

COMMISSIONER'S BRIEFING PAPER

SUBJECT: Review of separations and leave without pay for sworn members and Protective Security Officer's for the 2021/2022 financial year.

BACKGROUND:

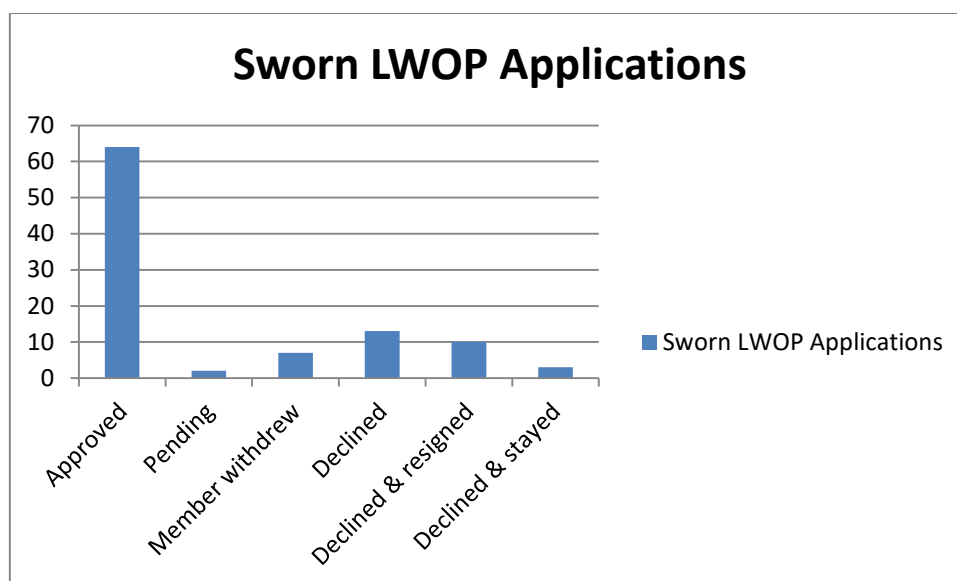
The provisions of leave without pay is supported as a flexible work option designed to allow staff access to time away from the workplace for a variety of reasons including to study, engage in alternative work and for personal / family reasons. Staffing has been an issue of organisational focus in recent times and prompts a review of the number of leave without pay applications being received and the outcomes of denying applications. Furthermore an analysis of why our members are seeking LWOP is beneficial to better inform SAPOL in future decision making.

Additionally, it is pertinent to understand why our people are separating from SAPOL. This paper provides an analysis of sworn and PSO separations for the 2021/2022 financial year. It only includes separations coded 'resignation-other' as this removes the general retirements and other factors not relevant to the scope of this report such as 'dismissed' and 'deceased.'

RELEVANT POINTS:

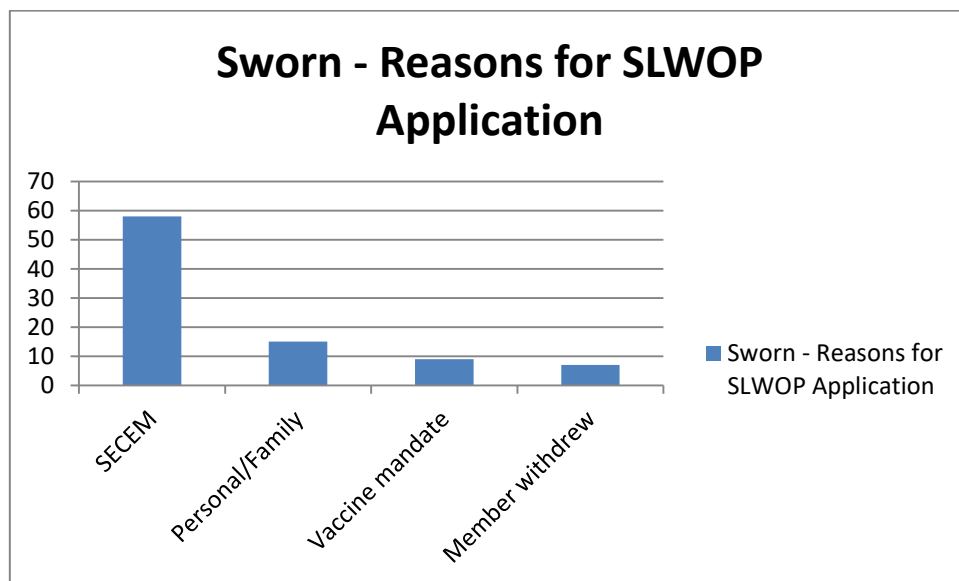
In the 2021/2022 financial year; a total of 86 sworn members applied for 'Special Leave Without Pay' (SLWOP).

