

# **Western Australia Police Force**

## **Internal Employee Survey**

March 2022

## PREAMBLE

A survey utilising *Microsoft Forms* was distributed via email to every PD number from 8000 – 17500 (Sworn), 51000 – 54000 (PAO) and 85499 - 89999 (Unsworn) on Sunday 27 February 2022 between approximately 11am – 1:30pm.

As detailed in the email accompanying the URL link to access the survey, the primary reason the survey was undertaken was a result of the WA Police Force's and WA Police Union's inaction at commencing something similar. Regardless of where one sits on the spectrum of whether they completely agree or disagree with the mandates, the fact of the matter is these mandates are unprecedented and have had significant consequences on those who have chosen not to 'comply' with them. The instantaneous standing down and eventual dismissal (albeit dismissal is stalled due to current legal proceedings), such an edict is controversial and thus should have resulted in greater transparency and consultation with those to which it applies.

Throughout the afternoon and evening of Sunday 27 February, feedback was received that OICs and Supervisors were instructing their staff NOT to open and complete the survey, with some even suggesting potential disciplinary action if it was opened/completed. Moreover, at approximately 11:00pm, feedback was received that the survey URL was blocked from being opened on Police computers and shortly afterwards the email was wiped from EVERY inbox without a trace or explanation. Thankfully, by at the time the email had been wiped from all inboxes, over 330 responses had already been submitted. Further feedback was received over the proceeding days that staff were bewildered and aggravated that the agency had removed the email and saw it as another example of the agency not having any interest in their feedback/concerns. The survey URL continued to be distributed privately between members for another 6 days with one member stating (words to the effect of) "I'm sending it to colleagues who I know are both for and against the mandates because I think it is important to get accurate feedback and I know a lot who are annoyed at the survey being removed from their inbox".

The survey remained open until 2:30pm Saturday 5 March 2022. **A total of 390 responses were submitted.** During the post-survey collation phase, four (4) responses were deleted/disregarded due to two (2) having answered no questions and two (2) having only left irrelevant/abusive feedback and not answered any questions. This left a total of **386 usable responses.**

Unfortunately, due to the email being removed from all inboxes late Sunday night, very few responses were received from Unsworn (n=21) and Police Auxiliary Officers (n=8), the majority of which only work normal business hours (Mon-Fri) and do not have access to work emails after-hours.

With regards to the results, for whatever reason, not every one of the 386 usable responses answered every question. This is reflected by the total number of responses in each question as seen in the results below.

A summary of the final results include:

- 91% (n=351) were WAPU members.
- Confidence in the CoP and Union/s was higher PRIOR to COVID-19 than it is at present.
- Confidence in the CoP and Union/s at present is very low.
- Job satisfaction was higher PRIOR to COVID-19 than it is at present.
- The majority do not agree with how Police are being used to enforce public health directions nor do they support how the CoP, CHO and Premier have handled the pandemic response.
- 69% (n=264) do not support a fourth shot being mandated.
- 52.8% (n=203) support the Falconer case in the Supreme Court while 16.6% (n=64) are unaware of the case.

In addition to the above, the most significant and concerning results include:

- Morale at present is very low.
- 67.7% (n=260) do not, at present, support the vaccine mandates.
- 46% (n=177) did not want to receive the COVID-19 vaccines.
- Of those who are either undecided about whether they wanted the vaccine and those that didn't want it; internal and external bullying had a major impact on getting the vaccine.
- Of those who are either undecided about whether they wanted the vaccine and those that didn't want it; their mental health has been extremely impacted.
- 15% (n=57) had a serious adverse reaction to their COVID-19 vaccine/s.
- 83% (n= 320) believe traditional policing priorities have been negatively impacted/neglected by the diverted response to COVID-19.
- 69% (n=264) support unvaccinated employees returning to the workplace.
- **60.1% (n=231) no longer have confidence in the Commissioner of Police.**

Over 126 responders left written feedback and while a small amount was either of little input or abusive, many provided some very relevant and insightful feedback. Both from those who are in support of the mandates/vaccines and those that are not. I encourage all readers to take your time to read each piece of feedback. I thank those that provided their feedback, especially those that were willing to divulge personal stories to support their answers.

