suggesting D24 deliberately misled you?---No, but I am saying the male units are pushing us into this situation, whether stationed at mobile or whatever.

MR. DAVIDSON: You mean the D24 could have conceivably contacted Brunswick and said, "What is your car doing? Despatch it"?
---Yes.

That is what you found out, was it, a car was available?---Yes.

DR. JESSUP: Do you believe all male members are keen for you to be a mobile unit?---No, I do not.

You say the male members are pushing you into it?---I am generalising.

You mean some of them are?---Some are.

Most of them?---I would not know what percentage. I only work within my own district. I feel the members in my district want to retain us as policewomen but I have heard other members from other districts, other stations, say, "It is an accident, we are sickening of attending, you are 'equal opportunities', you attend".

You do not find that at Flemington?---No.

CHIEF INSPECTOR HARDING: The note of despair that Mr. Lawrence spoke of, how long have you had these feelings of despair?
---You mean the strain of the service, the frustration?

When you say "Who really cares?"---I think over the last four years it has been more obvious. The first couple of years everything was new and everything was a challenge. I had the assistance of other members behind me - I have now, I still have, but now because I was forced to train other members, to make decisions for myself, to have the responsibility of having those members with me and trying to do the work efficiently, I think it has been over the last four years that strain has started to take its toll.

Do you derive any satisfaction from your function at the moment?---Do not get me wrong, there are occasions when I enjoy my job - I do enjoy it.

Are they less frequent now than when you joined?---Yes, they are.

That is the satisfaction?---Yes.

At this stage in your career, with your experience and what you have gone through, would you undertake the same course again, that is of being a policeperson?---No.

Taking a hypothetical instance of a prospective candidate for the Police Force coming to you for advice, what would you advise him or her?---I would always talk with them, if someone has come into the office and my superiors have delegated me to speak to this prospective member, I would usually talk to that person for ten minutes to find out what sort of person they are because I think if you are a member of the Police Force you have to be very strong in character in so many ways. I think if you have led a pretty much sheltered life, which most of the girls who come in do find they have done after what they see, I then advise her to the best of my ability. I tell her what is expected of her, I tell her duty wise what she is expected to do as a policewoman, If she has doubts about it, then I will speak to her regarding those doubts. If I do not think she should become a member, I will advise her not to.

The qualities you would be looking for would be one of durability more than anything?---I think so. You have to take so much abuse, you have to be able to teach yourself to turn away, to smile and to ignore it.

You spoke of some form of culture conflict in respect of the ethnic groups more particularly, between parents and children? ---Yes.

When did you first notice that?---When I was stationed at Fitzroy, in the Commission area. There was a very large migrant community, children. We were having a tremendous amount of juveniles running away. We were trying at first to understand why there were so many running away. After three or four months there we realised that the families had a set of rules which they were brought up by in their old country. They enjoyed the freedom in Australia and the opportunities in Australia, but they did not like our moral attitude and our way of living, at an early age going out, and it was then that the children started to retaliate against their parents. The parents could not accept that the children were growing up in our way of life and that they lived under our laws and conditions and not under the rules in the old country which they came from.

Very often children refused to go home, continually absconded from home and it was our responsibility to put those children before the courts. It was then that the parents retaliated against us because we took the children out of their environment and put them into an environment they did not want for them. They did not want the children brought up as Australians and the conflicts were so great. The parents did not understand and the more advice we gave to them, we seemed to be hitting our heads against a brick wall.

Apart from absconding, was there any other way the problem manifested itself from a police aspect?---Yes, there was a criminal aspect, children breaking into factories, shops and houses. Some of the migrant people thought their families had to punish them in some way, even in one family where the hand had to be cut off or something to that effect. We felt the child could not go into that situation.

Have his hand cut off?---We did not know if they would have their hands cut off or be physically abused to the extent where it would be very serious.

You also spoke of problems with the Aboriginal population and you made statements to the effect that this community runs wild and refuses to accept any law and order; when did this first manifest itself to you, this attitude?---As you worked at Fitzroy - - -

This is 1974?---1974 - 1975 yes. You worked, even though we had a very big area to cover at Fitzroy, down as far as Prahran and South Yarra, a lot of our work centred in Fitzroy around the Aboriginal population. They were on benefits, they had the Aboriginal welfare in Gertrude Street to assist them in every possible way. We found that because the majority of them were on benefits, they would land up at the local hotels, both parents, leaving the children unattended and neglected, even to the extent of not going home for two, three or four days while they went walkabout from Fitzroy to, say, Sunshine to see friends and would leave the children with 50 cents for chips for three or four days.

We stepped in on occasions when this was repeated, to charge the children, and it was then we were not allowed to charge them and they came under the Aboriginal legal aid and welfare and they took the children over from there. It became frustrating because you would find these children in the same situation so many times there was nothing you could do. The more you stressed it to the Aboriginal welfare, the more they felt you were interfering.

Do I detect in that agencies external to the Aboriginal community? ---Yes, I do not think they are strong enough within their own agencies and I do not think they discipline their clients enough to get across the situation we are in. If we came across this situation time and time again we have to act on what we see and if it is repeated, we know those children need to be out of their custody and in someone else's care. The Aboriginal service believe we are interfering, we are taking over their job and it was, once again, two heads meeting and nothing solved.

MR. DAVIDSON: Do you have a somewhat similar problem with migrants at the high rise flats at Flemington?---Yes, there is always that situation.

There is a fairly large percentage of ethnic groups in that situation?---Yes, from different walks of life, very many.

(THE WITNESS WITHDREW)

CHRISTINE PATRICIA McINTYRE, sworn and examined:

MR. LAWRENCE: Your full name is Christine Patricia McIntyre. I am a Detective Policewoman Senior Constable of Police attached to the Bureau of Criminal Intelligence.

Have you prepared a statement for the purposes of this wage claim? ---Yes.

Would you please read that statement?---Yes. I am 27 years of age, and prior to joining the Police Force in June, 1972, I was employed as a secretary/House Model for a large Fashion House for a period of four years.

After graduating from the Police Training Academy in St. Kilda Road in October, 1972, I commenced duty with

100.
CHIEF INSPECTOR HARDING: Has it had any pshyiological effect on you?---No. I feel nervous sometimes, that is all. It is hard to explain. Sometimes I get heart palpitations and that type of thing. That is what I feel. I tend to be more nervous when, for instance, I am going into a house or talking to people than I was before.

Did you have these palpitations before this incident?---No.

MR. DAVIDSON: Did you catch these two fellows?---We did.

THE CHAIRMAN: Did you have any medical treatment after that event for that purpose?---Just a visit to the police hospital and a blood test.

They only saw you the once?---That is right.

Are those car checks fairly productive or not very productive?---On occasions they are, but they are not that productive.

Do you think they are worth while?---Yes, definitely.

That means from your point of view they are productive, otherwise you would not say that?---All right, they are.

I suppose even one in ten is a valuable addition to the detecting you carry out?---Definitely.

MR. DAVIDSON: Even if four heads came up in a check that you did not know before, they are four possible offenders about which you previously had no knowledge?---That is right. You check to see if they are recorded and you know who is around or if they are living in a certain area. You can ring up the collater and tell him they are possibly living in the area.

(THE WITNESS WITHDREW)

BARBARA ALISON OLDFIELD, sworn and examined:

MR. LAWRENCE: What is your name?---My name is Barbara Alison Oldfield. I am a Policewoman Senior Sergeant, currently stationed at Russell Street.

I have been a member of the Victoria Police Force since February 1962. I served at Russell Street until transfer to Ballarat in 1964, where I served almost three years before transfer to Dandenong. I returned to Russell Street as a First Constable in 1969.

As a first constable I served at Shepparton for nine months, transferred again to Dandenong, where I remained until promotion to Sergeant rank in January 1972 on return to Russell Street.

Whilst at Russell Street I was seconded to perform duties at the Vice Squad, and in 1974 I was promoted to my present rank. I have since served as sub officer in charge of divisions at "V" District, Avondale Heights; "H" District, Caulfield; and "M" District, South Melbourne.

I transferred to Russell Street late in 1977 to position myself more suitably to obtain study leave to complete an Associate Diploma in Police Studies at Caulfield Institute of Technology, which I commenced in January 1977.

With the exception of the time served with the Vice Squad, as a sergeant, the rest of my service has been with women police divisions.

In my service in the Police Force I have witnessed a number of administrative changes concerning the women police divisions, from the acceptance of married women as permanent members, to confinement leave. However, the administrative changes that have, in my mind, had the greatest effect on morale and wellbeing of women police have taken place in the seventies, and they have related mainly to the growth in numbers of women serving, and the inherent administrative difficulties that have been encountered.

In the 1960's it seemed that community and police attitudes were relatively stable. One could expect policies to remain static, and one could plan one's career within the division in the sense that policies relating to transfer, expectations for promotions, and work attitudes did not change in any great sense.

The 1970's have not been stable years for policewomen. The St. Johnson report, changes in rank structure, district staff distribution and the resultant increase in strength of women police divisions brought a policy of dual development for policewomen's career paths, changes in guidelines for compulsory transfer, and the general overall unsettling situations that result from major administrative change.

With the rapid intake of policewomen, basic matters, such as the way that policewomen were trained on the job for specialist capacity work, began to show symptoms of breaking down. When at Russell Street in 1972, I recall that I found this so much the case that I submitted a report to the Assistant Commissioner, Operations, regarding this matter.

It was noticeable then that as community attitudes to statute changed, direct effect was felt in our specialist area. By way of example, I could cite the old police method of obtaining statements relating to the illegitimate birth of children in the State of Victoria, when the mother's age indicated carnal knowledge offences had been committed. Statements were taken as a matter of Departmental direction, from every traceable girl, by policewomen. More senior members would accompany junior members to homes for unmarried mothers, and statements would be taken by the hour, and day, and week, until the junior member had no doubt as to her duties in this area. No formal training in this aspect was required.

With the change in policy, which occurred as community attitude changed, these statements were no longer taken, in volume, and only when requested by parents and the like, so this excellent training ground ceased to be, and a formal training pattern seemed necessary.

This is the type of situation which, I understand, was the basis of the placement of a policewoman instructor at the Training Academy, in approximately 1974.

In these ways, coupled with the more rapid intake of policewomen to train, and the expansion of divisions both metropolitan and country, causing a rapidly increasing promotions rate, all members of divisions seemed to suffer

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increased stress. Supervisors had to learn to cope with training, and supervision, without the benefit of a great deal of experience and constables received less attention in these areas by way of guidance and experienced backing.

New administrations had to be formed, and new divisions established from sometimes bare walls and no furniture. This was the case as recently as late 1976 when "M" District was opened up. When gazetted staff arrived the offices contained telephones and floor coverings only. The Division had two weeks in which to become operational.

With the system of dual development, it was noticeable that sub officers who had elected to serve C.I.B. in the early stages of their career as constables, returned as rapidly promoted sub officers with little divisional experience in specialist capacity work. They attempted to cope with a supervisory role in an area unfamiliar to them with as little as five years service.

Some are not with the service any longer and I believe that a great part in the resignation of some I knew personally was played by the demands and challenges placed upon them in this area.

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THE WITNESS (Continuing): From my own personal experience, I can perhaps indicate the pressures placed upon policewomen specifically in their career paths by pointing out that in 1974 it was necessary for me, in one year, to retain my place on the seniority list and not be "jumped", to use an expression, to sit for my senior sergeant's examination for promotion whilst attending sub-officer school, and, within 12 weeks of completing same, sit for a supplementary examination for the rank of inspector. This was quite rapidly followed by selection for promotion to the rank of senior sergeant in the following February, and subsequent strain of appeals as the system of promotion at that time was on a basis of numerical Board placements.

I began to feel at this time quite thoroughly unfit, under considerable stress, and began picking up infections and suffering physical illnesses that I had never suffered before. I had, I found, no social life left, and was losing my sense of humour. Like my rapidly promoted associates, I found my male counterparts in service viewed my rank with scorn, and many heated discussions prevailed. The Police Association in its wisdom selected a policy calling for an integrated seniority list to stop this unpleasant phenomena, and work relationships for policewomen with her male counterparts took a sudden turn for the worse.

International Women's Year, the Royal Commission into Human Relationships and the resulting community discussions added to the difficulties and stresses placed upon policewomen in a steady and disturbing way. The statute policed by way of specialist capacity duties for policewomen were under fire. Rape legislation was subject to law reform review. Incest was discussed and challenged by various sociological schools. The Social Welfare Act in particular was examined at community level and challenged in its moralistic approaches.

As the community lifestyle changed, so did the requirements of specialist capacity workers in this field. Members found themselves increasingly called upon to firstly justify the statute, then execute it. This affected policewomen at all levels and the stress placed upon inadequately trained juniors was extremely bad and a supervisor's nightmare. One could look at sick leave returns and workload increases and note quite distinct patterns.

Policewomen also found themselves in the last five years at least, utilised to a much greater and ever increasing way in district requirement general duties. Demonstrations, sporting fixture crowd control, traffic, and increase in female involvement generally in crime, were among a few of the increases in requirement.

Specialist capacity duties at the same time steadily increased. With the introduction of increased community services, social workers, community centres, came a greater workload, but of a differing type. With community awareness, increasing in relation to the family, the problems of early childhood development, juvenile crime came an overall change in attitude of rehabilitative services provided by the Social Welfare department, and the Mental Health department. The old view of institutionalisation as a rehabilitation measure was

abandoned for that of supporting the family, the individual, within the community. Criteria for decision as to when and when not to proceed on protection application, for example, became an increasing problem. With community based services now available, the policewoman required a great deal of skill in assessing the range of those services, their effectiveness and their appropriateness in each particular case and in each particular area in which she was working. These were new concepts created by community change. Nothing provided in her departmental training was of any specific help here.

Policewomen have found themselves in the past five years attending seminars on child maltreatment, training sessions for community workers, explaining her role, conferences on proposed legislative changes and, more recently, sitting on regional consultative committees set up by the WeSocial Welfare department, trying to speak and understand the language of multi-disciplinary professionals in various community based fields on a daily basis.

Her reports to children's court must not only contain formal evidence, but a degree of sophistication that indicates knowledge of the professional expertise of psychiatrists, social workers, family aides, detached youth workers, family counsellors and the army of other specialists now in the field in which she operates. She has to develop communications skills in relating to them all and to know their functions.

The question I have constantly asked myself over the past four years is simply how are we to cope? The age for joining the Force as a female has dropped in my time of service from 24 years to 20 - and who knows what the future holds? Members have to cope with more statute than ever before, with less instruction, in an organisation ever increasing in size and in a community developing more social problems yearly. My answer to myself was that I would have to lead the field or equip myself to cope in as good a way as possible in the prevailing circumstances. I went back to school, after work, and commenced a police oriented course at Caulfield Institute of Technology.

I had obtained my matriculation and enjoyed one year at Melbourne University some time prior to joining the Police Force, but this was not enough in recent years to equip myself with the necessary skills to carry out the type of task that was now required of me.

I am aware of the problems of other policewomen in the State as I have been for some years delegate for policewomen at the Police Association. The majority of the numerous problems that have been brought to me in that time have been more stress oriented each year.

The type of complaint I receive falls typically into the pattern, recently, of community acceptability and conflict, housing, community role and conflict, police role and conflict, isolation - departmental and social, equipment - lack of and fear of resultant assaults, lack of training and information.

I have served both metropolitan and country and it is my personal observation that the problems are basically the same as always suffered by policewomen,

but with one essential difference - the problems are escalated, more complex on a personal level and departmentally far wider and more difficult as the size of the organisation increases.

MR. LAWRENCE: COULD I take you to the first page of your statement? You referred to your period of time at the Vice Squad, for how long were you at the Vice Squad?---Approximately 10 or 11 months.

Was that during 1974, was it just before you were promoted to your present rank?---Yes, it was in 1973 I think - going into 1974.

You were down at South Melbourne until early this year?---Yes.

Have you noticed any change from one district to another, from one policewomen's division to another, insofar as the philosophy of the members of the Force are concerned in each of those areas?---Yes, I think it is blatantly obvious to most people who have spent any time within divisions that the philosophies held by the senior sergeant or sub officer in charge of the division will affect greatly the philosophy required to work within that district.

Whilst some districts work on what is commonly called a traditional style of specialist capacity area, others either through the influence of the philosophy of the sub officer in charge or the district requirement by the chief superintendent as to the utilisation of his staff, may be more oriented towards general duties and, indeed, to some extent almost a closing down situation in relation to specialist capacity work.

We heard evidence this morning about the views of the policewomen at Flemington - where would Flemington fit into that spread of philosophies?---Traditional pattern of expertise - very good quality, I would say.

What about getting towards the other end of the spectrum, what districts would you find at the other end of the spectrum? ---The other end of the spectrum is probably found more typically in the more newly established districts such as V district, perhaps Frankston, where the staff in those areas is utilised on the general duties probably, and in my experience, much more frequently as a district requirement.

MR. DAVIDSON: Would it be a possible answer because the senior sergeants at those locations are more recently promoted? ---Yes, I think so, I think the rapid promotion of policewomen through the ranks has caused a loss in the ability to maintain a high standard of expertise and it is probably an easier way to cope with the situation, to generally spread the staff's workload over a more general area.

Perhaps this has been increased and escalated by the types of difficulties found in dealing with the traditional statute, it has become a far more complex situation.

Children's court matters are quite constantly defended now, sometimes in the most horrendous way. There are so many areas of grey concerning the children's court and the inherent powers of the Children's Court that one can find oneself in a situation where you have

three barristers purporting to represent the young person before the court - one paid and employed by the boyfriend of the girl, one by one parent and one by a probation officer who feels the child should have representation of her own because her interests are in conflict with those of her parents and her boyfriend and the policewoman usually finds herself quite the meat in the sandwich in these sorts of situations. I think in many instances this is avoided where possible.

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THE CHAIRMAN: The magistrate would be under some stress too, would he not?---Considerable. I have frequently found that no-one knows the answer.

MR. LAWRENCE: Is there a particular provision in the standing orders dealing with the role of policewomen in particular areas or in general?---Yes. The standing orders, under the heading of policewomen. set out I think a page and a half of specific duties to be carried out by policewomen, and they relate to the protection, patrolling and detection of juveniles in various forms of distress. They relate to the co-operation with other Government agencies in relation to mental health, the protection of women and the maintenance of public decency in relation to searching females, obtaining evidence in relation to sex complaints and the last paragraph says, "Any other duties considered suitable by the officer in charge of the district", and I suppose it depends on the degree of interpretation and degree of work in the specialised capacity areas which apply to the district and the make-up or the socio-economic make-up of the district as to what emphasis is placed on that.

