



LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

No. 293

WRITTEN QUESTION

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

Police Sick Leave, Workers Compensation and Wellbeing

1. Recommendation 13 of the Northern Territory Police Review recommended a working group comprising an independent Chair, a Police Review Implementation Team nominee, and representatives of the Force, the Northern Territory Police Association and the Office of the Commissioner for Public Employment, to review and implement changes in areas including current personal leave usage and management, and current housing entitlements in the greater Darwin area. Has that working group been established?
 - a. On what date was it established, who is the independent Chair, and how many times has it met?
 - b. What changes has it agreed in relation to personal leave usage and management, and have any been implemented?
 - c. Will its findings or minutes be provided to the Assembly?
2. What was the rate of personal or sick leave taken by sworn officers in 2025–26, expressed in average days per officer, and how does that compare with each of the two preceding years?
 - a. Please provide that figure broken down by rank, and by division and region.
 - b. What was the total cost of sick leave to the Northern Territory Police Force in 2025–26, in dollars and in hours?
 - c. How much overtime was expended in 2025–26 to cover absences on sick leave and higher duties, in dollars and in hours?
3. What is the current level of accrued excess recreation leave and long service leave held by sworn officers, in total days, and how does that compare with each of the two preceding years?
 - a. Please provide that figure by division and region.

- b. How many sworn officers currently hold recreation leave balances above the level at which the Force requires a leave management plan?
- 4. How many sworn and unsworn members were absent on workers compensation at 30 June 2026?
 - a. Of those, how many claims record a psychological injury as the primary injury type?
 - b. Of those, how many record workplace bullying, harassment or discrimination as a contributing factor, as recorded in the claims system? Where a figure is too small to report, please provide the total for the category.
 - c. If contributing factors are not recorded in that form, in which system are claim causes recorded, and in what format?
- 5. What programs are in place to support members on sick leave or workers compensation to return to duty, whether in their substantive role or an alternative role?
 - a. How many members participated in a return to work program in 2025–26, and how many returned to duty?
- 6. Recommendation 18 of the Northern Territory Police Review (March 2024) recommended that the Force's commitment to wellbeing be strengthened to include programs and executive leadership that support mental wellbeing “through the Wellbeing Strategy 2023-2027”, foster a culture to reduce the stigma of mental health issues and ensure a proactive approach to welfare checks and critical incident debriefing, and provide a safe and inclusive work environment. The Review further recommended ensuring an implementation framework for the Strategy is in place including an ongoing evaluation process, developing and implementing a fatigue management plan, and that “an Implementation Plan for the Wellbeing Strategy 2023-2027 be published on the staff intranet by 31 May 2024 including performance measures and a framework for regular reporting of results within each year”.
 - a. Was that Implementation Plan published on the staff intranet by 31 May 2024 and, if not, on what date was it published? Will the Minister provide a copy of it and of the Wellbeing Strategy 2023-2027?
 - b. What performance measures were adopted under the Implementation Plan, and what results have been reported against them in each year since?

- c. What budget is allocated to implementation of the Strategy in 2026–27?
 - d. Has the fatigue management plan been developed and implemented and, if so, on what date?
 - e. Are periodic mental health screenings offered to sworn officers? If so, at what interval, and what proportion of officers completed one in 2025–26?
7. How many complaints of bullying, harassment, or inappropriate, sexual or racist behaviour were made under the Force's Respect, Equity and Diversity policy in 2025–26?
- a. Please provide a breakdown by complaint category, including the number relating to sexual or inappropriate behaviour and the number relating to racist behaviour. Where a category figure is too small to report, please provide the total.
 - b. What were the outcomes of those complaints, by category of outcome?
 - c. As at 31 March 2026, how many such complaints remained open, and in which year and month was each made? Please also provide the figure as at the date of this answer.
 - d. For each complaint that remains open, what is the recorded reason for it not having been finalised?
 - e. What is the average and the longest time taken to finalise such a complaint in 2025–26?
 - f. How many of those complaints concern a member who is the subject of more than one complaint?
 - g. Please provide the rank of the members who are the subject of those complaints, and the rank of the complainants, as counts by rank. Where a count at a particular rank is too small to report, please provide the aggregate for the rank band.
 - h. What is the cost to the Force of those complaints, in dollars and in lost hours of operational duty, including time spent by members on suspension, on alternative duties, or engaged in the complaint process? If that cost is not compiled, is the underlying duty status of a member subject to a complaint recorded, and in which system?