Just as some feedback suggested, I have no doubt that there will be some who, regardless of the raw data being provided, will form the opinion that the survey has been manipulated or is bias in some way. One could also suggest that the sample size is small (we can thank the swift removal of the email from inboxes for that). To those that form that opinion I say this; The reason for the survey in the first place was because the agency and Union have failed to do something similar. Whether you believe this survey is manipulated, bias or only a small sample size, the results still support the premise that a survey should and must be undertaken by either the agency or union (or both) in order to obtain a larger sample size and thus greater accuracy on what the general consensus may be within the workforce. Despite some feedback suggesting those that disagree with mandates are the “minority”, the results in this survey suggest otherwise.

It seems timely that these survey results are published at the same time the SA Police have announced they are rescinding their vaccination mandates for Police, New Zealand High Court has found the vaccine mandates are unlawful and WA is opening up its borders and injecting millions into promoting tourism whilst at the same time extending its State of Emergency declarations.

The raw data (excel spreadsheet) and a copy of the survey (PDF) are provided below. Sensitive, private or information that could be used to identify the responder has been redacted from both the feedback at the bottom of this report and in the raw data itself.

Regardless of where your opinion falls, I thank you all for partaking in the survey to have your voice heard. It is my hope that these results will cause either the agency, Union or both to undertake their own survey. I encourage all those that wish to see this happen to make contact with the appropriate person/s to have your thoughts known.

Jordan McDonald & the unseen Pro Choice Cops WA team behind me.

[pro.choice.cops.wa@outlook.com.au](mailto:pro.choice.cops.wa@outlook.com.au)

7 March 2022

**Raw Data:** <https://1drv.ms/x/s!AswivAikbygDdYhIB8Yva-psTEQ?e=aiQ3GM>

\*\*private/sensitive details have been redacted from the raw data

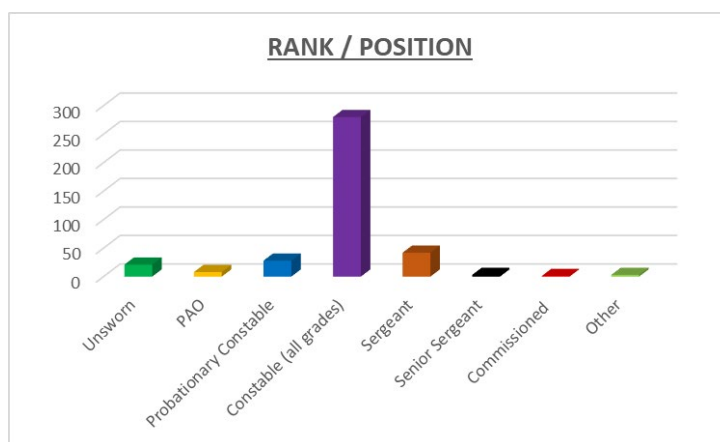
**Survey PDF:** <https://1drv.ms/b/s!AswivAikbygDd8kbcMtA--55GGc?e=4TIAa2>

\*\*Docs are stored on OneDrive – can be downloaded however editing is restricted (read only)

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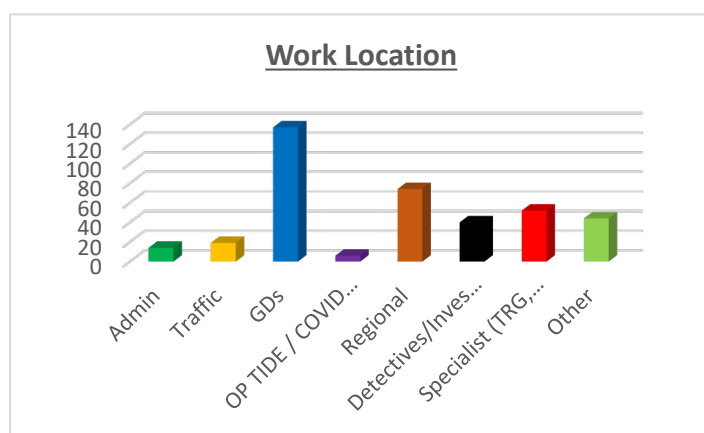
**Q1: What is your Rank / Position?**