When you talk about the specialised capacity, is that in respect of the first headings you have referred to?---Yes, apart from juveniles there is the ever growing area of child mal-treatment or whatever name we choose to call it these days. The difficulties the community suffers in relation to the aged and senile, the community problems in relation to psychiatric illness and the resulting distress that it causes, the powers invested in the Police Force in relation to the intervention role in relation to the Mental Health Act which authorises members to apprehend in public places persons apparently suffering psychiatric illness or mental illness and take them before a legally qualified practitioner, All these functions come before the professionals look at these situations and it is quite a skilled exercise to try to assess as a lay person when a person is suffering psychiatric illness, when they are suffering from drugs, alcoholism, and try to ascertain which specialist in the community services area the person should be taken to, and by what process.

Do you find that there are many of these social welfare agencies within your area, within the area covered by the Russell Street division?---Yes, they are springing up like mushrooms. The unfortunate part about is that the community services, both Government funded and privately funded, seem to be developing in a most unco-ordinated way with roles and job descriptions which cross paths. We find psychologists covering areas that psychiatrists traditionally covered and we find the para-medical area of community services intervening and overlapping, and one could really feel fill a Pears Encyclopaedia with the type of services one has to assess in an area and try to work out in this specific case which service is going to be most practical and useful. It seems back to front. It seems the professional people should be making these assessments, but it seems we are the agency which refers the community to the profession in these circumstances.

What is the composition of the work of your division?---The Russell Street policewomen in recent years have had a change in their work pattern, mainly brought about by a change in district boundaries so that A District in itself now has a very greatly reduced residential area. Most of the work done by policewomen at that division is concerned with

theft, shoplifting, escorts for other women police divisions throughout the State in relation to children and young persons going to and from court and remand centres in the city, missing persons enquiries, the city's load of mental health problems in the form of females in disturbed shapes and sizes and generally the specialist capacity areas which are not particularly related to residential situations.

What is the strength of the division?---The current strength of the division is two senior sergeants. The gazetted strength is ten sergeants, but there are eight currently there, 24 constables and five O District pool as of today.

Has that been the same gazetted strength since the change in boundaries?---There was a change in gazetted strength, the rank of sub-officer which was related to a change in administration concerning night shift supervision and an extra three or four sergeants were allocated to Russell Street to maintain the night shift sergeants supervision from Russell Street of the sergeant rank. The staff in A District are not all utilised in specialist capacity areas, and currently one sergeant is serving with the Independent Patrol Group, there are A District staff working in audio, other administrative areas within A District; they are utilised in demonstrations frequently found in the city area currently at the rate of three or four a week, supporting in A District and outside in general areas.

MR. DAVIDSON: What area does A District cover?---It has been reduced to Punt Road, Carlton, North Melbourne, the city area and the area of St. Kilda Road, Domain Road, taking in Government House, so there is not a great deal of residential area remaining.

MR. LAWRENCE: You have been at South Melbourne. What do you think are the main differences between the work of the policewoman in South Melbourne as compared with Russell Street that arises from the nature of the area rather than from any particular philosophical difference?---The difference lies mainly in the population make up, I think, in this area, that M District covers the area of St. Kilda, Albert Park, Middle Park, South Melbourne, Footscray, a round to Williamstown. Most of these areas are densely populated lower socio-economic groups. There is a very mixed population in relation to ethnic groups, particularly in Footscray, South Melbourne, Port Melbourne, St. Kilda area. St. Kilda has the most rapidly changing itinerant population of any suburb or city within the southern hemisphere. The sort of work that is available for specialist capacity and general policing within St. Kilda is troublesome within itself and quite totally different from any other suburb in that it is a highly concentrated vice area, drugs are concentrated within St. Kilda in traffic form, there is a high concentration of single and unmarried mothers, itinerant workers and unemployed. Footscray has an ethnic problem and a high density population problem in relation to Commission areas, and Williamstown seems a mixture of middle class and lower economic groups with Housing Commission flats and areas again allocated there. So that the policewomen working in this area are facing a more aggressive, a less receptive and under-privileged community who are not fond of the Police Force, do not receive them very well, but have a great number of problems in the specialist capacity area in the form of mental health, child maltreatment, child battering, economic problems in relation to the maintenance of food and nursing care for children, and this type of social problem.

Could I just take you on to the vice aspects of the work at St. Kilda. In the period of time you were with the Vice Squad did you become acquainted with the vice aspects of the work of the Force in St. Kilda?---Yes, I worked with the crew when I was with the Vice Squad and in that time I became acquainted with the nature of the trade within St. Kilda and the type of houses or personnel who operated houses and street offences.

From your experience then to your experience at South Melbourne, are you able to say if there was any change or not in the pattern of vice in the area?---Yes, I think there has been a considerable change. There has been a great escalation in the street trade, an enormous escalation in the premises trade with the development of massage parlours; they are highly concentrated in that area and, of course, the drugs trade seems to have concentrated in that area in a sort of rough correlation to that vice development. I feel St. Kilda has a unique problem here in that the community seems very disturbed about it, the police seem very disturbed about it, but once again we have these various community attitudes in relation to whether or not the statute is legitimate, or whether it should be removed and whether the whole industry should be legalised or otherwise which causes, in a policing sense, the police a great deal of concern or distress if they are interested in the work they are carrying out. In the vice area they cannot help but be interested because they are in personal contact with the people actually engaged in the trade.

There was reference in evidence yesterday to transvestites. Is that a changing feature of that area?---Yes, this is a new and rapidly escalating trend in the vice trade. Perhaps it seems a small problem, but it is a very large one to a police officer to be able to ascertain the sex of the person they are dealing with to establish, for instance, whether the person is to be charged with loitering for prostitution which is a sexist offence concerning females, or an offence for loitering for homosexual purposes which specifies male within the Act. If one cannot tell the gender of the person they are dealing with, the legalistic problems of the member carrying out the actual arrest function become quite difficult and stressful to the extent that at the time I was serving in South Melbourne and working operational with the crews, the only solution available at that time was to charge the offender with both offences and allow the magistrate to decide.

How did the magistrate decide?---He did not like us very much. It presents a very difficult problem. And I think a very distressful one, particularly for junior members when first exposed to this situation, and even senior members who have been exposed to this sort of distressing side of the community for some time. I have found that the members who went to South Melbourne on my staff who had come from Russell Street had enormous adjustment problems to make in relation to their views of life and their views of policing and the statute they were policing in relation to these particular aspects of their function.

(Page 1293 follows)

MR. LAWRENCE: On that aspect, as I understand it, some of the women who were assaulted in St. Kilda had come from Russell Street, is that correct?---Yes. When the Policewomen's Division was formed at South Melbourne five out of six of the constables were from Russell Street and I think the problem in relation to personal assaults on members of the staff is probably directly correlated with that different role for policing which was required of them at Russell Street and then at South Melbourne within a different type of community. They seemed almost unable to believe the sort of attitude that prevailed in relation to police in those areas. On numerous occasions they were quite shocked as to the community attitude and I think were totally unprepared for the sort of treatment they received from persons. For instance, just while en route on patrol, someone tore the door of the patrol vehicle open and threw one member head first into a wall with a karate toss. Another one who stopped a traffic offender was threatened and called for assistance. In relation to the traffic offender one received a black eye and a very badly lacerated nose.

On trying to examine these situations afterwards, I think the main thought was that lack of equipment to defend themselves was considered the ultimate cause but I think basically it was the adjustment required of them in relation to the changing environment they were working in which left them unprepared to cope with this situation quickly. Some members were quite badly injured and required specialist treatment, both mentally and physically, to enable them to recover themselves and continue in the service.

At the time you were at South Melbourne did the policewomen carry firearms when they went out on patrol?---No. I applied for issue of firearms to the division. Station firearm supply was insufficient to extend to our needs. I think some seven months later we were issued with .25 pistol with an 1886 patent stamped upon it. That was the allocation of firearms. In any case the policewomen received no training in their 12 months to be able to use that other type of weapon, training was not available in the district at that time, so it was not utilised to any extent.

Has there been over the period of time you have been acquainted with the vice aspects of the St. Kilda area a change towards the introduction of homosexuals into massage parlours and general vice work?---Yes. The old style brothel outlook seems to have changed and we have a multi-sexual, or unisexual, approach to massage parlours in the more recent two, three and four years. One will not only find an availability of females at massage parlours; there is an availability of males, and 12 year old boys, young children for the same purposes and in actual fact there has been a great escalation of specialist capacity work relating to children's court actions coming out of the parlours. For instance, we are now charging 12 year old boys with being exposed to moral danger, which is something I have not seen except in very special circumstances. I have only known three instances in the rest of my career, but this is becoming a frequent occurrence.

Who does the work about the 12 year old boys, policewomen or policemen?---It has been in recent years work carried out by policewomen in that type of division simply because

the male members intercepting these young fellows and young girls under these circumstances, but in particular the young boys, do not feel they can cope with the now highly specialised children's court procedures, so they hand them to the specialist divisions and you will frequently find the women's divisions are coping with the 12 year olds and up to 16 years old, until they become too tall, I suppose, to look them in the eye.

What effect does this diversity of vice have on the role of policewomen and policemen like this?---It is depressing, it is stressful and disturbing and I do not think it decreases with time. I think any person with any humanity at all having to observe the sort of depraved conditions of living of juveniles which normally exists in some of those inner suburbs, which is only comparable to the sort of thing you read about in Dickens, must feel disturbed, depressed and angry at the community in general for the sort of imbalance which occurs. Whilst community services are appearing where they did not before and community centres which did not exist six years before are springing up and professional people are flooding the streets to help people, the problems are getting worse and the help for juveniles and families is decreasing. The conditions which you might have viewed in isolated instances in 1962 are comparatively common occurrences in the metropolitan area.

We find babies being admitted to the Children's Hospital suffering from rickets, scabies and malnutrition, developed to the extent they have lumps on their ribs and their rickets are back to the bow legged days. This is at the time when we have a society which is considered affluent. It is a very difficult area to look at and live in.

If we take those particular children you are talking about, do you find they come from any particular background?---This is another area of change which is probably disturbing and that is one I would have anticipated with lower socioeconomic groups, that one would find this sort of situation, but with the change in family structure and the change in society which relates to the family unit, the growth of the commun. environment, we find the maltreaters and the people who starve children these days are the typical "trendies" who go on mad diet benders. One comes to mind: the child was discharged last week from the Children's Hospital. At the age of ten months the parents, the father and mother, decided that having read The Old Testament it was only wise and right to live off the root vegetables and the fruits of the trees, so they fed the child consistently raw vegetables, cauliflowers and carrots. The child withdrew from food for three weeks and subsequently suffered serious illness, was placed in the Children's Hospital eventually. by, originally, the Children's Protection Society. This is the sort of result we are seeing from a more sophisticated type of society. Whilst the old drunken parent who starved the child perhaps may be slightly on the decrease, these other areas which are new areas of ill-treatment and family disorder are occurring in quite considerable volume.

I think the members' stresses are added to in the aspect that whilst some community services are blossoming the very important ones which serve in correlation with the Police Force in these areas are in actual fact decreasing.

THE WITNESS (Continuing): The Childrens Protection Society in the last four weeks or two months has had funding withdrawn and it has completely withdrawn its services from the western suburbs area. It now remains that the Police Force is the only authorised agency to intercept in these circumstances.

MR. LAWRENCE: It is authorised under the Social Welfare Act?---Yes.

Have you noticed any change in the frequency of single parent families?---Yes. This is quite an accepted mode of living in this current time. Probably in the last five years this has developed quite evenly in an open society situation.

Does that phenomenon have any impact on the type of work a policewoman does?---Yes, it does, because she finds herself bound to serve statutes which were written and formulated under a philosophy which perhaps belonged to another era. She is constantly faced with situations where she must adopt a certain stance and align herself with the current statute. However, she can be professionally challenged within the community as to her right to do so, the validity of the statute, the interpretation of the statute and what right has she, anyhow. In particular, there is the type of challenge that is received from pressure groups within the community - "What qualifications have you got?" - right down to the tiniest situation you might find where even visiting hotels to remove juveniles from heavy drinking situations now becomes a challenge. The Saturday before last I did some hotel checks with the crews from Russell Street. The first child I spoke to, aged 13, up at the International Hotel looked me in the eye and said, "You can tell me why all the rock bands are in hotels and I am not allowed in them; you tell me why I cannot go in and out of an hotel", and walked back into the crowd. This is the sort of reception the policewoman is receiving in specialist capacity roles where the statute does not necessarily correlate with that section of the society's views.

On the other hand, the other group in society is pressuring for more policing in these areas and a return to the normal society that perhaps more mature people have been accustomed to and want to return. She finds herself as the meat in the sandwich in this almost political scene.

Has there been any change in the pre-court procedures that are adopted, particularly in relation to juveniles in the Children's Court?---Yes. With the growth of the community centres, the social council workers, the family support units and the detached youth workers and all those other people who now work within a community there has been a change. For instance, in St. Kilda there are 42 agencies to assist juveniles and single mothers. The attitude of the Social Welfare Department in its change from its institutionalisation policy to a regionalisation policy where it has established offices and regional stations - within different boundaries to the Police Department but roughly within municipal areas - has changed because its own units which serve in the community require referral from policewomen before court. A typical example would be the Family Support Unit in St. Kilda which has been established by the Social Welfare Department to try to avoid the stigma of having

to process a family through a Children's Court before any aid from that Department can be offered to that family. They have now placed the specialist capacity areas of the Police Force in the situation where without court and judicial hearings they must refer to these specialist capacity units if they think the situation is one which applies to those job descriptions or those conditions. She is required to make assessments on bases of whether parents will respond to situation aid or family aid within the home, weekly counselling by psychologists or whether the family requires what they call drastic intervention and removal from the home. It must also be decided whether psychiatric assessment could be best made within the home environment or within the offices of the Children's Protection Society or the Family Support Unit. She is faced with an enormous dilemma of trying to work out what the functions of these organisations are when she has no formal way of obtaining that information.

In this situation if she is not astute enough to pick up that information from the social workers on the telephone or from the brief memoranda she might get describing in six lines that such a unit has been set up she finds herself criticised by that Department as to why she has not been utilising the facility. She might even be asked to write a report as to the effectiveness of that organisation to the Police Force, when she is a constable with no training in sociology or psychology at that stage. She is out of her depth.

I wish to take you to the particular area in regard to rape. There is legislation dealing specifically with procedures for dealing with rape victims and there are in the community groups like the Rape Crisis Centre, and so on. What is the role of the policewoman in this situation, first of all under the legislation?---It is basically the traditional role of seeing the prosecutrix at the earliest possible time after she has made complaint, obtaining the complaint in formal statement form and maintaining public decency in that the prosecutrix should be given the right to have a female at that particular situation when perhaps she is not feeling very amiable towards the male sex, obtaining and arranging for the medical evidence in the shortest possible time and in general collecting and collating the evidence she made but at the same time showing all the empathy required to the prosecutrix, who is the victim of a very serious assault. The third stage involves ascertaining whether or not this person is making a truthful allegation, bearing in mind that the allegation is an extremely serious one perhaps in relation to the person being accused. It bears a great deal of stigma if wrongly accused.

Traditionally, the role was one of generally caring for the victim and obtaining a statement. With the type of community interest in the offence of rape and the serious look at the type of statute and the sort of pressure groups the community has set up to protect the victim, the policewoman has to be a very astute person in that she must not offend those agencies. She must obtain the medical evidence in a manner that does not leave the police surgeon in a position where he can be criticised by the Rape Crisis Centre, as an example.

THE WITNESS (Continuing): She has, in particular, to maintain that the victim must not be pressurised by the keen investigative members in the CIB who want to find the offender and the role there is in considerable conflict because in one aspect she is trying to collect and collate evidence and in the other aspect to look after the prosecutrix's case. The statute requires those proofs to be collected quickly and accurately.

MR. LAWRENCE: Do you find there is pressure from women's groups in the community that concerns the vigorous prosecution of alleged rapists?---Yes, I believe the department found themselves so concerned with the situation that they did receive provision for 16 vacancies to form a rape squad. In actual fact, what has occurred is that policewomen in specialist capacity are now required to attend a course on the collection and collation of evidence concerning rape.

This is a five day course, mainly concentrated on the evidential collection. Some of those agencies are invited to address members at that time. They do cause considerable pressure and concern on the investigating member. Quite frequently they want to accompany the victim and be present when they make the statement and there are added pressures in trying to explain to these vigilant groups that a person is entitled to privacy as well as protection and would they like a subpoena to come to court as a witness as well. It gets very involved and it is a very difficult area for the girls to cope with most of the time.

You mentioned the 16 vacancies and the course - are there actually 16 policewomen who do this particular work at the moment? ---No, there is no formal structure in that sense in the squad. The department has attempted to have all senior policewomen qualified in this course, but I think they are about 50-50 at the moment.

MR. DAVIDSON: I think one of the aims, as a result of the pressure, was that they would endeavour firstly to get a policewoman detective to form the nucleus of a squad; then, in addition, endeavour to train policewomen from country areas, particularly, where they might be needed at short notice and there was no-one available or they would have had no experience - this is due to the rapid change and the increase in the number of rapes?---Yes, that is so, that was the case and whilst the movement of policewomen in the seventies has been very rapid from dual development to specialist capacity, it has been administratively very difficult to maintain the availability of qualified by the course members, anyway, to carry out these services.

In particular, most of the country members serve in the country through nomination and are at a fairly junior level of service and possibly have not had a great deal of experience, if any, in this sort of work. I do not know how they cope.

MR. LAWRENCE: You referred to the emotional aspects of the specialist work of the policewoman, the traditional work of the policewoman; from your observations, how would you compare that to the work involved in normal patrol work, that is the particular jobs that are allocated to policewomen in normal patrol work?---In recent years, where I have worked more in a supervisory capacity than actual involvement in the work, the thing that really is quite marked and quite

noticeable when you are trying to handle and cope and assist with your staff's problems, are the sorts of stresses that are placed in the sort of reverse role from specialist capacity to general, shall we call it, authoritarian policing.