- A total of 64 of these applications were approved, 2 are pending, 7 were withdrawn at the members request and 13 were declined.
- Of those that were declined, 3 remained employed with SAPOL whilst 10 opted to resign. The below graph outlines the percentages of applications that were approved, withdrawn, declined and stayed and declined and resigned.



The reasons members applied for SLWOP was also assessed using thematic analysis and divided into categories of;

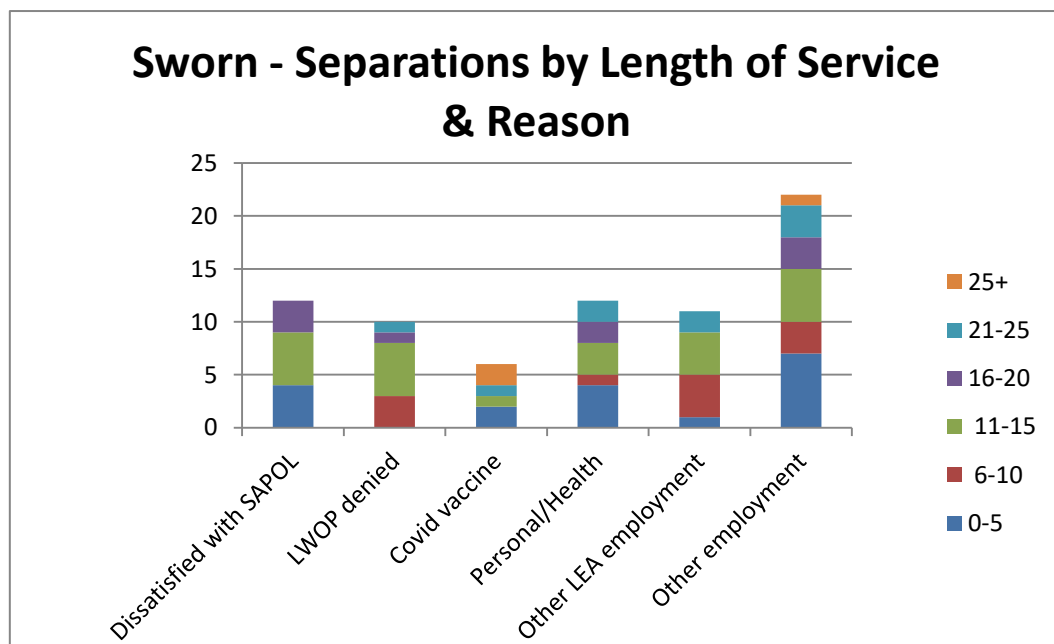
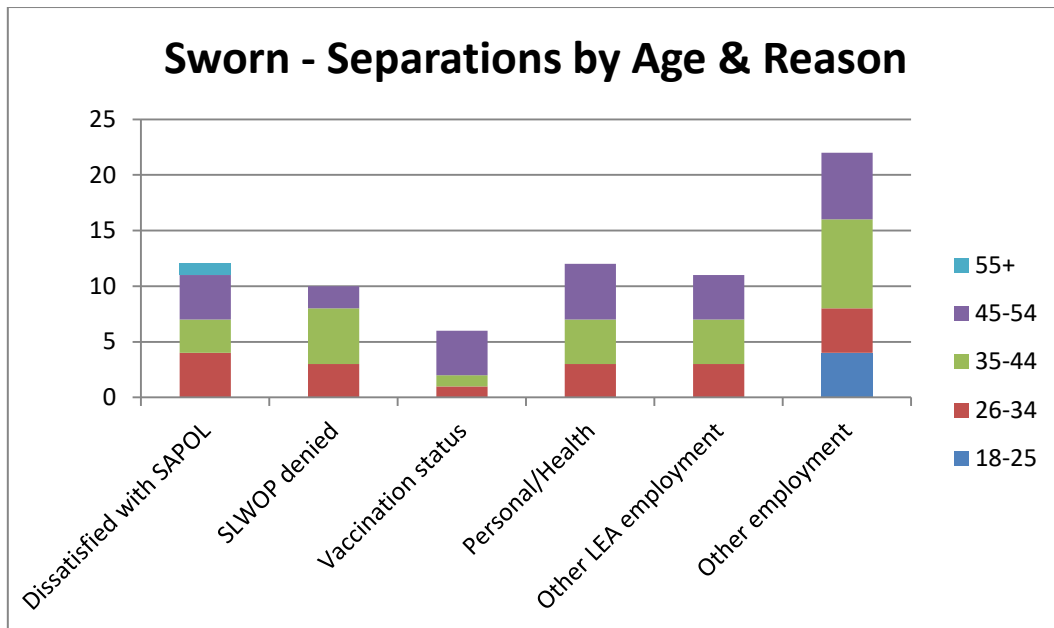
- Secondary employment, personal/family reasons and in relation to the vaccine mandate.
- 58 of the applications related to secondary employment (SECEM).
- 15 were for personal/family reasons which often included medical needs of the individual or a close family member.
- 9 applications were related to the vaccine mandate and their unwillingness to get vaccinated.
- As stated, 7 applications were withdrawn at the member's request. There were 3 applications that fit multiple categories outlined above. The below graph displays the breakdown of reasons for applying for SLWOP.