Unsworn	21
PAO	8
Probationary Constable	28
Constable (all grades)	280
Sergeant	42
Senior Sergeant	3
Commissioned	1
Other	3
	(386)



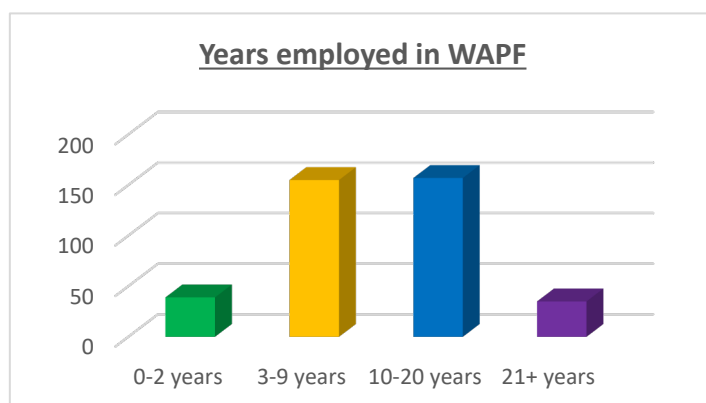
**Q2: What is your work location?**

Admin	14
Traffic	19
GDs	137
OP TIDE / COVID RESPONSE	6
Regional	74
Detectives/Investigator	40
Specialist (TRG, Forensics, State Intel etc)	52
Other	44
	(386)



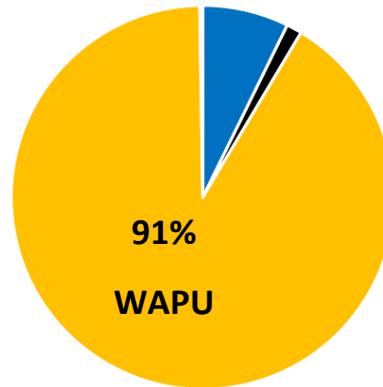
**Q3: Time in service/employed with WA Police?**

0-2 years	39
3-9 years	155
10-20 years	157
21+ years	35
	(386)



**Q4: Are you part of a Union?**

None	28
CPSU	5
WAPU	351
Other	1
	(385)