Whilst you can gear members to go and empathise and approach and get into a house where there are children perhaps who need to be removed or where the parents have psychiatric disturbances which the other community services feel should be dealt with at home, and by persuasion and communication they are trying to effect a certain purpose there and on the way back they find themselves confronted with a bad traffic offender, the change seems to be one which is becoming increasingly difficult to cope with and the policewoman then approaches the door of the car and she is in her counselling role and sidles up to the car, she is either insulted or dated and the girls are continually complaining of the Dr. Jekyll and Mr. Hyde situation which has to be coped with on a day to day basis.

It is an exhausting process and an extremely difficult process, I think. Staff comments which you are likely to hear made or to have made to you are, "I do not know whether I am Dr. Jekyll or Mr. Hyde, I do not know what I should do when I go home, should I curl up and purr or should I hit my husband in the face? I almost feel schizophrenic" - it is a common remark and sometimes you see this behaviour pattern starting to develop with staff.

I think this sort of pressure is increasing in relation to the specialist capacity girls simply because they are being asked to carry out more varying functions in a quite sort of scrambled, disorganised way. They do not know from day to day whether to gear themselves for a demonstration type thinking, for traffic type thinking, for family welfare type thinking or to steal themselves into a methodology sort of approach to try to talk a senile lady out of a house into a hospital she so requires. The changes required in one day are quite tremendous.

If I could take you to a day full of what could be called routine patrol work, an afternoon shift in which one might have a motor car accident, speeders, domestic, deliver a death message, a hotel brawl or whatever, if that is the normal pattern of work, then where you have observed that, what sort of emotional state do you see policewomen in?---I find myself in a sort of extremely frustrated and aggravated state in relation to the stupidity of it, the type of activity. They appear to come back from that sort of work aggressive, disgusted, disturbed, sometimes quite emotionally upset. They sort of reflect attitudes of annoyance at the department in relation to the fact that their role is not clear and they feel they have no recognised function in that specialist capacity area.

They are constantly told by their male counterparts, in jest, that they belong to the nappy department and if one has come off a shift like that, the sort of verbal explosion that results is usually quite exaggerated and the male member wonders why he is suddenly being snapped at or why that particular policewoman is so cranky at that stage, and a great deal of misunderstanding, dissension, general worry and concern is caused by this sort of situation.

CHIEF INSPECTOR HARDING: This is lack of definition of role?

---Yes, I think that is the most overall disturbing consistent complaint from policewomen in the specialist capacity area from the very old members who say, "It does not matter what we do because we do not collect any statistics", and "they" being the rest of the Police Force, because they feel in isolation, and junior members are saying the same things in different ways. They do not feel they are recognised or rated for the degree of skill that they must have to survive.

THE BOARD ADJOURNED UNTIL 10.30 A.M. WEDNESDAY, 15TH NOVEMBER, 1978.

BARBARA ALISON OLDFIELD, recalled and further examined:

MR. LAWRENCE: Late yesterday afternoon you were referring to the change in approach required in doing what might be called traditional policewomen's work in one part of the shift and then doing more general policing work in the other part of the shift. I would like to take you to the general police work which could be done right through a shift, where one has a variety of calls which might involve delivering death messages, intercepting speeding motorists and so on. In that area of work is there any change in response, that is requiring emotional response or any other response, from particular job to particular job?---Yes, I think there is a most marked change in response required and its effect is both physical and emotional drain. I suppose if one cited a typical patrol situation, where a car perhaps left a station to to go St. Kilda to check the streets for prostitutes, the type of approach required from policewoman to prostitute is a relatively well established one and the rapport with that type of offender is usually, to the known prostitute, quite agreeable but in moving to another prostitute who would not be known a different type of response is required and it means the member has to take a different approach, will maybe receive a different reaction which is not anticipated and have to change style and change mood, I suppose is a word you could use to describe it, and even change physical presentation in those circumstances.

THE CHAIRMAN: What does "physical presentation" mean?---In the sense that one can feel at ease speaking to an offender who is known and their responses are known, but in speaking to a person whose responses are not known there is a certain physical reaction which seems to occur. I know it occurs to me and I have observed it occur to my crew in that the adrenalin type responses tend to start to work, there is a sort of nervous tension which besets you physically because you are in a position where you do not know what to anticipate. You do not know whether this is going to be a situation in which the response you are going to get from the person you are speaking to is a reasonable one or an entirely unreasonable and hostile one.

Then you return to the car and perhaps turn a couple of corners and it would be quite common to find a .05 situation in front of you and then the adrenalin starts to flow again because, whether it is a .05 or an exceed 60 situation, the driver or the passenger has no knowledge in advance as to whether the pulling over of that vehicle is going to be a simple act or an extremely difficult and dangerous one. Subsequently, when the driver has positioned the police car and parked it, it is quite frequent to find when you go to alight from the vehicle that you have trouble with your knees, or when you try to write out a traffic infringement notice the reaction sets in and you see the member's hand start to shake as she tries to put pen to paper. If the motorist is aggravated by the interception by the police his conversation to the member may be such that he may be telling the member a frequent type comment which you receive, or an aside that you receive while you are doing the paperwork, is "Why don't you go and chase criminals?".

I think it is at this point that the member is in an extremely heavy state of stress because the member is trying to control the impulse to reply to the aggressiveness, trying to complete the details on the infringement notice and also endeavouring to conceal the fact that she is in a state of stress.

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THE WITNESS (Continuing): When this sort of changing role is repeated on a shift on a number of occasions it is quite easy to observe the physical deterioration of the members at the end of that shift. When they finally finish the shift they are visibly exhausted. It is a very trying type of work in that aspect. If you could predict the type of events that were going to take place in a day or a shift these responses would not occur. If you knew you were in a situation where perhaps you would be interviewing agreeable persons and people you had prior knowledge were going to be agreeable, or just plain polite, then these sorts of responses just would not happen.

CHIEF INSPECTOR HARDING: Like the prostitute you know and understand?
---That is right.

MR. LAWRENCE: You say there may be the physical effect of knees shaking. Is it just the knees shaking, on alighting from a vehicle?---Although it was treated as a joke, I have observed a very large mobile traffic gentleman alight from a vehicle outside the Royal Melbourne Hospital one night after he had accompanied an ambulance down Flemington Road, The ambulance had come from a country area. It was not a speeding vehicle, it was merely a traffic control operation to have the vehicle travel through the metropolitan area at a steady rate. I had listened to the progress of this vehicle, and the vehicle I was in actually assisted at the corner of Elizabeth Street to clear the roundabout to allow free passage. We followed the ambulance into the Casualty section and as the gentleman in the mobile vehicle stepped out of the vehicle he just collapsed in a heap. It was very embarrassing. When we picked up him up and dusted him off he said it was strange as he did not even notice the strain; it was not even a fast chase but when he went to get out of the car his knees just collapsed. He almost blacked out and yet it had been a steady passage. It is the anticipation of events that might take place which I believe causes this type of strain.

You have described the change in response from one prostitute to another and that change is required in the approach by the police-women. Do you find hotel checks vary from place to place?
---Yes. Once again, the change reflects the type of clientele, the type of hotel and the type of area in which the hotel is situated. In some hotels you can enter with a degree of confidence that you can anticipate a certain response from the clientele and the management of that hotel. At other hotels you have to completely change your demeanour and your approach, and have yourself screwed up to the highest degree of reaction because it is the sort of hotel where you can anticipate an attack on your back - male members present or otherwise. Perhaps a typical situation would be a visit to the Chevron Hotel and then going down to the Seaview as it is now known. That hotel used to be called the George. It is in Fitzroy Street, St. Kilda. I could never feel free to enter the Seaview without recomposing myself and doing an inventory check before entering the door as to all the avenues that have to be covered before a policing role can be carried out in that hotel. Even the change between going to the Dragon Bar downstairs and the lounge room upstairs is quite marked.

Do you do hotel checks?---Yes, I do - policewomen do. M District policewomen have a considerable number of hotels which have to be checked. Although the district is low in population the number of hotels is quite high.

Is that a check for underage drinkers?---Yes. The specific purpose of checks in a district is for underage drinkers and the resultant offences.

In relation to prostitutes at St. Kilda, yesterday you were referring to the increasing number of transvestites in the St. Kilda area. What is the reaction of the policewoman who comes to St. Kilda and encounters this type of work, perhaps for the first time?---It is a very strong reaction and it is one which seems mixed. It is distress, it is embarrassment and in many aspects it is astonishment. I have seen members quite physically ill after encountering this sort of situation for the first time. For instance, when they had pre-supposed they were speaking to a female they may have found they were speaking to, in mind, a male. It is an intangible distress which relates to one's basic beliefs in life, that there are males and females and nothing in between. It gets to the basic nitty gritty of what you have learned in life and have been conditioned to believe. I think it is a very distressing situation for all members.

Policewomen find themselves exposed to this situation when they are required to search. Searches have now extended to the role of searching to discover who the person is. This is a situation about which I know the members feel very badly. It is an awful and disgusting task to have to remove clothing from a person to discover what sort of police action will follow as a result of what gender they are. I do not like having to do this type of work even after all this time. I believe I have become quite cynical about the matter. I find it depressing to watch junior members exposed to this situation. God knows what they are feeling.

Yesterday we were dealing with the patterns of vice in St. Kilda. What about other parts of M District, around Williamstown and Footscray? Is there any work there that the policewomen do which is connected with vice?---It is perhaps a different type of spectrum of the vice scene in that in Footscray, in particular, the crime is mainly found on premises such as coffee lounges. The street scene is not the same as that in St. Kilda. Most ethnic groups have their establishments either in the form of a coffee shop or a club. The contact with policewomen in those areas mainly comes from the usage of young persons found there or missing persons who are known to be held there and have worked in the vice scene. There are also people who have purchased and bought drugs from these premises. There is certainly vice there in large quantities, but it is a different type to which is found in the St. Kilda area.

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THE WITNESS (Continuing): Once again, it takes different types of skills to be able to police this sort of variance in the approach to vice, I think.

MR. LAWRENCE: What is your attitude towards integration of male and female members of the Force, Miss Oldfield?---My personal attitude is something that has rarely been expressed because in the time that integration has been considered I have represented policewomen as a delegate. Therefore I must express the opinions of those people who have asked me to carry out action. I suppose my personal opinion is mixed. I feel that because of the approaches that have been made to me over the years by members wanting a different career path to that of women police divisions, I believe they must have the opportunity to do so. The specialist capacity work is like any other specialist capacity work within the Police Force. It is my belief there should be a board of entry to women police divisions because you have to be a certain type of person to be able to cope with the work. I have seen too many people try to do this sort of work and have been emotionally, mentally, whatever you call it, it is too much to cope with and their health has deteriorated, and some have resigned and left the Police Force, I believe, as a direct result. These policewomen could, in my view, adequately and quite happily and with a great deal of job satisfaction served in other areas and have on many occasions express their desire to serve in other specific areas. One can find an example on any station of a member who is forced to carry out specialist capacity work when they cannot cope with it, they do not want to do it, and they have a particular skill in another area. An example is a sergeant at Russell Street currently who has excellent qualifications and ability in another area, but she must remain at Russell Street because she had to go there to accept promotion which she had curtailed for some time, and the effect on her and the people who are working for her must be considered detrimental, and it is the other specialist capacities loss because in actual fact I believe she served extremely well there and was a valuable asset to the Police Force.

By the same token, there are policewomen who have joined this Force to serve as specialist capacity policewomen division type of work. They have joined for that purpose. They have gone to a great deal of effort to educate themselves either formally or within the job structure to carry out this sort of task, and are extremely apt and good at the task and want to continue in this role. I believe they should have the right to serve in that specialist capacity as they so desire.

THE CHAIRMAN: This is the policewomen specialist capacity?---Yes, I keep calling it specialist capacity, I believe it is. So that I believe there should be a career path - I believe this is what the Equal Opportunities Act really means; it means that people should have a choice to pursue a career in the C.I.B., in specialist capacity areas, within C.I.B. or traffic patrol or women police divisions, and I believe likewise throughout the Police Force the male members should have the same opportunity.

MR. LAWRENCE: You indicated, Miss Oldfield, there was a difference between your personal views and the views you have expressed as a delegate?---Yes. It has been necessary for me to make a decision about my role as a delegate, and the decision I made was that I must present the views of

the members who approached me and asked me to express their views through the process of the Association. The people who approached me over the last few years have been people who require the opportunity to pursue their careers in other areas than the women police divisions. Those members who are in women police divisions probably had no reason to approach me to say, "I want what I have got".

THE CHAIRMAN: That is the sort of negative or passive role?---Yes. Some people want change and the others do not come forward to say, "No, we do not"?---That is quite correct.

It is quite common.

MR. LAWRENCE: I have no further questions.

DR. JESSUP: Would you have a look at this memorandum at the outset, please?---Yes.

That is a memorandum from Chief Inspector Knight at the Communications Section of April, 1977?---Yes.

It indicates that jobs which are potentially dangerous should not be given to policewomen except in a back-up role?---Yes, this is a memorandum which resulted from a file that I created in February 1977 whilst at South Melbourne. It was a directive, I believe, to the staff at D.24 to desist in sending policewomen to murder scenes and working one up as a unit.

THE CHAIRMAN: Told what?-- To desist in sending policewomen through the D.24 board to calls in relation to murders, silent alarms, armed hold-ups, without male back up or as the number one unit.

DR. JESSUP: The memorandum was a little broader than that in its terms, was it not? It referred to potentially dangerous calls?---Yes, because I had submitted a report through the District Chief Superintendent in relation to this type of circumstance citing examples where within days, and sometimes twice in a day, members of my division had faced potentially dangerous situations. One which I was personally sent to with Constable Gibbs in relation to a dead body, allegedly; this is how we received the call out of our area in Elwood. In actual fact, when we opened the door we were confronted by a fellow who had just stabbed his wife. And other calls within that week. Another crew had been directed to attend a silent alarm when they were not armed and they were the car that was initially sent. I cannot recall the particular details, but we were asked to give a breakdown of all the calls sent on our 501 running sheets and then a breakdown of each of the calls which were potentially dangerous, and each of the calls which were not, and the file reached some considerable volume in relation to those areas. I believe checks were made in other districts also.

In relation to the potentially dangerous calls, the instruction was that policewomen were not to be sent there except in a back up role?---That is correct.

Has that instruction been implemented to your understanding?---It is my understanding there is still some variance, depending on the operator, and depending on the availability of cars. It is obvious from the perusal of running sheets that sometimes this situation is provoked by members who volunteered to attend these calls, those interested

in that style of work and sometimes situations like this are created by the D.24 operator perhaps without particularly recognising or having knowledge of the fact that policewomen are not armed sending that car there. Many of the operators have never been subjected to street policing, and perhaps do not know the circumstances.

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DR. JESSUP: Would you say those circumstances are now exceptional?
 ---I really cannot say they are exceptional, within this 12 months I have only seen the running sheets from Russell Street and the night shifts. That is a very minor perusal of running sheets, so I could not say it was exceptional when it occurs now or not.

In your position as a delegate or otherwise, have you received any communication from other policewomen that this instruction is not operating according to its intention?
 ---I can only recall two enquiries that have come to mind. I know I had directed those queries through the Chief Inspector, O District, whom I know had arranged to listen to the tapes of D24 to investigate the matter. I do not know the outcome, though.

When can you recall that policewomen first encountered this problem of potentially dangerous situations?---I think policewomen have always faced potentially dangerous situations when dealing with just the common psychiatric patient, but if you mean when the increase of violent situations they were confronted with started to escalate?

No, I really meant the first, when were they first exposed to the sort of situations that were a matter for your concern in the report you submitted prior to this instruction?--- In the time, really, that I was at H District and M District, because there had been some incidents similar to these at H District. They did not particularly relate to D24 situations, they related to the sort of change in community response to police.

A situation that comes to mind is the last one which occurred at H District, it was a simple situation where members while attending children's court, over the lunch time break, had proceeded in the police vehicle to the nearest area to obtain food, which was the main street of Richmond, and whilst they were purchasing sandwiches they were approached by a taxi driver who said he had a gentleman in the back seat who would not pay his fare and he asked the policewomen to accompany him two blocks with the fare because the fare had indicated that if he took him home two blocks, he would pay him. It seemed a very simple job and they proceeded to do so, but when the fare got out of the taxi and the policewoman alighted from the front seat, she anticipated there may be some form of trick and asked if she could accompany him inside to collect the money for the taxi driver and he suddenly became violent, he proceeded to throw her to the ground and kick her in the ribs, pull her hair and to throw her over a picket fence. She was quite decently bashed about, but the other member called assistance and they were fortunate because the other members were able to back up in two minutes. It was discovered that the fare had a psychiatric history and had assaulted his mother, with whom he resided, for some years.

This was the sort of situation which was becoming ever increasing, whether it was through D24 or just through other sources.

It would be possible, though, to gather such anecdotes right throughout the whole history of policing, would it not?--- Yes, I suppose you could collect one every couple of years prior to that, but there had never been a question in a policewoman's mind until recent years as to whether she should have a baton or handcuffs, nor did they want them, I certainly did not, but I am now of the opinion that I do

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not believe policewomen are safe or even have a fighting chance without them, because this is not a situation one would find some 5, 6 or 8 years ago with such frequency, there might be an isolated incident, but it was not a daily, weekly or monthly occurrence as it is now becoming.

What; that policewomen would have their ribs kicked in?---Frequently.

What; daily?---It varies from district to district. In the period I became extremely concerned at South Melbourne it was a daily occurrence for a couple of days a week.

That nature of injury?---That nature of injury, yes.

You would have lost a lot of people to the police hospital?---We had a lot of people off sick. If it had not been for the depth of the O District pool at that stage, we virtually would have been off the running.

Has the instruction that Chief Inspector Knight put out alleviated that situation to any extent?---I believe it has alleviated it to some extent, but to what extent I cannot say because I do not have access to that sort of information.

Is the greater part of your evidence based upon statistical data kept by the Force or is it based upon the conversations you have with other policewomen, or is it based upon the situations you encounter as a delegate for the Association? ---To my knowledge, I know of no collection and collation of such material by the department. The information I supplied to the department is information collated from running sheets of shifts of the members of my staff and I understand similar information was sought from other women police divisions through the proper channels.

The information which I have related in relation to H District is information which became obvious to me because it occurred to members of my staff.

I will take you, if I may, to your first major topic in your statement and that, as I understand it, relates to the growth in numbers in the seventies within the ranks of the policewomen. Am I right in saying that the major effect or impact of that growth in numbers was the increased supervisory strain on the higher ranks?---That was part of the situation, but in the early seventies I think I had mentioned that there was also a strain attached to the junior members coming in because they were not receiving the degree of supervision and training they had in previous years.

