



LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

No. 299

WRITTEN QUESTION

J Davis to the Minister for Police, Hon Lia Finocchiaro MLA:

Aboriginal Police Workforce and Liaison Officer Pathways

1. The answer to Written Question No. 218 of the 15th Assembly, which sought the number of staff identifying as Aboriginal and Torres Strait Islander as at 31 March 2026, stated that a whole of government response would be provided by the Office of the Commissioner for Public Employment. Does the Northern Territory Police Force separately record the number of its own sworn officers who identify as Aboriginal or Torres Strait Islander?
 - a. If so, what is that number and what percentage of all sworn officers does it represent?
 - b. Please provide that figure at each substantive rank, from Auxiliary and Aboriginal Community Police Officer to Commissioner, excluding officers acting in higher duties, with the percentage of each rank. Where a figure at a particular rank is too small to report, please provide the aggregate for the relevant rank band and the Force-wide total.
 - c. In which system is that information recorded, and in what format?
 - d. Was the whole of government response referred to in the answer to Written Question No. 218 subsequently provided, and on what date?
2. Budget Paper No. 3 for 2026–27 reports Aboriginal staff in the Northern Territory Police Force at 12.1 per cent for 2025–26 and sets a 2026–27 target of at least 30 per cent, noting that the increase “reflects the 30% Aboriginal employment targets in the Northern Territory Police Force’s Our Plan 2024–2027 and Anti-racism Strategy 2025–2027”.
 - a. By what date is the 30 per cent target to be achieved, and is the 2026–27 target of at least 30 per cent an expectation that it will be reached within that year?

- b. If the target is not expected to be reached in 2026–27, what figure is expected, and why is the published target set at a level the Force does not expect to reach?
 - c. What was the reported percentage in each year since the target was set?
 - d. What measures are funded in 2026–27 specifically to close the gap between 12.1 per cent and the target, and what is the allocation for each?
 - e. Has any assessment been prepared of whether the target will be met by the target date? If so, on what date, and will it be provided?
- 3. Budget Paper No. 3 for 2026–27 increases the target for graduated sworn police members trained and deployed from at least 169 to at least 276, attributing the increase to the staged recruitment of police public safety officers and the Police Review response funding profile.
 - a. Of the members graduated in 2025–26, how many were resident in the Northern Territory at the date of application, and how many were recruited from interstate or overseas?
 - b. How many of those graduated in 2025–26 identify as Aboriginal or Torres Strait Islander, expressed as a number and a percentage of the intake?
 - c. What proportion of the 2026–27 intake is expected to be recruited from outside the Northern Territory?
 - d. Given the 30 per cent workforce target, what proportion of each recruit squad is targeted to identify as Aboriginal or Torres Strait Islander and, if no such proportion is set, how is the workforce target expected to be met through recruitment?
 - e. What is the separation rate for Aboriginal and Torres Strait Islander members compared with all members in each of the three years to 2025–26?
- 4. How many Aboriginal Liaison Officer positions are established in the Northern Territory Police Force, and how many are currently vacant?
 - a. At what classification and pay scale are those positions remunerated?
 - b. Is that classification the lowest administrative classification in the Northern Territory Public Sector? If not, which classifications sit below it?
 - c. When was that classification last reviewed, and by whom?

5. Recommendation 15 of the Northern Territory Police Review recommended that the Aboriginal Liaison Officer program continue to be prioritised and recognised, and be more clearly defined as a critical and foundational liaison service, with a focus on greater coverage of regional and remote communities. What action has been taken to implement that recommendation?
 - a. Has the role of the Aboriginal Liaison Officer been more clearly defined in any policy statement or position description since April 2024? If so, what is its title and date, and will it be provided?
 - b. How has the coverage of Aboriginal Liaison Officers in regional and remote communities changed since April 2024, by location?
 - c. Is there a documented professional development pathway for Aboriginal Liaison Officers? If so, what is its title and date; if not, has one been considered, and on what date?
6. Recommendation 16 of the Northern Territory Police Review recommended that the review of the Aboriginal Community Police Officer rank required under section 79(c) of the Police Consent Agreement 2022 be commenced immediately, and include consideration of the merits of continuing the scheme in its current form, a priority transition process for all Aboriginal Community Police Officers to Constable, and a clear policy statement on the role. Has that review commenced?
 - a. On what date did it commence, and has it been completed?
 - b. What did it conclude on each of the three matters it was required to consider, and will the review be provided to the Assembly?
 - c. Has a priority transition process for Aboriginal Community Police Officers to the rank of Constable been established? If so, how many officers have transitioned under it; if not, what is the reason?
7. What measures are in place to monitor and manage the additional cultural and community demands placed on Aboriginal officers, sometimes described as cultural load?
 - a. Is that additional work recorded or recognised in any workload, classification or remuneration arrangement? If so, in which system is it recorded?
 - b. What is the attrition rate for Aboriginal sworn officers compared with the Force-wide rate, for each of the last three financial years? Where a cell is too small to report, please provide the three-year aggregate.

8. How many women serve as sworn officers, expressed as a number and as a percentage of all sworn officers?
 - a. Please provide that figure at each substantive rank, excluding officers acting in higher duties, with the percentage of each rank, and the Force-wide total where a rank figure is too small to report.