**Q5: How satisfied / confident were you with the Commissioner of Police PRIOR to COVID-19?**

0	1	2	3	4	5	6	7	8	9	10
14	16	19	36	41	67	38	63	56	16	16

0: Extremely dissatisfied / Not Confident

10: Extremely satisfied / confident

**AVERAGE: 5.43**  
**MODE: 5**  
**ANSWERED: 384**

**Q6: How satisfied / confident are you with the Commissioner of Police at present?**

0	1	2	3	4	5	6	7	8	9	10
111	51	47	41	15	34	15	16	21	12	21

0: Extremely dissatisfied / Not Confident

10: Extremely satisfied / confident

**AVERAGE: 3.08**  
**MODE: 0**  
**ANSWERED: 384**

**Q7:** How satisfied / confident were you with your Union PRIOR to COVID-19?

0	1	2	3	4	5	6	7	8	9	10
23	10	17	26	33	78	53	50	54	19	18

0: Extremely dissatisfied / Not Confident

10: Extremely satisfied / confident

**AVERAGE: 5.49**

**MODE: 5**

**ANSWERED: 381**

**Q8:** How satisfied / confident are you with your Union at present?

0	1	2	3	4	5	6	7	8	9	10
89	50	40	43	30	41	24	18	23	8	16

0: Extremely dissatisfied / Not Confident

10: Extremely satisfied / confident

**AVERAGE: 3.32**

**MODE: 0**

**ANSWERED: 382**

**Q9:** How would you have rated your job satisfaction PRIOR to COVID-19?

0	1	2	3	4	5	6	7	8	9	10
4	0	4	11	12	34	40	91	117	36	34

0: Extremely dissatisfied

10: Extremely satisfied

**AVERAGE: 7.14**

**MODE: 8**

**ANSWERED: 383**



**Q10:** How would you rate your job satisfaction at present?

0	1	2	3	4	5	6	7	8	9	10
49	39	48	57	26	38	31	27	34	12	23

0: Extremely dissatisfied

10: Extremely satisfied

**AVERAGE: 4.12**  
**MODE: 3**  
**ANSWERED: 384**

**Q11:** How would you rate morale within your current work location at present?

0	1	2	3	4	5	6	7	8	9	10
50	43	50	55	41	32	23	25	33	13	17

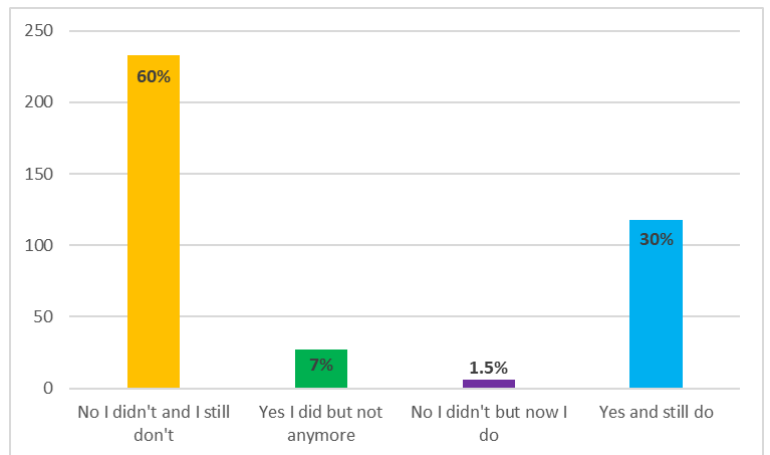
0: Extremely Low

10: Extremely High

**AVERAGE: 3.91**  
**MODE: 3**  
**ANSWERED: 382**

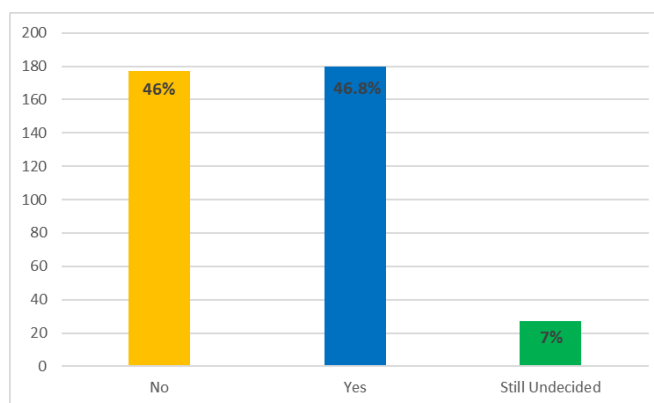
**Q12:** Do / did you agree with the COVID-19 vaccine mandates for all WAPF employees?

No I didn't and I still don't 233  
 Yes I did but not anymore 27  
 No I didn't but now I do 6  
 Yes and still do 118  
 (384)



**Q13: Did you want to receive the COVID-19 vaccines?**

No 177  
 Yes 180  
 Still Undecided 27  
 (384)



**Q14: Did INTERNAL bullying/coercion have an impact in you getting the COVID-19 vaccines?**  
 (e.g. internal mask mandates, missed training courses, missed transfers/promotions etc)

0	1	2	3	4	5	6	7	8	9	10
133	7	14	6	8	22	20	12	28	13	116

0: No impact at all

10: Yes, extreme impact

{All answers combined from Q13}

**AVERAGE: 5.01**

**MODE: 0**

**ANSWERED: 379/384**

0	1	2	3	4	5	6	7	8	9	10
16	4	6	3	2	13	11	6	25	11	101

0: Extremely Low

10: Extremely High

{'No' & 'Still undecided' only from Q13}

**AVERAGE: 7.65**

**MODE: 10**

**ANSWERED: 198/204**

**Q15:** Did EXTERNAL bullying/coercion have an impact in you getting the COVID-19 vaccines?  
(e.g. travel restrictions, "vaccine only" shops and events, family pressure etc)