Can you explain why the increase in the number of policewomen took place?---I can only explain how I understand it took place.

Yes?---That is simply that following the report prepared by the gentleman, St. Johnson, the district boundaries within the metropolitan and country areas were reshaped and redesigned, and subsequently, new districts were created which required the creation of a women's division within those districts. For instance, Nunawading comes to mind, Frankston, which were districts which had previously been part of other districts covered by smaller staffs of policewomen; when I was at Dandenong, Z District was part of P District, but it was around this time that the district change took place and there were policewomen at Dandenong and a similar complement of policewomen placed at Z District.

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Prior to that, policewomen were entirely specialised and attempted to cover these regions from those headquarter stations of the other districts.

Prior to that, there were fewer policewomen and they were carrying out more exclusively the traditional policewomen's role? ---This is how I found it on the districts that I served in.

Did you find they were fully occupied in carrying out that particular role or were they overworked or did they have time to spare?---They were well and truly occupied.

When the numbers increased, would you say the entire increase in numbers could be occupied in the traditional areas?---Yes.

There would not be a number of them surplus, as it were, to the demand in those traditional areas?---There are some areas in which I have not served and I do not propose I can speak personally for those, but there are two factors to be considered here - firstly, whether the policewomen have been utilised at district level in their specialist capacity task and whether they have ever been in a situation to discover if they can be fully occupied or not; this is out of their control, so it is difficult to say in some aspects, but in relation to the districts on which I served, I can recall quite clearly telling the Chief Superintendent at H district, in conversation, when he asked me if I was utilising five O pool girls who were currently attached at that station, whether I had some to spare, I remember that my comment was, "I could have double the staff and still have ample work", and that was the case.

What year was that?---1974/75 - 1975/76.

Were the girls at that time carrying out the more general functions as well as the positional ones?---They were trying to cope with the sort of workload that the then H district produced. It was necessary to cover from St. Kilda to Box Hill in the specialist capacity form. We were, unfortunately, only availed of one car at that time so we were running a type of sub station at St. Kilda and we were placing members at the other end of the district also in a rough rostered form to cover that area of the district.

Were you covering both the traditional work and the general work, as you have explained them?---Yes, you cannot travel around a district of that size without doing some traffic, you will be confronted with an accident or a drunken driver or whatever, at the same time.

Is that something that has always been so or is it a development that is taking place?---It has always been so, but in the past it was accepted practice for a policewomen's unit, if travelling from one place to another, to call D24 and another car would take the accident, but this is not the case in recent times.

The growth in policewomen since 1972 has been - what would you say - threefold?---Yes, I think it is threefold. I think the strength had risen close to one hundred. In 1962, there were 72. I think it was close to 100 by the end of the sixties and then there was an extraordinary increase in those next few years. The strength is now at 300.

Would you say the demand for policewomen's traditional services in the area of children and family offenders and the others you have outlined, has grown at the same rate - three times - since 1972, over the whole of the metropolitan area?

(Page 1314 follows)

THE WITNESS: It is probably a lot more, it has probably grown a lot more, I think. If you are talking in terms of court referrals, I do not think it has. In fact, court referrals according to the Social Welfare Department 1977 report have tapered off to a degree, but the pre-court work has increased an enormous amount with the growth of the other agencies which are working in the courts.

DR. JESSUP: I will come back to those in a moment, but what about the number of individuals in society who find themselves in the sort of distressing situations that policewomen are traditionally used to assist in?---Of course they have increased, they have increased as we find the general gap in high income and low income increases in the community.

To that extent?---I think so.

Would you say the increase in the tendency of policewomen to be called upon to do more general duties has been a result of the increase in numbers in policewomen ranks?---I do not know the philosophy behind that. I would presume it would be the result of a number of factors, really.

Because they are larger in numbers would you agree that they are not to the same extent a very small specialised kernel as they used to be?---Well, they are still the small specialist kernel because in actual fact the increase in numbers is not directly related to the increase in specialist capacity, but so as the numbers have increased so have the numbers in dual development work. When you look at the numbers of policewomen in traffic work, traffic control, the spin-off in the numbers of policewomen has gone to the Police Force in general.

The policewomen have increased at a greater rate than the size of the Force as a whole?---I could not tell you the correlation in those figures, I do not know, but probably they have.

Is the oath of allegiance which policewomen take any different from that taken by policemen?---No.

You have mentioned dual development. Can you explain what it is? ---I understand it is the policy set out by the now Chief Commissioner, Mr. Miller, which he drew up whilst he was Assistant Commissioner Operation after an integrated Police Force was discussed as a viable means of utilising, replacing or obtaining more recruits. It was an executive decision made at that level and it was a policy which the Police Department as a whole then followed. He described dual development as a two seniority system where policewomen could move to other areas but they must remain on one seniority list. The difficulties started to develop when the problem arose in relation to the supplying of sub-officers to supervise those in the Women's Division. Because of the escalated intake of personnel it created an administrative problem, I believe.

You have mentioned on page 2 of your statement a report that you submitted in 1972. Have you retained a copy of that report? ---Yes, I think I have, probably it would take some searching but I think I have a copy of it.

Would you be able to look for it and send it on to the Board after you have finished your evidence?---Yes. It would require me to return to my residence, because I believe that is where it is.

I am not suggesting it is a matter of being done immediately, but at your convenience?---Yes, I am quite prepared to have a look for it.

Thank you. You mentioned in your statement a situation of moving into a new station where you had no furniture, bare walls and the like. For how long did that situation obtain, was it days, weeks?---The arrival of furniture was gradual. We received initially some desks and some of our equipment as it became available.

You have mentioned this was as late as 1976?---Yes, that is when the M District Women's Division was opened, I think October/November.

When you say as late as 1976, do you mean "as recently"?---Yes, 'as recently.

Do you mean the same situation had been encountered at other times in the past?---Yes. I had tried to prevent that sort of thing happening because it happened when I District Policewomen opened up.

When was that?---I think about a couple of years before that, when Senior Sergeant Irwin went to I District when that district was opened up as a district.

On page 3 you have also referred to an integrated seniority list. Do I understand that it was the Association that sought that kind of list?---As I understand this situation, yes, I think the first recorded date we find of any sort of documented suggestion - and I must admit in the sixties I was not au fait with this sort of role so I had to do some homework to discover this - but I think it was an annual general meeting of the Association which voted at that meeting that the Police Association adopt the policy of seeking a single seniority list. That policy still stands, obviously.

You say that was in the sixties sometime?---Very late in the sixties or the first couple of years of the seventies. I could not pluck the dates out of the air any closer than that.

Is that related to an Association policy on integration as such? ---That is the Association policy.

On integration of duties as well as the seniority list?---They do not specify in that aspect. The motion is one generally, the motion which I have read which was passed at that meeting, fairly generally calls for the Police Department to introduce an integrated police structure.

By that they mean integrated policemen and policewomen?---Yes. I think that is what they mean.

Your reference on page 3 to International Women's Year, the Commission into Human Relationships and the like and the various considerations with a view to reform given to statutes with which you come into contact, those are all activities on a fairly intellectual and rarified level, would you not agree?---If reading the daily press and watching television is intellectual, I suppose we could call it that, but I do not think so.

Yes, but the types of situations they were taking into account and the level they were taking into account was a little remote from grass roots of day to day police work?---On the contrary, I feel personally and in discussions with other members

they felt it directly affected policing, especially those specialist capacity areas.

The considerations of those bodies were without any particular legislative change taking place, or do you suggest there has been legislative change?---No, I do not suggest there has been any marked legislative change.

It is a matter of it being a topic for discussion within the community?
---Yes, street discussion.

You say this has come in its effect right down to the grass roots level in the situations policewomen are encountering?---Yes, directly.

What sort of situations? You have said incest there. Do you encounter new attitudes with incest?---Yes and this was a very disturbing area to have to police at that time and still is for the simple reason that we are in constant conflict with situations where you would receive a complaint of incest and discover that a probation officer had known and maintained a liaison with that family with a full knowledge of the incest taking place within that time without taking any action or making any report. In fact, when interviewed in relation to obtaining statements of corroboration, etc., they would decline to do so saying they had full knowledge of the matter but they felt it was not a matter for the law and should no longer be a subject of statute and they would not collaborate with any such corroboration.

THE CHAIRMAN: They are still in employment, are they?---Yes. Misprison of a felony is the situation we were faced with with those probation officers and some are employed by Government Departments.

DR. JESSUP: What is the time of the incident you are talking about?
---In correlation with the time that these topics were subject to public hearings and discussions within the community as the Commission moved from State to State and programmes like Monday Conference and newspapers ran leading articles on this type of material and this type of question.

You say it was then the probation officers had a different point of view?---I think when you say "the probation officers", this does not apply to all probation officers. I believe this is when the whole area dealing with this type of thing was affected by quite marked changes in attitudes and you would find probation officers at both ends of the scale in fact arguing within their profession about the ethics of this particular situation.

That raises something you said earlier in your statement that the sixties were stable as to community and police attitudes. You say despite the very active student population which was about in the sixties and the Vietnam involvement and things like that?---Yes, I think the community was quite totally absorbed with the Vietnam involvement but it was not a question of this type of morals, it was a question of a specific area, it did not seem to have that effect on our role.

You do not deny it would have affected the policemen but not perhaps the policewomen?---I know it affected the Commonwealth Police but it did not seem to have very much effect in our area. The only enquiries I ever encountered in the sixties were taken over by Commonwealth Police.

DR. JESSUP: Returning to your probation officer situation, you mention on pages 3 and 4 the existence of quite a large number of specialist capacity groups within the community. Are these groups that have developed in the last few years or have they been there for longer?---I cannot recall one community centre within the community that I knew of in the 1960's. I do not say they did not exist; I did not know of them.

When do you think their major period of growth took place?---Probably with the availability of funding and the change in the Federal Government. I think that probably marked the beginning of the great burst and mushrooming of them. Probably it is directly correlated with that type of funding which came from the Federal Government to municipal level.

You are referring to the 1972/75 Federal Government?---Yes - later in that period, when the funding started to flow and we found councils employing social workers. Prior to that it was a fairly rare occurrence. The only one I can think of prior to that was the Springvale Council which employed a social worker. Since that period I cannot think of a council that does not employ a social worker, a detached youth worker and a number of other qualified persons who have carried out at least 12 months training somewhere.

Would not these people be of assistance to the policewomen?---They are of assistance and non assistance. They create work for the policewomen - a great deal of work.

The policewoman probably also creates work for them?---That is correct.

MR. DAVIDSON: On a nine to five basis?---That is correct. If the community is aware that suddenly within the community there are a great number of services available to them, they want to use those services. If they can only use them from nine to five there is only one door they find on which to knock after five o'clock, and that is the door of the Police Force.

DR. JESSUP: In such circumstances what action do you take?---Whatever action is necessary in the particular case. The situations are wide and varied. A situation that comes to mind would be the role of the Family Support Unit in St. Kilda. That is now a unit funded by the Social Welfare Department and staffed by members of the Social Welfare Department. They directly liaise with the police and some other referral bodies within the community who have various dealings with families which are in crisis situations in one shape or form. It may be because one of the parents are out of work because of a psychiatric illness, or alcoholism, or they have some serious illness. They supply support within the household to keep that family operating within the community.

The type of crisis situations that occur to a family which may be referred to the Family Support Unit usually occur after 5.00 p.m. That unit is one of the better services because it provides a telephone number to ring. There is very little point in ringing someone who lives in, say, Balwyn to attend to a crisis situation which has occurred in a family at Elwood when they do not have transport, or even when they do have transport but the crisis is a violent one. It requires intervention and the collection and collation of information as to the cause of the crisis which has to be fed back to the unit dealing with the family next morning. It usually

to situations where policewomen find themselves constantly on the telephone churning out information they have gained and collated in their normal course of duty to all these agencies involved with these families. Some families have five or six or seven agencies assisting them or propping them up within the community. I can think of several families I know of that have at least that number of agencies involved.

Does this not take a load off your shoulders compared with the situation where you were the only people in the field?
---In one sense it does; in another sense it adds a lot more work, of a different nature.

Would you not say the work it adds would be of an administrative nature?---Yes, a mixture of administrative work between the hours of nine to five, when those agencies are available, and then the follow-up and usual maintenance that was always done by divisions like policewomen in the other times and at weekends or during holidays.

The type of work they would have taken off your shoulders would be a certain amount of the personal contact - the counselling and the more traumatic situations?---Unfortunately, no. This is what we hoped would happen; but, the counselling role of the person which can take place in an office situation, yes. However, in regard to crisis intervention, crises usually occur at evenings or on weekends. It does not general occur during office hours.

They follow-up for the crisis would be a matter for the following day; you would be able to put out the fire and refer the people concerned to some appropriate agency?---In a clinical sense it sounds as though that might happen. However, what can happen, and what usually happens, is that you have a team of people working with a family, a crisis occurs at 2.00 a.m. in the morning or at 9 o'clock at night and you have to take certain action. If it is a family situation where the father has again come home drunk after work and this time he has gone too far and his wife says she is leaving, she does not care who is helping, she has to have accommodation found for her on that night if she is not going to stay. If she wishes to take the children with her she has to have accommodation found where the children can go. This is rarely the case, so it generally involves temporary placement through the protection allocation system to Allambie. All these physical jobs are still being carried out and coped with by the policewomen;

In the morning after an incident such as this the policewomen is probably faced with the social worker, who is cross because that particular action has been taken; the supervision lady from the Social Welfare Department is probably cross and the local Family Support Unit who supplies the domestic assistance in the household, etc., is also cross because their whole integrated process of support within the community has been blown by one drunken brawl. They seem to want a number of explanations as to why that action took place. At constable level it is a little hard and it is a very stressful situation for those girls to have to face these people, who use words we sometimes do not even understand.

What you have said is just another anecdote; would you agree there would be the other side of the coin to be presented and you would have situations where satisfactory arrangements could be made on the spot to refer it back to the agency

the following morning?---Yes. There are also the situations where, for instance, people in the part have come to our offices wanting marriage counselling. If they are willing they can be referred elsewhere. The day to day office enquiries can be assisted with the person who comes to the office and is looking for advice in some shape or form. It is a marvellous situation to have bodies who specialise in particular areas to which people can be referred.

In the situation of a marital brawl taking place in the evening, I presume your primary objective would be to hold the fort and to keep the situation stable at least until the following day rather than to jump in?---Naturally, that is our primary objective.

MR. DAVIDSON; If you are confronted with a situation such as you have described and you have a drunken husband who has belted his wife, I suppose the logical thing is to put him in the cells. That is one way of temporarily putting out the fire?---That is one way of putting out the fire, if he cares to step out on the street. It is the only problem of the domestic and the person who is prepared to sign for the assault situation.

You find the next morning the wife has forgiven him?---Yes, and nothing has changed. The domestic during the day presents the same problem because these people do not have the resources and facilities we have to call a car on the radio to attend at a domestic. It is still the police who receive these crisis calls and it is still only the police who are suitably equipped to be able to get there. A social worker has certain problems in this aspect.

DR. JESSUP; I think you have painted the policewomen service in your statement as being the first point of referral, with an obligation to ascertain which of the burgeoning specialist groups in the community might be appropriate? ---That is right.

Do you see the policewoman as a community G.P., ascertaining what more specialised support might be required in any case?---No, I do not see her in that capacity. Her situation seems to have developed this way: People do not know sometimes what services are available; you cannot pick up a telephone book and find these services listed as services and alternatives. There is not a community services handbook for the community, or for the Police Force. They do not know what the obscure name of "community centre" means or what facilities are available in community centres, so if they have problems and are come across by policemen in the normal course of their duties they are referred to the policewomen. In actual fact, the other situation where they can become a referral centre is where, in the common everyday policing areas or in relation to families and complaints of ill treats or children in trouble or children left alone, they go and they find a situation which they then have to convert in terms of who can particularly put right or assist this particular situation. That is what I mean primarily by "becoming a referral service".

It is not greatly different from what I put to you, is it? You are the front line, more general service, and these people are there in a specialised capacity at least in some areas and at some times of the day?---They are there primarily to have matters referred to them because

they are not out seeking or answering anonymous complaints. The community makes a complaint in relation to the stress in another area of the community, usually to the Police Force. If it is a specific area like ill-treatment they might make the complaint to the Children's Protection Society because the name means something they can relate to the particular difficulty they see. They seem to find difficulty contacting, for instance, the local community centre and saying there is a problem in a particular house down the street and it is probably related to juvenile delinquency, because that is the way they see it. They would not be ringing the community centre about that; they would be ringing the police station.

Would it not be so that your ability to refer in some instances problems to specialised groups might reduce the likelihood that you would encounter further problems from that household in the future?---That is the whole idea.

(Page 1322 follows)

DR. JESSUP: Do you find it is so?---No.

It does not happen that way?---In my experience not as often as it should.

But more often than in the past when these groups were not there? ---Yes, more often, but I think it was probably better expressed by Policewoman Smithwick. I do not know whether she said it inside this hearing or outside this hearing. She said that usually in the past when these services were not available the policewoman's role was to intercept the crisis and refer it to the Children's Court so that the process of referral would take place there. Now the policewomen might be making 20 visits to the family, so she has 20 visits to collate and relate to the Children's Court.

Why have the number of visits you make been increased by the number of groups within the community?---The existence of other groups in the community does not belay our role to carry out the requirements of the Social Welfare Act. That does not belay our role there.

The existence must have an effect on the number of repeat circumstances if they are doing their work at all well, they must be having some effect, however small, on the times when you get repeatedly called into any one household for the same sort of problem?---It is hard to say. We still have our families that are now into the third generation that are coming back as recidivists in the third generation. These families are not disappearing. They are still falling under police notice, if you care to put it that way. It does not seem to be alleviating that sort of problem. It is relieving many of the middle class referrals that might have come to our doors in the past, and the community is receiving a lot more services at levels which did not reach police level before. For instance, the woman who had trouble with her next door neighbour might never in the past have rung the police, but she is now receiving services from the local council which alleviates problems with the neighbours, and these services are not necessarily taking away the work that fell to the police. They are supplying services to the rest of the community as well, and in the bulk of them this is mainly where they are finding themselves occupied.

You said in your statement that there has been a change in the lifestyle of the community. What did you mean by that? Were you referring to the entire community?---I think this is a general remark, and I think the entire community is changing in its attitudes towards old standards. Most things seem to be questioned. The style of a family, for instance, has changed. We now have extended families in the form of communes. We have an attitude of complete acceptance of so many things which were not accepted so many years ago, and their inherent problems. For instance, it surprised me recently to find that at least eight girls in Form 2 of a high school in the inner suburbs are living in flats. About 1968, as far as community acceptance is concerned. I think this is the sort of area that I mean that community attitude had changed.