Further to this, an analysis was conducted of separations of sworn members for the 2021/2022 financial year. This was conducted using thematic analysis of member's PD89's and divided into categories for reasons of resigning. The categories identified were; Dissatisfaction with SAPOL/culture, SLWOP denied, vaccination mandate, personal/health reasons, and employment both with other law enforcement agencies (LEA) and other areas. Data revealed that there were a total of 67 separations that were coded 'resignation-other' which removes the general retirements and separations outside the scope of this review as previously mentioned. 6 of the separations fit multiple categories in their theming and were counted in the most relevant area.

- Data revealed that there was a total of 12 members who cited dissatisfaction with SAPOL and its culture for their reason for leaving.
- As stated; 10 members resigned as a result of having their SLWOP request denied.
- 6 members resigned citing the vaccine mandate as being a contributor to their reasoning.
- 12 members cited personal/health/carer's responsibilities in their reasoning for resigning.
- 11 members were separating to join an alternative law enforcement agency (LEA) within Australia.
- 22 members separated to seek employment elsewhere (non-law enforcement).

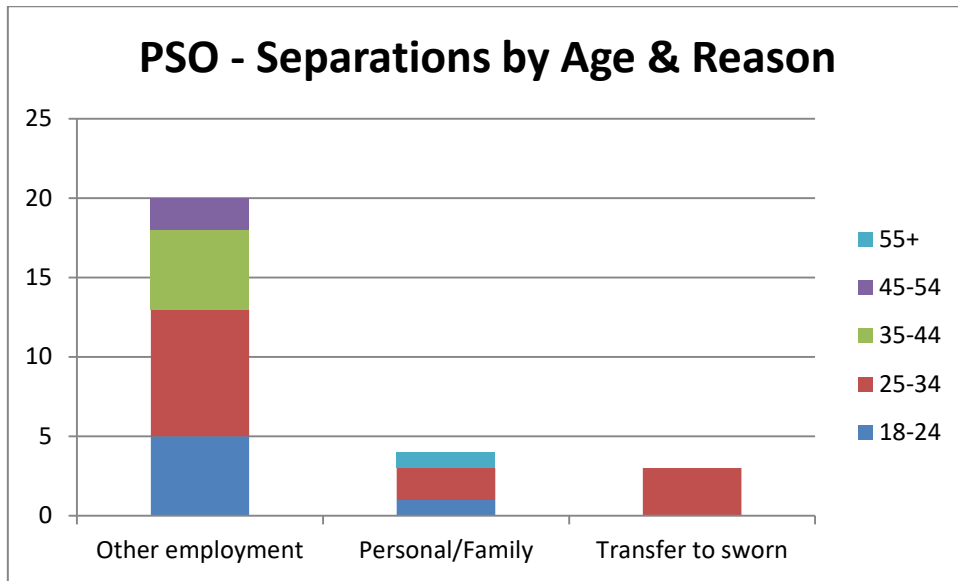
- The below graph portrays the breakdown of reasons that people separated with the additional information identifying their age range and length of service at the time of separating.



The same analysis was conducted for Protective Security Officer's (PSO).

- There were 3 Leave Without Pay (LWOP) applications for the 2021/2022 financial year from PSO's. All 3 were approved and 1 member has subsequently resigned as his partner has moved interstate for work.
- A review of PSO separations data for the same time frame revealed that there was a total of 27 resignations coded 'other' or 'Transfer within, or to other agencies'.
- Of these, 20 were in relation to secondary employment outside of SAPOL.
- 4 separations related to personal/family considerations.

- 3 separations were due to the member's joining SAPOL to become sworn members.
- The below graph indicates the breakdown of PSO resignations coded as above.



RECOMMENDATIONS:

It is recommended the Commissioner:

1. Notes the information contained in this briefing.

Contact: Superintendent Kameniar
 Date: August 2022

Noted:

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 Kim-Sherie Summers
Executive Director PCW
 August 2022

Noted:

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 Grant Stevens APM LEM
Commissioner
 August 2022