0	1	2	3	4	5	6	7	8	9	10
144	5	15	17	9	35	21	23	23	15	70

0: No impact at all

10: Yes, extreme impact

**{All answers combined from Q13}**

**AVERAGE: 4.25**

**MODE: 0**

**ANSWERED: 377/384**

0	1	2	3	4	5	6	7	8	9	10
27	1	10	12	6	25	17	12	17	13	56

0: Extremely Low

10: Extremely High

**{‘No’ & ‘Still undecided’ only from Q13}**

**AVERAGE: 6.14**

**MODE: 10**

**ANSWERED: 196/204**

**Q16:** Did the vaccine mandates have a negative impact on your mental health?

0	1	2	3	4	5	6	7	8	9	10
137	11	16	17	12	27	22	26	39	15	62

0: No impact at all

10: Yes, extreme impact

**{All answers combined from Q13}**

**AVERAGE: 4.31**

**MODE: 0**

**ANSWERED: 384/384**

0	1	2	3	4	5	6	7	8	9	10
12	4	6	13	9	17	18	23	34	15	53

0: Extremely Low

10: Extremely High

{‘No’ & ‘Still undecided’ only from Q13}

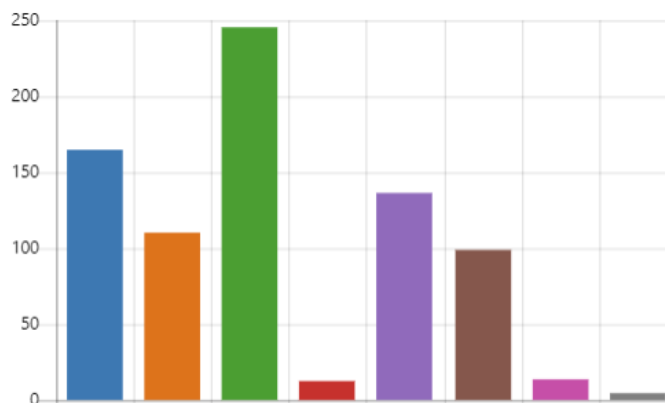
**AVERAGE: 6.77**

**MODE: 10**

**ANSWERED: 204/204**

**Q17: What answer best reflects the reason you got the COVID-19 vaccines?**  
(Multiple answers permitted)

- Protect my own health 165
- Prevent transmission to others 110
- To keep my job 245
- To "fit in" 12
- To be able to travel 136
- Reduce impact on health care ... 99
- My reason is not an option 14
- Undecided/Unsure 4



**Q18: Do you agree with how Police are being utilised to enforce public health directions?**

0	1	2	3	4	5	6	7	8	9	10
120	46	50	34	22	38	10	16	18	7	23

0: Strongly disagree (should be less/none)

10: Strongly agree (should be more)

**AVERAGE: 2.95**

**MODE: 0**

**ANSWERED: 384**

**Q19:** Do you agree with how the pandemic has been handled / responded to by the CoP (Emergency Management Coordinator), the CHO and Premier?