You say they are called upon to justify the statutes. Which statutes were you referring to there?---The statutes, for instance, in relation to exposed to moral danger.

Is it acceptable for a child of 7 to 12 to have sex frequently, or is it acceptable even that she have sex? Parents some years ago would contact the police and ask them to obtain carnal knowledge statements from their daughter aged 15. It is frequently the case now that if you mentioned this topic to a parent they would say it is none of your business and I give her the pill anyhow. This sort of change in community attitude. It goes through the whole spectrum in that you find in relation to the licensing situation, a girl in Carlton who asked me where else she could go to find a rock band without licensed premises, and I could not tell her. So the community accepts you provide rock bands in hotels, but you do not want them to drink either.

Going back to your 12 year old girl, or 15 for that matter, do you find you have fewer outraged parents complaining that their daughters have been violated?---You have fewer outraged parents complaining about their daughter drinking, but more outraged parents complaining about assaulted, robbed, or whatever. It is okay in one way but - - -

THE CHAIRMAN: They live in a sort of dream world until things go wrong?---Yes. You find the ethnic parents in particular complain about the situation.

DR. JESSUP: Who are the people who effectively tell you to mind your own business because they are on the pill, certainly not the ethnic people?---No. Usually - I hate putting social tags on people - I think you could say that the majority of these sorts of complaints would come from middle class families, middle class, lower class families.

Are those the families that would hitherto be upset about their daughters being involved in those sorts of things?---Yes.

And hitherto might be complaining to you and wanting your help in another sense?---Yes.

MR. DAVIDSON: In effect wanting the culprit to be prosecuted for carnal knowledge?---Yes, this is the dilemma.

DR. JESSUP: This is what I was talking about in relation to outraged parents. There is a shift in their attitude; instead of ringing up and saying that they want something done about it, they now have a more laissez faire attitude?---Yes, they are interested in reprisal afterwards rather than prevention.

We may be at cross purposes here, after what?---After an event which has offended them.

After rape or something?---Yes, rape or - - -

THE CHAIRMAN: What about carnal knowledge?---Yes, I do not think they know most of the time. Whether they choose to know.

I think you are at cross purposes. Doctor Jessup is after some information that does not seem to be coming forward, really.

DR. JESSUP: You say if you have reason to believe that there has been something like carnal knowledge take place you will go to the classes of people and make enquiry, and their approach now is that they do not want you meddling? ---That is right. If you are talking about it in this

sense, I see what you mean. Years ago if you discovered this sort of circumstance with the girl and informed the parents they were anxious for you to prosecute on their behalf. In more recent times this is not the case. Most parents feel you are interfering wand meddling.

They feel it is a matter for their discretion, and the girls?---Yes.

Did you find in the past in the consent but under age type situations that the parents were getting in touch with you and saying, "Find this fellow and bring him to brook" sort of thing?
---My word.

That is not happening now?---I have not seen a watch house situation of an angry father for some time, save for the ethnic group.

THE CHAIRMAN: You did, in answer to Dr. Jessup and perhaps not directly in answer to the question you were asked, speak, did you not, of an increase in the anger or reaction when certain things did happen?---Yes.

What are those things? What is the other side of the coin, if there is one?---I am not quite sure I understand in what sense you are asking. Do you mean in relation to this carnal knowledge situation?

I think it was in relation to that. You were the one saying it.

DR. JESSUP: I think your comment was that they do not want to know about it until something has happened, whatever it is, and then they want reprisal, or words to that effect.

THE CHAIRMAN: What sort of happening is this?---Well, by way of an example, the sort of situations that arise when on a general night shift patrol a girl is found at 3 o'clock in the morning scooting into a billiard parlour in Fitzroy Street and she is 14 and has not got any money to get home under normal steam and she has had alcohol but is not drunk, and it seems a sensible measure to take the girl home and mention to the parents that she was in a parlour where drugs are available. Hostility is usually met in more modern times from the parents who take the attitude of, really, you have no right to bring my daughter home, we trust her. Whereas before there was a different attitude from the parents, a more positive one. But this is the sort of parent who will come back perhaps 3 months later very angry and hostile saying that the daughter has run away from home and they want the whole of the Police Force utilised to find her and it is a sort of push/pull situation where they want reprisal when it actually happens, but they are not keen on any prevention work taking place when it comes to their daughter.

THE CHAIRMAN: They do not believe anything-is-really-going-to-go-wrong, and when it does they scream for help?---Yes.

That seems to be the modern attitude.

DR. JESSUP: You have said on page 3 of your statement that policewomen have found themselves in the last five years at least utilised to a much greater and ever increasing way in district requirement general duties. When you say in the last five years at least, is it something which was apparent to you more than five years ago?---No. I cannot think - there were some isolated and beginnings of extra curricula activities, as they are commonly

referred to within divisions, there have always been calls for specific jobs to be done by policewomen but usually they have related to the fact that the Licensing Branch wanted a policewoman to go with them because they wanted a certain cover situation. It seems there have been great demands placed on the Police Force to supply personnel for public functions, the demonstration situation, the escalation in requirement for police at sporting fixtures, and the escalation of sporting fixtures in itself, from a necessity to have policewomen attending in this sort of area. You would not have found a policewoman required at a soccer match eight years ago.

(Page 1326 follows)

DR. JESSUP: What would you do if you were required to attend a soccer match?---Attend.

I hope so?---You mean what duties?

Yes?---It rather depends on whether she is being utilised as extra crowd control staff or is being sent there specifically in case women and children are involved.

That is what I meant?---It varies considerably. At Russell Street, in A District, it is not specified whether the duties are one or another. There is an order to produce so many personnel and away they go and they function as members.

On page 4 you talk about policewomen attending seminars on child maltreatment and various other training session seminars, do you recall that?---Yes,

You have attended those seminars yourself?---Yes.

And other policewomen have?---Yes.

Of what rank?---Varying rank. If the situation is going to be a bit sticky, usually the senior sergeant goes, she would attend them or she might try to delegate the work to the sergeant and she delegates work to constables.

Would constables be very frequently involved in these things?---If you can persuade them to front up to an audience of 20-40 and carry out some public speaking without experience, then you are fortunate.

This is seminars given by the policewomen?---By the policewomen, who are invited to speak on their role. It varies. There is a great demand from schools, we have policewomen speaking to them about safety, how to behave in public places. There are requests from Housing Commission groups and the sort of group organisations within Housing Commission areas to speak to the single parents there in relation to child battering and its dangers or to speak to single mothers in that situation. There is one currently in Fitzroy in relation to the single mother in the next couple of weeks.

You are referring to the situation where the policewomen in question is in the position of the deliverer as it were, rather than being a member of the audience?---Yes.

I see; you are not, on page 4, referring to seminars designed to increase the policewomen's own expertise?---No.

But rather to disseminate her own knowledge?---This is correct. If you want to attend the seminar to increase your own knowledge, you do so in your own time.

You mentioned on page 4 also the evidence which a policewoman gives to a court and having to be aware of the expertise of psychiatrists, social workers, etc. - I take it these other people also give evidence in the various court cases, do they?---They are most reluctant to give evidence. They supply reports to the magistrate.

But they do give evidence from time to time?---Yes, from time to time.

Can you explain what you mean when you say more members have to cope with more statute than ever before with less instruction - how do you mean, "less instruction"?---I suppose if you

think of the size and the extent of the Motor Car Act in 1962, for instance, and if you think of the statute contained in the Motor Car Act as of now, I can say quite honestly that my Act is not amended - I just cannot keep up with the changes. I have not received any instruction in relation to the new statute that has been produced, for instance, in a formal way, except for the instructions received in training courses at certain stages of one's career, but that is fairly limited. There are Acts in force that I have received no instruction on.

Are you receiving less instruction in absolute terms than you used to in the past?---No, I do not think so, in absolute terms, and I did not intend to infer this. My comment was aimed at the fact that the amount of statute required to be policed has increased whilst perhaps the training has remained static.

At the bottom of page 4 you have referred to the problems and you have said they are more stress oriented - this is also referred to on page 5 - those are problems that are communicated to you from other policewomen?---Yes.

Have you yourself studied the area of stress in policemen?---No, not specifically.

What do you mean, on page 5, when you say the pattern falling typically - what do you mean by typically this pattern - and then you mention a number of labels there?---I mean typically in the sense that it is plain for me to see, it is clear for me to see. I am not a qualified psychologist or psychiatrist, but there seems to be a pattern obvious to me.

Have you encountered any of the writings on the area of stress in police work?---Not that I can think of specifically. Those phrases used are phrases that are mine, they are a sort of paraphrasing that I have tried to do in relation to the overall, general type of thing I have had referred to me.

When you say "not specifically", have you read anything about it in journals, magazines, newspapers, or anything?---Oh yes.

Have you read anything about it in such areas in connection with this case?---No, I do not think so.

I suppose the case would have been discussed at delegate meetings of the Association?---I do not recall it being discussed at delegate meetings, I recall at a couple of delegate meetings we have been told that surveys have been conducted and if members are making enquiries, this is an Association survey type of thing, but it has not been discussed in the sense that "this is what it is all about" sort of business.

I will just read to you something from yesterday's transcript, from the evidence of witness Smithwick, at page 129+. I am not taking this out of context, I will read you the full passage connected with this particular issue. I asked:

"I wish to direct your attention to the traditional policewoman type of work. As I understand it, this is the type of work you would prefer to continue doing?---That is correct."

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You may remember this, if you were at the hearing. I asked:

"What are the main areas of that?---Dealing with families, neglected children, mental patients, juveniles and thefts in stores are all concerned with the job I know I can do efficiently and best as a woman. There is also social welfare work:

That is what you regard as a policewoman's work?
---Definitely.

Was it so when you joined the Force?---Yes, very much so.

If you look at the policewoman on her own, without being confused by this integrated situation, is it still so?---Yes, even more".

Do you agree with her evidence on that occasion?
---Yes, I think I agree with her.

The problems you have mentioned in your evidence, in South Melbourne, Williamstown and other places, of having low socio-economic groups?---Yes.

I take it you have had problems with low socio-economic groups for many years in the past?---Yes.

With the Housing Commission flats replacing the old individual houses which used to be crowded together in these areas, you get a somewhat different problem?---Yes, I think the easiest way to explain the whole problem is that instead of one layer, one floor, there are 20 in the one area.

Would you agree with me that the problem remains allied to the physical fact that you have a large number of people living in a very small geographical area, which is so whether you have high rise flats and lands around them or a stack of small dwellings?---Yes, this is part of it - I am sorry, I have forgotten the question?

I said both in the old style of dwellings crowded together and also in the flats, the problems in both cases arise from the same circumstance, namely, of having a large number of people in the low socio-economic groups living in a small area?---Yes, this is one of the contributing factors. There are many others - for instance, the intake of ethnic groups which were not there before.

In St. Kilda, you say you have found there is more what you call street trade and more premises trade - were you referring there to a qualitative change or a change in the quantity of the certain types of people you encounter and the work they do?---In St. Kilda?

Yes?---I think you could say quality and quantity, really, because the parlours are a concept that was not there before, so you cannot make any past comparison.

When did the parlours first appear?---I first started to notice them, I suppose - they seemed to be blossoming out a little when I was in the Vice Squad, which was in the early seventies - 1973, I think.

THE CHAIRMAN: You were in the Vice Squad in 1973-73, were you?
---Yes, I am pretty sure it was 1972-73, it sort of crossed over one year.

DR. JESSUP: And you say the older, conventional brothel was easier to deal with?---Yes, it seemed so, because it was less sophisticated.

I see?---It was called a brothel and it was a brothel and there was no argument about that. There was one sort of service presented there and you did not have this sort of unisex, "you can have a massage if you like", and this whole complicated bit of the tickets of the various colours, the whole complicated transactional bit that goes with it - the other sidelines that are all sort of part and parcel of it.

(Page 1329 follows)

DR. JESSUP: You have mentioned on page 1294 of the transcript about the inhumanity of the treatment of juveniles in these massage and semi-massage situations. You say it is only comparable to the sort of thing you read about in Dickens. Do you feel from your general understanding of the present and the past that there is a tendency for juveniles to be treated in the ways in which they were many years ago, even as long ago as Dickens?--Yes. I am mainly referring to the element of child labour, child abuse, in this sense. I was saying that Oliver Twist is here today. It brings to mind a little boy found in a parlour in the South Melbourne C.I. area who was being used as an assistant, as a sort of little rousabout boy around the parlour which had both transvestite and straight sex available. It was quite pitiful to see the effect on his personality. He obviously at that stage could not make up his mind, not like other boys in the world who make up their minds whether they will be engineers or school teachers or whatever, but his whole world evolved around whether he would be a transvestite or a straight fellow. I found it particularly pitiful that a 12 year old could be brought up in that environment, not attending school, living on those premises, having a few bob flung to him by people who thought it was all very funny and amusing, a sort of mascot concept.

You would not care to make an observation as to whether the policing role in that respect is akin to the policing role in Dickens' time?--No, I do not think I care to make an observation.

MR. LAWRENCE: You gave evidence of the Human Relations Commission and the extent to which matters such as have been referred to in that Commission have brought about legislative change. I do not want to take you to any legislative change, but if you take the area of prostitution, what did the Commission say about prostitution, in general terms?--In general terms the Commission said basically they did not want to say anything about the rights or wrongs, or the right of a person to work as a prostitute. They directed their recommendations to the argument as to the decriminalization or policing area and, in general, suggested that there seemed to be a case for decriminalization within this community in that there were problems in relation to the prohibition of prostitution and problems in relation to the regulation of prostitution and decriminalization had a number of very valid points which the community should consider. They certainly seem to be considering it.

You mean by that the community?--Yes.

What section of the community do you find is considering those questions, whether directly as a result of the Commission or from other causes?--I can say I know that the National Council of Women and organizations like the Women's Electoral Lobby have asked the policewomen to come and address them on prostitution and explained they have been enquiring as to what policy they are going to adopt in relation to prostitution legislation. Also groups like the Baptist Church, who forwarded to the Association questions which they intend circulating. There are these sorts of organisations looking at prostitution. There is the sort of information you get about other people questioning prostitution when prostitutes talk about forming a union, wanting to know what we think about the legislation, or abusing us for executing the legislation as it is.

There is the local Council pressure you get in one aspect asking you to police the street offenders and, in another aspect, they do not want you to and object if you do. There seem to be so many diversified groups in the community looking at prostitution from one particular interest point to another and everyone has a different view and the police are supposed to follow the legislation as it is. Even magistrates are different in their attitudes to prostitution.

What about members of the community generally, that is those apart from those involved in the organisations to which you have referred?---This is where the area becomes quite depressing. You find people who go gutter crawling and when you speak to them when you are out doing a job they say, "For goodness sake, this has been going on for years, it is the oldest profession, go and chase criminals". Then you find that the divisional inspector has been contacted and complaint made about police being too polite to prostitutes, police must not laugh and talk with them and the suggestion is made the police must drive up and down the streets of a particular suburb with their spotlights shining up all the streets and alleys to try and curb this activity. Then you have residents complaining about the spotlights shining in their front windows. Certainly it is not an easy area to cope with because of the dissention within the community on that statute.

You talk about these sorts of pressures. Are they pressures you have actually experienced, like the request to have the spotlights shining along the streets?---Yes, I was present when that request was made by councillors in the presence of the Divisional Inspector, the complaint that the policemen who were policing that area and the policewomen were far too polite, they should get tough.

You have described the work that is done by professionals, they can be called that, in these various welfare agencies and presumably some are qualified and others may not be. Taking those who are professional and qualified, how do you and other policewomen deal with these professionals when you obviously have a different training to them? ---It requires the development of a really highly sensitive skill in communication, I feel. I have found a tremendous amount of work has to be put into assisting staff members with this sort of exchange with people. I have felt myself and I know other members I know feel slightly hostile because they feel the underdog in the situation because while someone is chewing them up in language and criticising their actions in language they really do not understand, they really do not have a flexible right of reply. Each of these groups seems to have a set of vocabulary which is explicit to the particular area in which they are experts and in which they have expertise.

THE CHAIRMAN: That is common to all groups, I am afraid?---They do not talk about children; they talk about "siblings"! That qualifies them as a social worker, perhaps, but then you find the psychiatrist has his own terminology. It is a lot of work to be able to hold a conversation with all these people without any sort of formal introduction to the situation, particularly when the exchanges are not always of a pleasant nature. These people do not always contact us with the best of co-operation, but usually it is in a situation where there is some hostility apparent.

Who has the authority?---This is the grey area; it makes it difficult.

I thought that might be the case. Someone should have the upper hand and say this is going to be done, or this is going to be it?---It is very difficult to know, when the social worker has all the details of certain families and you know of something else regarding that situation.

When you have five or six people all involved in helping someone it must become very confusing and difficult for the family?---That is right. If we are confused I do not know how the family is coping with it.

All these discussions take place between nine and five?---Yes. There are the other problems of trying to explain to a person who has never been in that situation as to just what it was, how bad the particular situation was, when they cannot describe it in the jargon of the person with the particular qualification. A typical exchange from a psychiatrist would be, "Was the person in a state of neurosis, or showing signs of schizophrenia or do you think it was just a little paranoid fling?" and who knows what they are talking about? The policewoman's reply would probably be along the lines of, "She freaked out" and there are so many times that messages get crossed because of this sort of difficulty. It is a particularly difficult area to cope with.

One can understand the difficulties in fronting up to several agencies which may be involved in the one family, they have not been doing any field research and confrontation in situations such as you have. You may be confronted with a situation overnight, perhaps for the first time with that family, perhaps you may not have been in touch with them before, and then you have to account for your actions and all the rest of it by 9 o'clock the next morning?---That is right.

I take it that could take some time?---It does and it creates a lot of worry and concern for the girls because they are wondering who is going to criticise them this time. That is their main concern. The old expression of "Look after your back" still applies and it is very difficult.

MR. DAVIDSON: It is a matter of rehashing the previous night's problems in the cold light of day?---Yes.

THE CHAIRMAN: This is to people to whom you do not owe any real duty? ---This is quite true. We owe a duty of co-operation to other Government departments and, after all, we are trying to work for the rights of the children and the families and the betterment of them. It seems there is a communication barrier with all these organisations. I do not say it is just confined to the Police Force.

One can imagine if there were several agencies they would be arguing amongst themselves?---This is true, and sometimes they try to implicate us in their arguments. Perhaps the Council welfare staff feels they should be the prime agency and they clash with some other agency and try to involve us. This happens frequently and we do not know where we stand between these people. The area of confidentiality is also a difficult one to cope with in this sort of situation, because if you are going to co-operate with agencies you must know the repute of the agency.

THE WITNESS (Continuing): To establish any constructive work the facts in relation to the true situation have to be related to other people. Many decisions have to be made in relation to who tells what.

MR. DAVIDSON: I suppose one situation would be whether the person had had previous convictions for certain offences, which may be of some assistance?---This is a very difficult area because this is sometimes relevant to the type of work these agencies are carrying out. They can hardly send a 16 year old girl in to help with the housekeeping if the father has two convictions for rape. This would be a typical situation.

CHIEF INSPECTOR HARDING: When did you first notice this proliferation of agencies?---In the years I was at Dandenong we started some community rapport with the Dandenong Psychiatric Centre, with the doctor and honorary probationary officer, and the field worker from the Social Welfare Department who was placed in that area. That would have been the spectrum of community contact we had at that time. It was with the growth of these areas that the situation developed around the time funding became available for the establishment firstly for the municipalities at council level to supply these services to the community.

THE CHAIRMAN: They would take some time to develop?---Yes. It did not all happen just in one year. The Mental Health Department then started to establish community centres within the community. The first two I can recall would have been the one in East Melbourne and the one in South Melbourne. At the same time the council developed a community centre in South Melbourne and Port Melbourne developed a community centre. They all have different functions; some of them are identical and some are not. The Mental Health community centre has services along the lines of psychiatrists, psychiatric nursing and this type of situation to maintain within the community. The St. Kilda community centre looks after the family situation more, although they do have people who are receiving constant counselling from psychologists. Port Melbourne again have a mixture of both.

Half the time one does not know who or which government department is funding what facility. Organisations like the Children's Welfare Foundation are now funded by the Social Welfare Department. One would need to know it is now a government funded organisation, therefore there is reasonable accountability in relation to confidential information.

Has anyone set about co-ordinating these numerous agencies in any one area so someone could talk about a case?---There is not a co-ordinator of whom I am aware. I understand the establishment of regional consultative councils by the Social Welfare Department had this purpose in mind over and above the distribution of funding to these organisations by the Social Welfare Department. On those councils there are representatives of each government department, municipal representatives and representatives elected by the community groups. They meet to discuss matters and advise the Social Welfare Department of the development of family services within a certain region.

Does the policewoman feel responsible to anybody other than the Police Force? For example, does she try to do any

co-ordinating?---She finds herself having to do that in the circumstances similar to those I described, I suppose because no one else is doing it. The Social Welfare Department is trying to take over that role with its regional offices. One would hope something could be achieved.

In practice, has that advanced at all?---It is still really in its infancy, and they are still opening regional offices. Because of the type of situation they are facing with the new policy of returning these people into the community, it now takes them seven months to make their first supervisory visit on a family.

I have found a certain amount of interest in the control and direction of the policy. You have told the Board there has been a change and once you take a child or its parents to court they would, in effect, do a certain amount of referral and there would be some decision making as to what was to happen, whereas now you say you tend to become a referral agency, yourself, short of the court and the people go to the various agencies, authorities and so on. Who decides that is going to happen, or does it just "grow up"?---It seems to have just grown like Topsy.

How do you know you ought to do it?---We do not. We more or less have to take the view that we carry out a service as the requirement comes. For instance, I received no instruction and really do not know what my rôle is on the consultative council.---I feel it is a good thing to be there because I can learn a lot about what is occurring within the community. If I were asked a question as to departmental policy I could not say whether I had the authority to answer it or not.

How did you come to get there?---Like the rest of my associates, I was instructed to attend. I understand the inspectorate has liaised with the Social Welfare Department. There is nothing on paper which instructs me in any way as to what my function is.

Coming back to the relationship with the courts and the technique of handling cases which might normally have gone to the court, who issues any, and if so what, policy in relation to those changes to which you have referred?---No one.

MR. DAVIDSON: Is it contained in the Act, itself?---It is not contained in the Act. It can happen two ways. I suppose, for instance, the Family Support Unit developed in this way, where a representative from the Social Welfare Department came to the office and said they were setting up a unit which is a pilot study and they wanted their co-operation as a department and would they refer pre-court where they considered these criteria applied; at the end of the 12 months we will see if it works and if it does we will establish a unit like this in each area. As it was a pilot scheme we had to contact the superintendent, who said we would try it. Nothing is ever established at a central point; there is no file from the Minister of Social Welfare through the Chief Commissioner's office to the Police Department through those normal channels. I suppose this would take so much time and would be so painstaking the scheme would never get under way. This is how liaison with the Social Welfare Department in recent times has taken place, because they are regionalised and are working on a regional basis. Their administrative section is concerned with other matters.

Take the example of you finding a 10 or 12 year old child wandering at night and who needed protection, with an unfortunate family background and you thought the only place for that child under the old method would be to charge him under the Children's Court so he would be a protected child. Do they now have to refer to some particular section of the Social Welfare Department?---We would still use the protection application simply because the child is away from the home and because of the circumstances described at home. We would still carry out that intervention role without reference to any of these agencies. After all, the Act is our sole instruction and we act upon that first. The difficulties come when we are given requests by agencies, such as the Family Support Unit or the community centre to refer them elsewhere. It does not excuse us from the responsibility of deciding whether or not we should use the Act. What tends to happen is that if it goes wrong they are asked why we did not do this, and if the police do this they ask why did they not give the agencies a chance to do it first and not clog the system.

CHIEF INSPECTOR HARDING: They are not available for consultation after 5 o'clock, are they?---That is right. The discretion in relation to their actions has now been placed on a district level. I think they anticipate or feel we are in a similar circumstance. The regionalisation of the Social Welfare Department has now vested powers in the regional officer that would normally be powers held by the head office. For instance, a regional officer is now in the process of being authorised by the Minister to act as a person authorised under the Act to receive children into wardship without the court process. That was a power that only remained within the Director in previous times with the Social Welfare Act. They are disseminating the powers to an autonomous regional system. They are obviously expecting a response from us. They have not asked for it in formal terms, only in actual day-to-day work areas.

All that would have to be done under the authority of the Act, or Acts if there are several involved, and regulations under the Acts?---Yes.

That would be something which would be binding on you?---Yes.

(THE WITNESS WITHDREW)

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JULIE MARIANNA RUTJENS, sworn and examined:

MR. LAWRENCE: What is your full name?--My name is Julie Marianna Rutjens and I am a Policewoman Constable at Avondale Heights. I am 23-years old. I have been in the Victoria Police Force for two and a half years. During my service I have spent three months at Fitzroy Women's Police as my training station, fifteen months at Communications Section, D24 as a nomination and up to date seven months at Avondale Heights Women's Police Station, a gazetted station of my choosing.

Whilst at D.24, I encountered several problems mostly involved rostering for shifts. D.24 is continually under staffed because the staff there are required to work more than 40 hours a week. While working overtime and doing double night shifts, that is to say, two weeks night shift in a row, is not compulsory, it is expected that you will do your share. In one seven week period, I worked two double shifts, that is to say, 16 hours straight and three weeks of night shift with no rest days at all. This situation is not unusual at D.24. There were further difficulties encountered because of constant breakdowns in the radio, telephone and computer equipment, making work conditions and morale very poor.

In March of this year I transferred to Avondale Heights Women Police. The work there that I have been involved in is extremely varied to the point that I wonder what I will be involved in next.

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THE WITNESS (Continuing): Generally our work consists of processing women and children shoplifters. Placing children and young persons on Protection Applications. Making house checks where there are reports of dirty houses or children being neglected. Attending at homes where there are mentally defective women, transporting them either to a police surgeon or a public hospital to be recommended and then further transporting them to Royal Park, etc. Remembering that these women could be unbalanced to the point of being violent, but the policewomen are not issued with handcuffs or anything similar. We drive standard sedans and have no special restraints within the vehicles.

Assisting separated women remove their belongings from husbands homes when they have a legal right to; often the husband is hostile and threatening.

Collecting lost children found by persons in the community and establishing the whereabouts of the parents or alternatively taking missing persons reports and attempting to locate the missing person.

Patrolling our district detecting traffic and drink driving offences.

Attending calls from D.24, e.g. house/shop/factory breakings, etc. motor vehicle accidents, traffic hazards such as traffic lights out/flooded roads etc., sudden deaths, reports of fires, drunken females, rape victims, assault victims, domestics, offenders on, and often any other type of call that a male unit would normally get but because all other units are tied up and we are not, we get the call, sometimes with and other times without a back-up unit, with the setback of not being equipped with either handcuffs, baton or firearm.

With the more involved cases such as neglected children, and assault and rape victims, often I find that after the initial contact to either take a statement or assess a situation or attend court, there is not the time to follow up. This can mean there is no feedback as to the result of the action I have taken.

When the initial crisis is dealt with, there is always a new crisis eventuating elsewhere which has to take precedence on follow-up work. Though I am now working on a fully manned office, there are still many difficulties in the roster system at VAvondale Heights Womens Police.

Compulsory courses, holidays, sick leave and policewomen seconded to male stations or as typists mean that the roster can be changed without warning from day to day.

Though I am not very senior in service within the Force, I quite often find that I am the senior member on a shift. Often I work afternoon shift with a policewoman trainee who has only a few days or weeks experience away from the academy. This can be mentally very demanding as I am responsible for the decisions made as well as the welfare of ourselves.

I have found that when I make a decision in the above situation that although I make the decision to the best of my ability, I am aware that if my judgment is wrong I may not have full departmental back-up.

I find problems of the above nature difficult to dismiss as soon as I change from uniform to casual clothes. It is not easy to shut off the events of the past eight hours on a shift, particularly if a crisis situation had arisen.

I myself have been prescribed by my doctor on a first consultation Elavil, and on a second consultation, again through stress and tension resulting from work, Serupax. I am aware of other policewomen also in the same situation.

With the instability of rosters and the shift work in itself, social life and family ties seem to suffer. On nightshift you have one week of totally opposed habits to that of nine to five workers and then the rest days allotted at the end of the week are quite often taken up with sleeping and trying to adjust back to a working in daylight, sleeping at night-time situation.

In one rostered fortnight I experienced four quick changeovers, fortunately not in a row. This means you work, come home, go straight to bed, sleep, get up, and then go to work again. Days can go by before you socialise with someone even under the same roof as yourself.

Finally now we have the ever constant threat of a B.11 file because of the public's new awareness of the effect of making complaints against police. Although it may only mean an inquiry at a departmental level it is one more headache to add to the policeman/woman's life.

MR. LAWRENCE: We have heard evidence that various divisions around the metropolitan area tend to emphasise different aspects of the work of policewomen. From your traditional role to something approaching a fully integrated role. How would you place the Avondale Heights Division in that broad spectrum?---Inasmuch as our work is concerned, I would say we are very close to full integration. V-District is a very large district and quite often a lot of units are tied up and we get many calls. However, from the point of view of our staff members being rostered as typists, it would seem perhaps our superintendents do not think we are integrated. Inasmuch as the working situation is concerned, we are very much - almost one hundred per cent - integrated.

THE CHAIRMAN: Do you mean your district you do get rostered as typists?---Unfortunately, yes and this creates a very big stress factor on the roster because it means now we have to do the typing because we have an X amount of constables manned with us to cover the shifts and it means we do not actually have the staff to do it because they are taken as typists for other divisions or other offices when the public service typists are seconded, or something to that effect.

MR. DAVIDSON: Is this the situation, there is a shortage of public service typists and the policewoman is directed to do that work?---Yes, that happens quite often. At any time there are girls missing and there are always girls missing, seconded to various sections, for various reasons. Then you have night shift and there are courses and holidays. At the moment we have been trying to get two trainee policewomen constables back because we are so short and

and we cannot get them back, so it means several shifts. I have just come back from holidays and have been one-up. On Sunday afternoon I was one-up. Of course, being one-up afternoon shift I am not allowed to go outside unless I can find a male member who could accompany me on the work. Quite often it means our work is so ineffective, because one-up we are not armed in any way and we do not have someone to go to the radio to request assistance. We are very much inconvenienced with these matters.

MR. LAWRENCE: Do you often work with a male member?---Depending on what way you mean. We have, as well as girls being typists, we also lose girls to various watch-houses, so if they go to watch-houses they work with male members or if we are one-up and get permission to have a male member working with us, yes, then we work one-up with a male member.

Take the last couple of months of your work, on how many occasions would you have worked in a vehicle with a male member?---The last two months I have been away but before that I would say on an average, once a week or once every ten days because quite often downstairs in the Uniform Section I am senior to a number of young constables and if they have to go and get a shoplifter, or something like that, I have to go with them so they have someone senior to them. Even though the work might only be to go with them they must have a senior member in the car.

In general terms, has the Avondale Heights Division got the reputation of being a fairly integrated group?---I would say very much so.

How would you feel about doing the work you have described towards the end of your first page, the integrated type of work?---I realise, for a start, there is no choice in the matter, so I have to do it. It is a matter of psyching myself to do a lot of the work inasmuch as serious accidents when you know that somewhere along the line you are going to come across a dead or very badly injured person. I do not always feel I can cope inasmuch as I have to put my feelings aside to be of any benefit to other people. Doing this integrated work does quite often worry me.

Have you experienced any pressure on you to perhaps meet the same standards in particular areas as male members?---Yes, I have.

What sort of pressures are on you?---If we do not get the first call on these male orientated jobs we do get called as back-ups. I do not think there is position for a female to be on the side fainting at the sight of blood, or something to that effect. The pressure is there to be there and coping, whether it be an accident. Whether I have done the work before or not you are still expected to be there coping.

How do you personally feel about the traditional area of policewomen's work as compared with the other?---I originally applied to join the job when this was the only field I was aware we were going to be in.

THE CHAIRMAN: You have not heard of the Women's Electoral Lobby, and so forth?---It was over three years ago when I decided to start in the Police Force and things were a lot different then to what they are now.

MR. DAVIDSON: Going back to some of the back-up calls you have experienced personally, what are some of those calls?---

Domestic situations, armed hold-ups in milk bars, or something like that. The last one I can recall is a milk bar. A woman who had been very badly bashed and raped.

Taking the armed hold-up, do you have any arms available at all at Avondale Heights for police persons?---We have no holsters so you cannot just put a firearm on the dashboard of a police car. We have no pistols of our own inasmuch as the pistols are kept downstairs in a safe. When it came to the situation of the TAB watching some months ago we were told the firearms were meant to be carried. There again, we do not have any facilities to hold a firearm so it seems rather pointless to sign one out, it is a liability to leave one lying around unless you can have it on your person. You obviously cannot walk around amongst the public with a firearm in your hand. It might be said firearms are available to us, but to my mind they are not. Until we have a proper way of carrying them, I do not believe we are armed.

Is it a practice to go out on patrol without them because of that situation?---I have been in the Force for two and a half years and have never carried a firearm.

THE CHAIRMAN: Do some of the girls stuff a weapon into their handbag?---No policewoman in my division has carried a firearm in my presence, or to my knowledge.

I am not suggesting they should do that, but I understand that some have done that?---No, it has not been done in my Division, as I said, to my knowledge.

MR. LAWRENCE: What are the firearms that are available downstairs? ---I believe they are just the small Browning .32's.

Is that the standard issue?---Standard issue for males, not a revolver, just a pistol.

Do you know of some policewomen having smaller revolvers?---I believe there was talk of very small baby Brownings but apparently they were obtained secondhand for the use for policewomen to carry in their handbags when on duty. This was the story that was always circulated. It is a ridiculous situation because policewomen do not carry their handbags on duty. Also, I have used them in pistol training originally at the Academy and they are not very effective. As is said, you do not fire them, you throw them at the person.

You have referred to D.24. As I recall it, you were still doing some work at D.24 from time to time?---Yes, D.24 has gone from a very, very bad to a worse, worse, from the point of view that they are losing people constantly and are not being replaced. Basically, with the accelerated promotions they are getting they get through a lot of sergeants and the two year period of being held for the position is up and they just are not getting the replacements. What they have done is that we are seeking persons in the district, older members, to go back to D.24 on their rest days and work overtime.

MR. DAVIDSON: Is that the system operating at this point of time? ---It is happening right now.

You have a rest day and you decide to go back and you work D.24 for eight hours, or whatever the shift may be?---That is correct.

MR. LAWRENCE: You yourself have been doing that?---I commence this afternoon at 3 p.m.

And today is a rest day for you?---Yes.

You have been on holidays until recently, have you?---Sunday the 9th or 10th.

Were you working at D.24 prior to your holidays?---No, the actual system started on the 12th November, it has only been going shortly over a month. This is the only way they can fill the positions without having their members at D.24 having no rest days whatsoever. This was what prompted the situation in that the people at D.24 cannot go on indefinitely without rest days so they are getting a few other people in on their rest days so that the people at D.24 do not have breakdowns, which some of them have had.

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MR. LAWRENCE: You referred to the ever constant threat of the B.11 file. Have you ever had a B.11 file?---Yes, I have.

How many?---One B.11 file and one 47, answer in regard to my actions.

THE CHAIRMAN: That is a Departmental inquiry or a local inquiry?
---The B.11 file was a complaint from outside people we had dealings with.

MR. DAVIDSON: In relation to what?---In relation to a call - not a call, but myself and another policewoman were following a vehicle, we lost it and regained sight of it in a yard. When we attempted to investigate in relation to the driver of the vehicle the people became very hostile and threats were made to the police. We called for assistance and when other units arrived scuffles broke out and several arrests were made. A young 15 year old girl was put in the back of the van and complaints were made about this. Court cases are now being heard and it was 50/50, we won half and they won half.

THE CHAIRMAN: What did you say?---Court cases were Assault Police, Hinder Police, Indecent language.

Then you followed that up with a further comment?---They won some and we won some.

MR. LAWRENCE: As far as the B.11 file was concerned was that specifically regarding the 15 year old girl in the back of the divisional van?---That was a complaint made by the father. I think that was the main complaint, but also I think the policeman's presence at the time was an undercurrent to it.

THE CHAIRMAN: How did you fare on the B.11 file, the enquiries made, were you charged with anything?---People are being interviewed in relation to it. I have just come back from leave and I have not heard any more about it.