0	1	2	3	4	5	6	7	8	9	10
91	39	32	32	35	54	18	23	18	12	28

0: Extremely disagree / do not support

10: Extremely agree / support

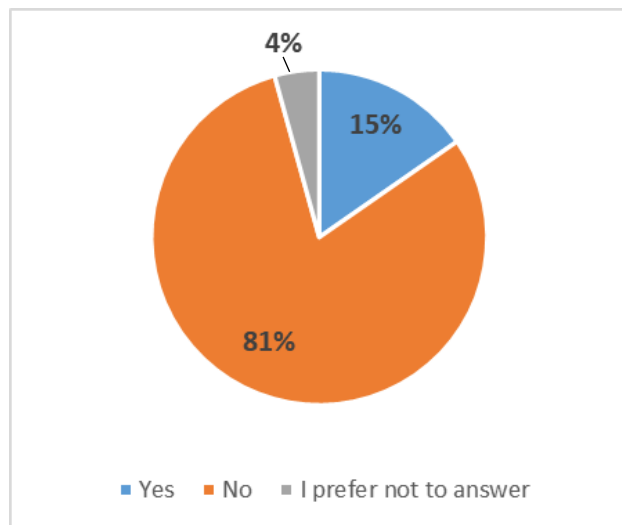
**AVERAGE: 3.69**

**MODE: 0**

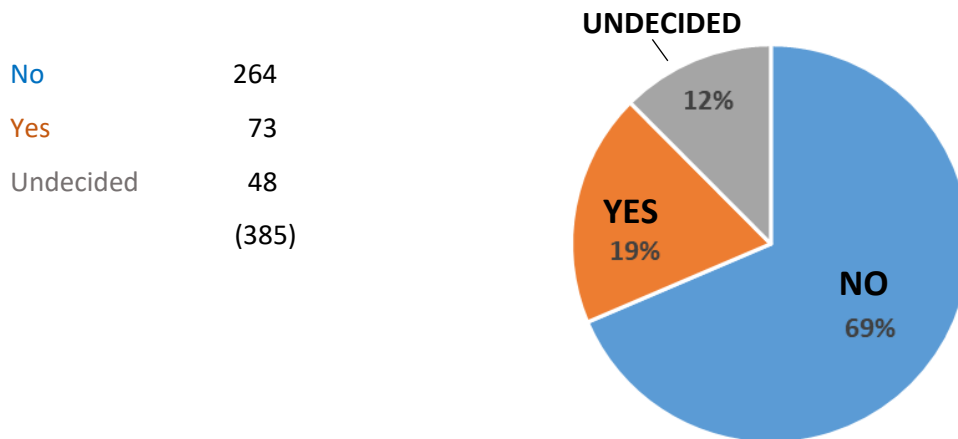
**ANSWERED: 382**

**Q20:** Did you have a serious adverse event to the COVID-19 vaccine?

Yes	57
No	299
I prefer not to answer	16
	(372)

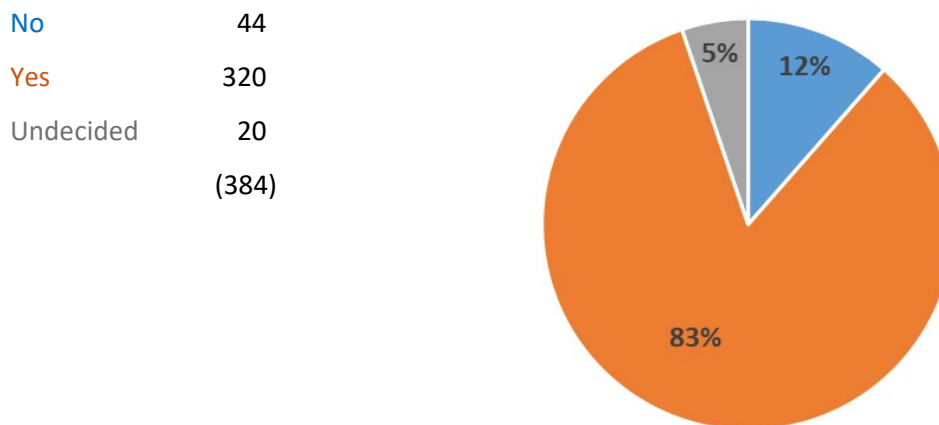


**Q21:** Three (3) shots have so far been mandated; do you support a fourth shot being mandated?

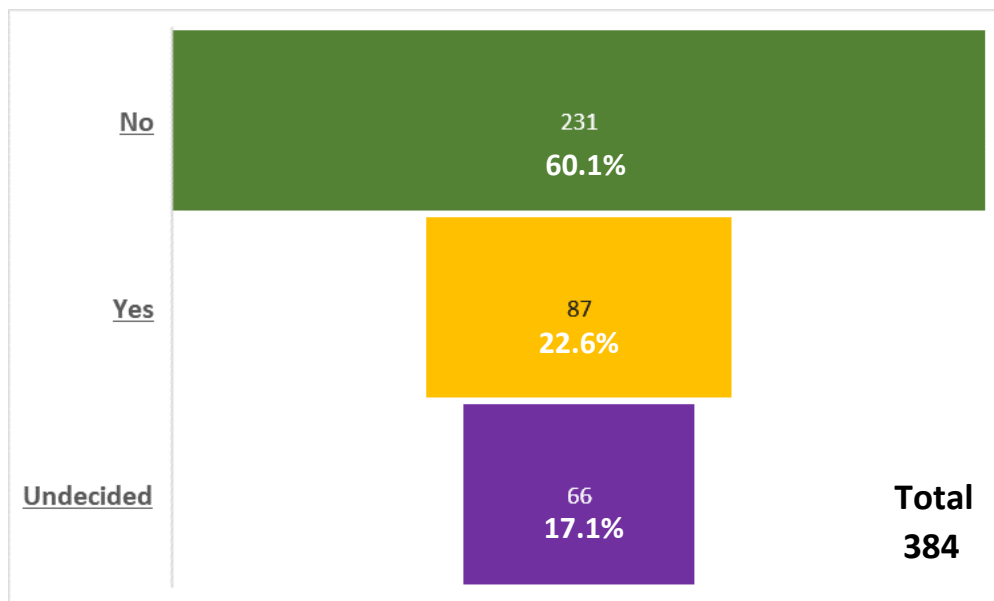


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**Q22:** Do you believe "traditional" Policing priorities has been negatively impacted/neglected by the diverted response to COVID-19?

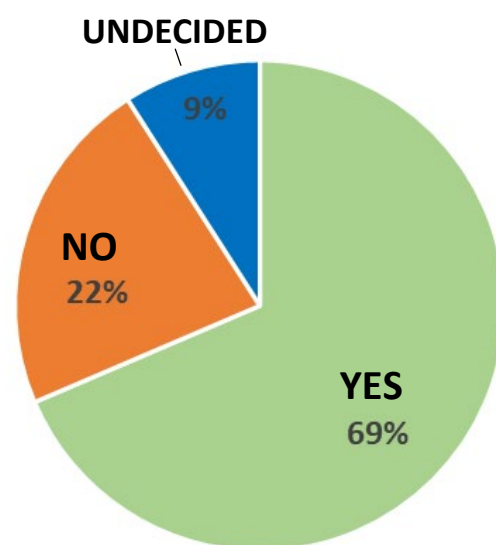


**Q23:** Do you have confidence in the Commissioner of Police to continue his role as the CoP?



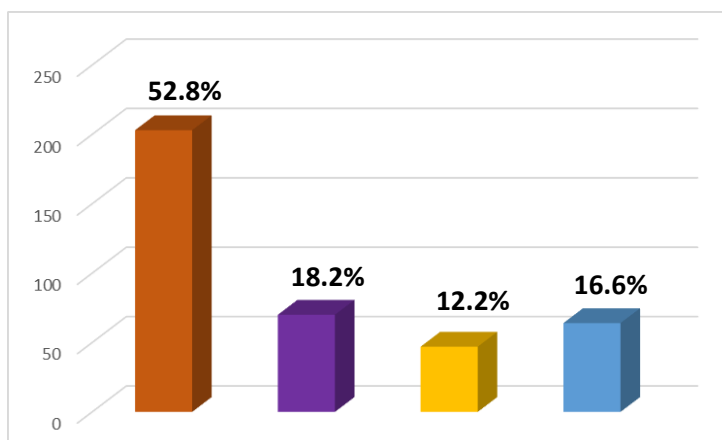
**Q24:** Do you believe unvaccinated Police employees (sworn & unsworn) should be allowed to continue/return to their employment with WAPF?