You mentioned another matter, a 47?---We did house checks and one particular house in Laverton was in a very bad state. We had a complaint from a separated husband about his wife and five children. On the first occasion I attended the house it was a mess; I told them to clean it up, that it was not fit for children to be living in. On the second occasion the house was worse than the first time, I did not believe any attempt had been made to clean up. The lounge was a mess, there were things everywhere. The bedroom where a percentage of the children slept, you could not see the floor, there was junk, clothes lying all over the floor, a very strong smell of cat urine. In the kitchen there were several containers of mouldy food in the refrigerator, meat that looked green and instead of having a rubbish bin in the kitchen there was a corner between the sink and stove - - -

You have told us enough to give us a picture?---I told them again to clean it up but this time I supervised, because I did not believe they had cleaned it up after the first time and I did not believe they would clean it up if I left, so I stayed there. At the time they were sitting around consuming beer and I thought their efforts could be better directed to the house.

Who do you mean by "they"?---The mother and boyfriend of one of the girls. It got to the stage that I and my offsider pitched

in and helped clean the house, it was so pathetic. A few weeks later the woman complained to her solicitor and the solicitor wrote to the Commissioner of the District complaining about me and I had to explain my actions. I typed out my letter explaining why I did what I did and I have yet to learn whether I have to go back for another visit to that house.

CHIEF INSPECTOR HARDING: The alternative would have been to place the children under some application?---It is a very difficult situation because to my mind it is not really covered - it is but it is not - those children are being subjected to very bad conditions and it is not much of an incentive to life living in conditions like that, but I find unless a child is really bad I do not like putting them in homes because what they do not already know at home they will soon pick it up at these homes and unless there is a danger to the community I would rather leave them at home.

THE CHAIRMAN: The alternative open to you was some sort of protection order? I am not talking about your judgment now, but the course open to you?---My idea would have been to go to the Health Inspector rather than put the children on protection application. It could have been done.

That is what I am asking, it could be done?---Yes.

MR. LAWRENCE: In that case did you form any view as to the probability of success had that been done, had the matter gone to the Children's Court, what was the probable result?---The usual outcome is 52 weeks probation which does not always do very much. They have one visit with the probation officer, I am told, and that is it because they are so snowed under with work. It is not much good sending them to court for 52 weeks' probation; once they have forgotten the initial going to court there is very little value as far as I can see.

You say in your statement if your judgment is wrong you may not have full departmental back-up. Is that a major concern you have when you are dealing with the cases you have just described?---Yes, because you feel you want to go ahead with a course of action which you believe will help the situation but, at the same time, I do not ever want to put myself in a situation of sticking my neck out any more, because you do not have the full Departmental back-up. It puts me in two minds as to what to do, the best for the situation, or do the best to make sure I do not get into trouble, such as answering 47 in that house situation.

Do you think you are any more or any less affected in that regard than other women with whom you work? Are you more careful than some of the other women at Avondale Heights as far as avoiding these situations where you might be reported? ---I believe I am.

Some of them there give some other impression?---Yes, they do.

You have indicated you are relatively experienced as far as the strength of the Division is concerned; how many women are on the Division strength?---We have a Senior Sergeant, a Sergeant, the first three policewomen are all from the one squad; they are a few months senior to myself, there is myself, a policewoman a few months junior to myself; another one a few months junior to that and that is the actual gazetted strength. Then we have varying

numbers of trainees who they come and take and choose as they see fit without notice to us. We may make up a roster and find we have two policewomen less, which happened last week, and suddenly it is all changed.

THE CHAIRMAN: The two policewomen lost, are they trainees or policewomen who have to look after trainees?---They are trainees. We also have a senior constable policewoman at the moment who, due to ill-health, is at the traffic section V B District traffic office, so for quite a long time we have been working without her due to her illness for virtually 12 months.

MR. LAWRENCE: We have heard evidence from other witnesses about the extended training scheme for trainees, and the evidence has been the trainees go to stations for 12 weeks and are allocated to stations in advance. Does that operate at Avondale Heights?---That is correct.

Do they stay there for a period of 12 weeks?---Yes.

You indicated you did not have two trainees you thought you would have out there. What was the cause of that?---These trainees are our 12 week trainees who have either stayed on or been sent back because of the shortage of staff because of holidays or sick leave or training courses. We thought we had them back to complement our roster but we do not have them now. We have very few at the moment, one on sickleave, one on night shift, two on holidays, so that takes quite a lot out of the actual gazetted staff.

Have you trainees at the moment?---I believe we have one. The others have either passed their 12 weeks and we have lost them, supposed to have them back or we have lost them, or they are on holidays. I think there is one official trainee on the 12-week training at the moment.

Over the period of time the scheme has been in operation and you have been at Avondale Heights how often would you go out with a trainee?---I would say it would be either every alternate shift, one out of two, or one out of three. It depends. At the moment it would be less because there is that many less staff to be working there, but when there has been a lot of trainees they have been dividing them up obviously so they cannot work together, so they have to work the shift so that there is a gazetted member and a trainee together.

You have indicated you have been in the Force 2½ years, but it was only in March of this year you went to Avondale Heights? ---Yes.

Were you at D.24 virtually all of that time?---Fifteen months.

Did you have any operational experience prior to going to Avondale Heights?---Yes, I was at Fitzroy as my training station for 12½ weeks, September 1976.

How soon after getting to Avondale Heights did you start to work with trainees?---After about the first week. I believe I spent most of the first week with the senior sergeant, probably so she could get to know me and although I did not have a licence myself virtually after the first week I was put back as senior member with trainees who did have a licence.

Do you have a licenced now?---Yes.

How long have you had it?---Working-wise I have only been using it since Sunday week.

You put your recreation leave to good use?---It was one of the courses. They have been without my services at Avondale Heights for two months; one month driving school, one month holiday, so they have been without me as one of their gazetted members for two months, which is quite a gap to fill.

Are you still on the medication which was prescribed for you by the doctor?---No. He has told me I should take up Yoga, so I am doing that to solve my problems. I do not like medication, so I am trying to get away from it.

CHIEF INSPECTOR HARDING: Are the other ladies you have mentioned under medication?---Yes, and one of the policewomen I know is on Serapax.

(Page 2357 follows)

THE CHAIRMAN: This is at Avondale Heights?---Yes.

MR. LAWRENCE: Have you any intention of leaving Avondale Heights in the near future?---As soon as I can get out.

Why is that?---Because I find the confrontation with the public and the fear, if you like, of the unknown as much as what job is around the corner, is getting too much for me. I find on an afternoon shift I am very tired when I get home and I cannot go to sleep, I cannot wind down - it is just no good.

MR. DAVIDSON: Do you live in that general area?---No, I travel about half an hour's distance which means I get home at 11.30. I live at East Ivanhoe.

MR. LAWRENCE: You live with your family in East Ivanhoe?---Yes.

What area are you interested in going into?---I am hoping to do the next breath analysis course. They will probably second me when I do that because they are very short there. I would like to go there because it is a predictable situation. I know what I will be confronted with, what I will have to do. I will be totally conversant as they take you through a three weeks course. When I do have to go to Court, at least coming to cross-examination, they are not going to reduce me to tears like previously. It is very difficult to cross-examine on cold, hard facts of the breath analysis test results.

You have been reduced to tears?---Yes.

How often?---Twice.

In what sort of cases?---The last one was .05, exceed .05, careless driving, disobeying signals, exceed 60 kms and exceed 75 kms.

What was the other?---The other was a siege situation at the Supreme Court.

A siege at the Supreme Court?---A siege situation was being heard and it was at the Supreme Court.

THE CHAIRMAN: Was it through attacks upon yourself in cross-examination or the strain of giving evidence about the facts or what was it?---The fact they really pinprick about the evidence. You have said what you have said and they try and get you to say something else by slightly rephrasing the question, this continual nagging on points which just breaks me down.

MR. LAWRENCE: Did you have very much idea of the Court work you would have to do before you joined the Force?---I did commercial and legal studies at school and attended at the Magistrates Courts. I was not aware it could be so harrassing in a situation of defended cases.

What was your reaction to breaking down in the witness box after it was all over?---Embarrassing because it is front of the defence, the defendant, other police. There are civilians either spectating or news people and the magistrate. Some time or other you have to go back in there again and face them. The defence realises it has got to you.

Do you have any fear about this sort of thing coming up in the future?---It sort of sets a precedent with me - yes, I do.

What magistrates court was that in?--_Williamstown.

Is much of your work done in the Williamstown area?---No. Williamstown is actually M District, we are from V District. Altona where the offence happened does not have a court so they go to Williamstown.

Have you had any information about the publicity or extent of the recounting of that incident that you were involved in with other people in the force or amongst lawyers?---No. I was very disillusioned to find out a police person who was present there had related the incident to other police persons in the district. That provides for a bit more embarrassment. I would not know until that particular solicitor, or someone who knew that solicitor, came up against me as to whether it had gone in that direction.

Was it a local solicitor appearing in that case at Williamstown?
----I assume it was, I would not really know.

THE CHAIRMAN: You did mention a short time ago in questioning by Mr. Lawrence that you could not take the confrontation of the public, it was too much. What is the confrontation you observe or experience?---The public I have noticed tend to stand policewomen up quite a bit such as an incident out at Laverton which ended up with a B.11 file. It concerned a .05 at Williamstown. He gave us a very hard time. In his drunken state he had some knowledge of something to do with two hours. He was under the impression after two hours was up he was going to walk out of the station. He would not be told he was under arrest. When you walk into houses for checks, you have complaints babies are being mistreated and the mother says, "Get out, you have to have a search warrant." We say, "We do not, we have authority from the Act." People displaying hostility towards us in all sorts of directions and it becomes very difficult to try and talk to people and have confidence in the fact you have the right to be doing what you are doing.

LUNCHEON ADJOURNMENT

UPON RESUMING:

DR. JESSUP: I take it you were at the Police Academy some time early in 1976?---That is correct.

Part of the training that they give you was training which the male members did not do?---While the male members were doing physical training and restraint and control, we were doing work mostly around the Social Welfare Act and to do with children and women.

Is that the only time when your training courses deviated?---That is correct.

Apart from that you were trained in the same areas they were?---Correct.

Your training included aspects of self defence and that sort of thing?---No, it did not.

When you were at D.24 do you recall an instruction by the chief inspector at that time. Mr. Knight, about the direction of policewomen units to potentially dangerous situations?
---No, I do not recall any instructions.

Did you have any particular practice when you were at D.24 about whether you directed policewomen units to potentially dangerous situations?---It was always a matter of commonsense and availability in my particular situation.

You say you have been sent to such situations at Avondale Heights in a back-up capacity?---As a back-up and as a unit for the job as well.

(Page 2360 follows)

DR. JESSUP: Dr. Jessup, you have been sent there as a primary unit?---I have been sent to a domestic situation as a primary unit and without my own back-up.

What would be the example of such a situation you are referring to?---
A domestic situation; you mean exactly what was happening?

Would you say they were dangerous calls?---It is very difficult to say with a domestic situation. We have been told that many murders occur from domestic situations, so that we do not know what we are coming up against. I suggest with the particular terminology, it would depend on what was their dispute or association.

Since at Avondale Heights, have you been sent to attend in an armed hold-up?---No, not as the first unit, but as a back-up unit.

When you were working for D.24, you cannot say that you had any particular policy as to the direction to be given to policewomen units?---If there was a direction, I was not made aware of it, possibly if it came out I may have been on leave.

MR. DAVIDSON: Do you know of any existing one at this point of time?---No, I do not.

You say you are going back today?---Yes.

Why do you not ask a question when you get there? Why not question: Do you send a policewomen as a primary unit?--- I have always maintained it has been dependant on the operator's idea of what is a policewoman's capacity, and whether they would send a policeman too.

Is that what you associated in those days at D.24 in the early stages?---I could never get any indication. In any occasions where I had to be in that situation, I could remember giving Victoria Dock to plainclothes motor vehicle and I can remember giving a C.I.B. to a shoplifter. They did it. If I did give it, it was in the knowledge that they would go to the job or send a back-up. To my mind, it was sending policewomen around when they would be in a police car with a blue light showing. I would send them there, even though they may only sit in the police car, because you have the colours there and you have the signs.

DR. JESSUP: That is in the context of a back-up?---Yes.

Do you remember saying you were a senior member of the shift, a senior policewoman on the shift?---That is right.

THE CHAIRMAN: Or do you mean as senior member of all the members present. Would you tell us what you mean?---Most times on the division on the afternoon shift we worked with two members only, and even in the morning shift there were only two members. If one went sick, there would be only one member. It happens at times with the whole station that I have been the senior member on the whole station. It is an incredible situation.

Do you mean as the senior policewoman present or as the senior woman present?---As the senior policewoman on the policewoman's shift.

Now you are telling us of other situations?---I was referring to my own situation at the time when there have been occasions at the station.

DR. JESSUP: You also mentioned disruption which it has caused to your social life as a result of your work?---Yes.

Would it be correct to say that this arises from the shift work nature of the work you do?---The shift work nature and also the fact that there may be half a dozen cases, it may come to be, say, half past ten and you get a .05 case and there is no way you can get it done in half an hour and the running sheet done. You may get the case of a shoplifter at 2.30 and you would normally knock off at 3 p.m. It is the nature of the work. The time you knock off may be many hours ahead of what you thought you were originally going to do.

It is a question of the work which you are called upon to do compared with the amount of time available to do it in?---You could put it that way, yes.

You have also mentioned the new awareness of the public of the effect of complaints against police in the context of the B.11 procedures?---Yes.

Do you say that the public was not aware previously of their rights in relation to police action?---I can give you one instance. There was a programme on television which I watched, which was something about your rights.

You do not now give evidence of a programme on t.v.?---After this programme I was stood up by several shoplifters who had got hold of some twisted account and maintained that they had a right due to their enlightenment of this programme and the civil liberties groups.

When was this?---Earlier this year. This incident of this programme had given them a misconception of what was said and they were trying to make out it could not be done. Complaints could be made.

I accept that. I accept what you say. What experience are you drawing on to say that that used not to be the case?---Arising out of the case?

What you have just put to me is the awareness of these people that they have their rights. Do you agree that that is nothing new, that that has always existed?---Up until that particular incident I mentioned, of the incident with the B.11 file, I had not come across this attitude with the public.

You are referring to your own experience in the two and a half years? ---That is all I can draw on, my own experience.

You say you have to do a wider range of police work in the integrated area than what would be the case with the general force?---Yes.

Upon what information do you base your initial views when you joined the Force?---I got in touch with the Recruiting Division and they sent me out renead information sheets.

of policewomen?---Yes.

Are you aware of any more work which policewomen have to do now in the traditional policewomen's area?---I am aware that now with equal opportunity, when that is in, it is fair game

for female and male to do. I have not come across any of the males on our station having to do any of the work we have had to do get, such as with children and house checks and dealing with females. I am not saying it will not happen, but I have not come across it as yet.

You said also that you undertook some pistol training at the Academy?
---Yes, the compulsory training.

Was that the only training with weaponry that you had?---That is correct.

Did you have any other form of training in terms of defending yourself in situations where you may be in trouble?---No, none whatsoever. We had one or two lessons how to handle a pistol and put it together. We had one practice at a target and one at a range. I would hate to go to a situation of using a firearm again because I have not touched one for some time.

MR. DAVIDSON: Do they have any pistol practice within B District itself?---I was speaking to a policewoman in Mobile and she said she had two pistol shoots since she has been out of the Academy, and I have had none.

Have you heard from any of the male members at Avondale Heights who have mentioned that they have attended pistol practice at all?---No.

There is no knowledge whether there is training for a shoot within your district or not?---No, the only experience is when I spoke to a policewoman from Mobile because they are more inclined to carry weapons.

DR. JESSUP: Am I right in saying that the problem you have in carrying out the integrated range of functions is that mainly it is a broader area of work you thought you would be carrying out when you joined the Force?---Yes, I do not think I was prepared for my reactions or the public reactions to the situation that are now confronting us.

Would you say once you have had sufficient experience in a wider range of work such as policemen encounter, you would be happy to carry out that range of work?---I think given time I could get used to situations such as body use and badly injured people. I do not know that I particularly want to get used to that sort of thing.

You indicated you would be prepared to get into the breathalyser area?---Something that does not have to have confrontation or unknown element.

You have said that you have had difficulties in cross-examination on a couple of occasions, and one of them was a matter involving .05 and a number of other charges?---Yes.

What other charges?---.05, careless driving, disobeying traffic signals.

Did you find that you had any particular problems in cross-examination with the .05?---No, that was not in contention at all.

That comes into your breath analysis section where you have got the hard facts to back you up?---That apart was cut and dried inasmuch as they were not arguing with the machine, they were arguing with my evidence leading up to the arrest.

The other charges?---The evidence on other charges.

MR. DAVIDSON: The time you observed the driver until he was intercepted?---Yes.

CHIEF INSPECTOR HARDING: How do people receive you in an off duty situation when they discover you are a policeman?---For the first years I must say that I often said that I was a telephonist at D.24 or words to that effect. I really had to pick my mark. I was told about parking infringements or parking notices and you get on to someone who tells you who had been bashed by a copper. You really must dodge that situation in a social situation.

It is still like that?---Possibly, I do not socialise as much as I did. You must pick your mark.

Do you encounter any hostility?---You tend to be put in a position where you justify every action that has been done.

By everyone else?---Yes.

(Page 2364 follows)

THE CHAIRMAN: You say you still do it to a lesser degree but then you socialise a lot less now?---Yes.

Why do you socialise a lot less?---I do not know, it is a very difficult one to answer. One would be that I think you tend to make friends within the police to a degree and then you tend not to want to talk shop anyway. It is just the way things go within my particular lifestyle.

Can you depict any consciousness in limiting your range comparatively of friends and acquaintances as you are apparently saying you do, more to the police?---I have not really thought about it. I think it is something that would require a lot of thought. I said that I have taken up yoga and the people who are there are older than myself, housewives, and you are able to talk to them, but people of my own age or younger tend to have a low opinion of the police, but until they require the police they do not really want to know about them. They would not think twice about ringing you if their house is burgled or a relative was raped or murdered, it is only then that they think about us and want us. Because of that, I suppose, I tend to dissociate with any persons who might hold that attitude.

MR. DAVIDSON: Did you go to school in the area where you live?---Yes.

What about school friends and acquaintances are you still as close to them as you were, say, before you joined the job?---No, joining the job does one thing for you, it tells you who your friends are and who your friends are not. If you have friends before you joined the job and after you joined the job, you have friends.

Have you found that the case, you have lost so-called friends?
---I would not put it that way. If they are still with you after you have joined the job they will be with you full stop.

Do you tend still to move as much in the circles as you did pre-job-wise as you do now with outsiders?---No.

THE CHAIRMAN: Are you satisfied with that situation, or not?---I think as you grow up your values change anyway and also your ideas. Of course, being in the job such as the Police Force, which is a little different to working in Coles Cafeteria that tends to change you also. I do not think you could cover every aspect, that you would be the same once you are in a job, especially after a while.

Do you think you would be the same if you had gone to Coles Cafeteria?
---I look at it this way; you cannot afford to be at a party where pot is being smoked, you cannot afford to have any strong views about abortion, you cannot go to rallies, and so on. I cannot afford to have anything that will contrast with my job, so I think you have to assume a much more neutral character in your private life than previously so, yes, if I perhaps had worked in Coles Cafeteria I might have been more of the same person as I was.

That is what you think about yourself?---Yes.

(THE WITNESS WITHDREW)

JUDITH ANN McCLINTOCK, sworn and examined:

MR. LAWRENCE: What is your full name?---Judith Ann McClintock, I am a policewoman constable stationed at the Women Police

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Division, Flemington. I have made a statement in relation to this wage claim, which reads:-

I joined the Police Force in August, 1976. I then spent 5 months at the Police Training Academy, Glen Waverley where we were taught a lot of basic law.

In January, 1977 I graduated from the Academy and was sent to Flemington, Women Police where I spent 3 months there as a Training Station. During this period of training new members are always rostered for duties with experienced members. At no time during this period are the new members expected to make decisions, as they are always under the guidance of a senior member.

Flemington is a Policewoman's Division and their duties cover "B" district. Our work involved female offenders and children. Families and also general patrol duties. We are often called on to perform special duties with both the uniform members and, on occasions, in plain-clothes.

In January, 1978 I became attached to the Flemington Policewomen's Division as a permanent member of the staff. Policewomen are being called upon to do general Police duties and on occasions when the male members are tied up we are often called upon to attend car accidents and also to attend breakings and domestics.

The Policewomen's role up to now has been mainly involved in attending to families, children and females.

These areas are often very sensitive and require a good amount of tact and commonsense. We always get called in when things have got to a state where no one is able to cope any longer and the only thing left to the parents is to call in the policewomen. On our arrival everyone expects us to have a ready solution and to make everything right on the spot.

Usually these situations have been coming to a head over a long period of time and cannot be solved in two minutes.

On occasions the only alternative left open to us is to remove the child from the house and give everyone a chance to calm down. In these situations when everyone calms down we "the Police" become the bad ones for putting their child in a home and may be the cause of them losing custody of the child. The fact that they were not able to resolve their own problem is soon forgotten, and we are in the firing line again for taking the action we did.

The decision of taking a child to court and also of placing them into a Retention Centre is one that can have a very dramatic effect on a young child.

Police in general come in for a lot of criticism both from the public and the press. We are expected to be super-human and live in the public eye all the time.

General patrol duties are a great part of a policewoman's daily duties. These include general traffic patrol, processing female and juvenile offenders for theft and other offences.

The attitude of the public toward the Police is, in general, not good. If they commit a traffic offence

and are pulled up for the same we become the "ogre". They never stop to think that we do not make the laws we only carry them out.

The public when they abuse us do not stop to think that one day they are going to need a policeman for whatever reason and they are going to expect the policeman to do his very best to resolve their problem, no matter what time of the day or night.

On joining the job there is a certain feeling of pride in the work that we are doing. But after a short time we tend to hide the fact that we are a policewoman, especially when we are out socially.

Pressures of the job are hard enough without having to constantly defend ourselves both on and off duty.

What work did you do prior to joining the Police Force?--I was a typist-clerk for HBA.

For how long were you with HBA?---Approximately 2½ years.

How old are you?---Thirty years of age.

So you had some years working before you went into the Force?---That is correct.

Have you had a variety of jobs in the past?---Yes, I had travelled, working holidays in New Zealand, worked on my father's farm, shop duties, worked in a chiropractor's office, and various other jobs.

What led you to join the Police Force?---Mainly the desire to help people, girls, families, social work mainly.

Of course, there has been a change in recent times, but perhaps taking you back to the first year in 1977 in the Force, was that the sort of work you did then?---Yes, at Flemington we do mostly that type of work. We have Commission flats, and the Brunswick areas there are a lot of families involved.

Comparing the work you did in 1977, that is, early 1977, with what you have been doing, say, in the past six months, have you seen any changes as far as your particular work is concerned?---Last year we did not get any calls to accidents, breakings or anything like that; now we tend to get called in to do traffic work for accidents, take CO and MO reports and duties like that which we did not perform last year.

For example, what about stolen cars, have you ever dealt with stolen car reports?---Not until about two days ago. We received a call from D24 and they gave us a car and registration number and to pick it up. Myself and member in the car did not have any idea of what to do with a stolen car and we had to take the details and go back to the station and find out from the male members and had to go from there. It is happening more and more, we have to seek help from male members.

On this occasion a couple of days ago, were you with a junior or senior member?---Senior member, unfortunately.

How many women are there at the Division in Flemington, that is, permanent members?---Including the permanent members and our sergeants, there are nine permanent members and five either trainees or temporary duties.

Going back over the past few months, what proportion of your shifts would be working with a member junior to you, either a trainee or one of the gazetted strength?---If you worked the weekends it is normally with a trainee or junior girl. On an afternoon shift it is normally a trainee or junior girl. Mainly the day shift is a senior girl on the car and afternoon shifts and weekends it is with a trainee or junior girl.

What proportion of your shifts are worked out in a vehicle or, at least, operating from a vehicle?--Most of the shifts except if you have paper work. That is the only time you stay in the office.

Do you do your paper work during each of the shifts, or do you tend to keep it for the one shift?---It tends to mount up because with the shortage of girls at the moment you are sent out in the cars more often so you find your paper work is left and then you just have to take time out, either your own time, or you find time to do it.

What is your personal reaction to this broader area of work you are now involved in?---I prefer the work we were doing, the social work, the families and the girls. I am not sure of myself doing these other jobs, I would prefer to do the policewomen's work.

We have heard in evidence that the Flemington division is one of the most traditional in terms of work in the metropolitan area, would you agree with that?---I have only ever worked at Flemington, I cannot specifically say.

CHIEF INSPECTOR HARDING: Mr. Lawrence, what do you mean by that?

MR. LAWRENCE: When I said "traditionally", I meant the work of the Policewomen's Division at Flemington which has been described as being basically the traditional work of policewomen.

MR. DAVIDSON: Miss Smithwick said this also.

MR. LAWRENCE: Yes, and I think Miss Oldfield gave a broader view.
(To witness): Are the women who work at Flemington happy with that position?---Yes.

(Page 2368 follows)

MR. LAWRENCE: You have mentioned in your statement you have worked in plain clothes on occasions. If we take 1978, on how many occasions have you worked in plain clothes?-- From memory it would be three or four, three that I am sure of, I think it may have been on other occasions as well.

Have these occasions been ones where there has been some special activity organised within the district?---Yes. The stations are required to do a special effort every so often and on these occasions they have had the girls working in uniform or they will have a couple of us in plain clothes.

Have you done hotel work?---Yes, that is mainly what it is, the hotels, discotheques, races or doing observations of houses, breakings and things like that.

What has been your role in the hotel work?---On one occasion I worked in the brawler van, myself and a male member in plain clothes and they had four members in uniform and we went into the hotel prior to the uniform members coming in. We sat down at the table just judging public reaction when the uniform members walked in. The male members then left and we found out any bad reaction from people who were making really smart comments, or perhaps had had a bit too much to drink, had a bit too much to say when the uniform members left. We went out, told the sergeant on the 'phone in the brawler van what was going on and he made the decision as to whether they would go back in and speak to the members of the public. On one occasion they intended to do that but were called to a brawl.

On this occasion what was the attitude of the members of the public in the hotel?---Three or four gentlemen standing around playing pool made comments and the language they used about the uniform members was not to be desired. I have never been conscious of this before because I have been in uniform before when I was working in the hotels and I had no idea of the reaction after we left the hotel. It is not very good.

A short time ago you made a comment to me about questioning orders by younger members of the Force. That is a comment you made arising out of evidence given today by an earlier witness about younger members as seen by their inclination to question orders. Have you any particular views on that? ---If a sergeant does not explain why he is giving an order - they might say, "Go to a house and pick these children up". If they do not explain why and the background of that family, give you a few particulars, you can go into a situation that is very difficult. Particularly with families where you have young children, sometimes the sergeant might give you an idea of how to handle the situation. For instance, we have a family at Northcote which is very anti-police and has a lot of trouble with the children; if you know nothing about this - - -

THE CHAIRMAN: In other words you expect to be given a proper brief? ---Yes, if the sergeant said, "Go and take the children", without explanation of the trouble they have had before then the situation can be difficult.

That would not be a proper briefing?---That is right.

MR. DAVIDSON: It is really not a question of querying an order. It is asking for information to do the job properly? ---That is right. It is not querying what they are saying,

but asking if somebody does know more about the situation.

MR. LAWRENCE: Does the attitude of the public as you have experienced it require that proper briefing to be given?---Very much so, because the public is very much aware of their rights, what we can and cannot do. If we do not know both sides of the story it can become very embarrassing and get you into a lot of trouble. Lack of knowledge can be very dangerous.

Do you spend much of your time dealing with the victims of sexual offences?--A lot of time is spent with these people, yes. I myself have only had two incidents, but I have only been working senior member for a short time, but I have been involved with other senior members on a lot of occasions.

There is one area you may have some comment on and this is in regard to victims, or alleged victims of rape. Have you come across situations where girls have made complaints that they have been raped and you have been called in to speak to the girl, as a policewoman?---When someone makes a complaint it is not that you ever disbelieve them but you have to be very sure that the offence has been committed, because a lot of time goes into getting statements, medical done, a lot of back-up work goes into it. For instance, yesterday we spent five hours with a girl on alleged rape and it turned out to be a statement of no complaint; She was making this statement to the police because she did not want to go home to her parents and girlfriend and tell them she had been out with a fellow the night before. She was a single girl and it would not be accepted, so it had to be rape.

MR. DAVIDSON: How did you come to be involved in that, was it a call from the male members? They are not allowed to handle these matters now, are they?---No, they are not allowed.

MR. LAWRENCE: They had interviewed the girl before you did?---Yes. Two male members of the Force got the call about 1 o'clock, we did not come on until 3 o'clock so we did not arrive at Brunswick until half past three. They had been talking to her for two hours and she did not leave our company until 9 o'clock last night.

Did you draw any conclusions from your conversation with her as to whether there was a genuine complaint?

MR. DAVIDSON: She said after five and a half hours it was no complaint.

MR. LAWRENCE: That is the conclusion. I am trying to find out what Miss McClintock's part was in that conclusion. How did you come to the conclusion there was no complaint?---We had the medical done, which is unusual prior to taking the statement. Normally the statement is taken first and then the medical done, but on this occasion the uniform men decided to have the medical done. Dr. Bush did not feel very happy about it; he knew she had had intercourse, but he did not feel there was enough evidence. Apparently her story was she had been held for 11 hours but there was not enough stress on her, there was no bruising on her body, no other marks - - -

THE CHAIRMAN: As a doctor he was not satisfied it was true?---Yes.

MR. LAWRENCE: Did you then interview her?---Yes. After I had talked to her for a time she broke down and told me what had happened and it ended up as a no complaint.

What impact did that incident have on you, if any?---It had a lot of impact. Last night I had a lot of trouble when I went home from work unwinding and settling down. The girl had a lot of problems, it was not just a simple matter of telling lies. She was a very lonely girl, she was in a situation she could not handle so although it was not rape it could quite possibly have been rape. I found it very hard to tune out because I was the senior girl, I had no one to turn to to tell me I did the right thing and it took a long time to unwind after five or six hours of pressure like that. Rape matters tend to put you under pressure.

MR. STOCKDALL: You told us you were at Flemington for three months after you left the Academy, then at Flemington on the permanent staff from January 1978. Where were you in between? ---I am sorry, I was on a temporary basis at Flemington, three months training station, then stayed on there temporarily, because they were short staffed. I have only been at Flemington.

Have you noticed a change in the public attitude towards the police in the time you have been in the Force?---Not towards the policewomen specifically.

Towards the police in general?---Yes, towards the fellows. We get called in a lot of time after the male members have been there, either to talk to the young girl or talk to the families and a lot of comments are made about the uniform members.

Has that only happened recently, or over the whole of the two years? ---No, this is only recently it has happened, people are more hostile towards the male members.

That is a noticeable change in the two years you have been in the Force?---Yes, definitely.

Did it happen suddenly?---Not suddenly, but over the last six, eight months it has been more noticeable, especially in our district.

In the first six months you were out of the Academy did you know of this sort of thing?---The first six months I was out of the Academy I was too nervous to know anything; I found it hard to settle down.

So you do not know for that period?---No.

What about the next period?---It was not noticeable, any hostile comments.

When did you start to notice them?---Mainly around Show time, prior to the Royal Melbourne Show, which would be August/September.

You used the expression you noticed them. Are you saying you do not know whether they were there before, or are you saying they may have been there but you did not notice them?-- I have only noticed it in the last six or eight months, I have only been aware of the hostile attitude.

You say it might have been happening?--I do not know.

MR. DAVIDSON: why Show time?---I do not know, but it may be it is a bad area, fellows seem to get into a lot of trouble around the place.

MR. STOCKDALE: Does becoming a permanent member of the Policewomen's Division have any effect on the type of work you are sent to?
---Yes.

When did you start to do the integrated work?---By that you mean breakings and accidents?

Yes?---It would only be in this last year. I could not specifically put a time on it.

Did other policewomen do that sort of work before you started doing it?---The only two divisions which work on our channel, which is Channel O, are Flemington and Avondale Heights. Avondale Heights has always attended accidents as far as I know. I cannot say because I have only been at Flemington.

At Flemington in the last two years before you started doing that work, did other policemen do it?--I do not know.

Your practical experience, including the training experience, is a little under two years, is that correct?---Yes.

Has this change in the nature of the work, starting to do the traffic accidents and CO and MO reports, is there anything else you have noticed which is a noticeable change in the work since then, during that period of two years?---Change in the attitude of the public, or change in the work we are doing?

You have talked about changes in duties, you now do CO and MO reports and attend traffic accidents and you have talked about change in the community attitude. I was talking about the work itself, rather than the background of the community attitude. Is there any other change in the work you do other than attending breakings, traffic accidents, anything you can point to as a change in your work?---Not really.

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THE WITNESS (Continuing): I attended a rape course about August and since then that means they can send me to rapes. Since then I have had to attend a couple of rapes - that is about all.

MR. STOCKDALE: Is there anything that you would say is unusual about you that causes this difficulty of unwinding after interviewing a girl who has put in a rape report?---Speaking to other girls on the station they all had the same problem. It is hard to explain. You give so much of your time and effort to a girl. It is not my position to disbelieve her or believe her. You go in there talking, believing her, you take everything she says until she trips herself up or says otherwise. You have to put all your efforts into taking her story as such.

You tend to get personally involved?---Not personally, but you do, it takes a lot of mental strain, if you like. You have to really devote all your time and effort to her. If you are taking a young child it is over in an hour. These statements take so long and are so personal it is a strain.

Do members with more service warn you about this sort of effect following from that sort of work?---I have worked with girls who have attended rapes before. I have sat in on the interview. I have seen the effect on those girls.

How much senior?---I am a junior girl at Flemington. The other girls are more senior. They would all give me 3 or 4 years.

THE CHAIRMAN: They seem to have trouble themselves in this direction?---Yes.

MR. STOCKDALE:

A longer serving policewoman would have 5 or 6 years service?--- We have a senior sergeant, a sergeant and a senior constable who are older than us. They would have 15 or 16 years service. The policewomen would be 5, 4 years years senior to me.

Do sub-officers discuss this sort of problem with you?---You always go back and discuss problems you have with them.

They told you about themselves having similar experiences?---Yes.

Is it your belief they had that sort of experience more than 6 or 7 years ago?---With all the people at the moment it is harder because you have the Women's Rape Crisis Centre that are so anti-police. You have more pressure from outside sources than they had in their day.

Is it not the feeling for the victim, in this case, the non-victim, is that something that has always been a problem for policewomen?---There have been more reports lately.

It always has been a problem, has it not?---The problem of rape has been a problem.

The attitude of policewomen, either victims or girls in a difficult situation: do you find the older women say it has always been a problem to them?---I do not know.

You talk about the attitude of the public when they are stopped for traffic offences. Do you say there is any change there in the time you have been a member?---Yes, definitely. We pulled a lady up the other day and she said, "If you were two policemen you would not book me, would you?" - I do not think that is very fair.

Have you had any other incidents of that type?---She was the most hostile I have struck recently. There is always the fellow who does not believe policewomen have the power to back him. You can usually convince them otherwise.

How long have you been pulling over motorists for traffic offences? over the whole of your two years at Flemington?---Yes.

Has there been any change in the attitude of people you stop in that time?---Not specifically.

They have always been happy about being pulled over?---Normally.

MR. DAVIDSON: You have not had anyone who has thanked you when you gave them an infringement notice?---There has been the odd one.

CHIEF INSPECTOR HARDING: Has working as a policewoman fulfilled your expectations?---It used to, but I am starting to become very disillusioned. We do not get the support we perhaps should get from our immediate superiors at Flemington like the superintendent, from the males.

THE CHAIRMAN: The very senior people?---Yes.

What sort of lack of support?---We have had occasions when we have charged young children and the brief has gone through to the officers and it has come back "Not approved". You do not charge young children for no reason. It is usually a last resort if you are going to take them to court.

Someone has to approve of these things. Would you prefer someone discussed it with you before they said, "Not approved", is that what you mean?---Yes.

Do they discuss these things?---No, it normally comes back "Not approved".

CHIEF INSPECTOR HARDING: Do you find any difficulty in giving evidence in a witness situation?---Yes.

It does bother you?---Yes.

How does it bother you?---I always tend to get very nervous before a court case. Speaking to senior members they say the same thing, it is something you do not get out of. It is something you have to accept.

How do you react to vigorous cross-examination?---It has never really bothered me. It worries you at the time. It is not something I swell on.

(THE WITNESS WITHDREW)

THE BOARD ADJOURNED UNTIL 10.30 A.M. TUESDAY, THE 19TH DAY OF DECEMBER, 1978.