Yes	264
No	86
Undecided	35
	(385)



**Q25:** Do you support the Falconer case in the Supreme Court challenging the CoP and vaccine mandates?

Yes	203
No	70
Undecided	47
I'm not aware of it	64
	(384)



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## FEEDBACK

(private/sensitive details have been redacted)

*\*\*Feedback that consisted of single words (e.g. "No") have not been included below but are available in the raw data.*

- 1. For clarity, my position is pro-vaccine but anti-mandate. I believe the CoP is a fantastic commissioner and should continue as our CoP. But I don't think the vaccine should have been mandated.*
- 2. Thanks jordo for organising and distributing this survey. Your a legend.*
- 3. Morale is incredibly low, all staff are feeling low and minimal job satisfaction or support at present.*
- 4. The amount of police looking to leave is disgusting. We are been treated like a number. No one in the hierarchy position gives a shit about the frontline police. We still do not have Rat test or the P2 masks that are meant to protect us. [REDACTED] fight to get the Ppe required for our station because even that is being controlled by them I'm just talking, gloves, masks and disinfectant for the vehicles.*



5. *It's about time someone has asked these questions. I'm at [REDACTED] we are constantly understaffed and under resources I feel constantly behind and exhausted I can't turn to any of my leadership because I get the generic "could be worse" policing is all I've ever done but I've started looking elsewhere as most days I now dread going to shift knowing I have no back up no senior staff and no support.*
6. *Pull your head it's not about one individual. I would not work with an unvaccinated employee potentially putting my health and the health of my family at risk.*
7. *If I had of known that I'd have been on 3 months paid leave with the option to return to my position with little more than a smack if I disobeyed the commissioners orders to get vaccinated, I would have taken the time off and not got the job. I ONLY got it to keep my job, I'm a single parent and can't afford to be unemployed. I'm also undecided about those who didn't get the vaccine returning to work with little punishment because the stress the agency has put me through since then, I've had to fight for my secondment, yet another officer who "did the wrong thing" can waltz straight back into the secondment doesn't sit right with me.*
8. *I'm resigning next week for a number of reasons, poor management, lack of support etc. A colleague of mine resigned yesterday (S/C), and our Sgt is also applying for jobs outside of the agency. Morale is as low as I've ever seen in any organisation I've worked for. Good luck with the survey.*
9. *Yea CoP needs to go! And these bullshit mandates need to cease Immediately.*
10. *I'm resigning next week because of internal bullying.*
11. *End the state of emergency - because there is no emergency. Stop using the Emergency Management Act as a tool to bully and issue unlawful directions. As a police force lets get back to what we are supposed to be doing, policing and protecting the community and its property.*
12. *I am disgusted with how police, across Australia, have been used to enforce COVID rules that, which is clearly being seen in published studies and known about since the early days of the pandemic, are unethical, unnecessary and infringe upon peoples rights for zero health benefits.*
13. *You're a legend! 100 🍌*
14. *As someone who has already had covid I take the virus seriously and will do anything to protect my family and my community.*

15. *Awesome job, thank you so much for creating this survey. It's something wapol should have done from the beginning.*
16. *I support the vaccine, but believe it should be your own choice, not mandated.*
17. *Hi Jordan. Sorry this happened to you. I know how much you enjoyed being a police officer. I had the first and second vaccination under duress to keep my job. I won't be getting the booster and I expect to be stood down tomorrow. I am not anti vax but I did not want the vaccination and I do not support the mandate. In 13 years I have NEVER seen morale so low.*
18. *Put simply, agency is a joke. Recruiting standards are pathetic, the erosion of NWR medical claims are abhorrent. Nepotism and sycophants that exist is disgusting. Cops ain't held to account which erodes good behaviour and promotes a "for the boys" style attitude and piss poor behaviour. You only have to look at the footage that's come to light of those two tarts dancing like hookers at a strip club to realise how standards have dropped.*
19. *I very much doubt you won't cherry pick the answers that will support your "crusade" and the way some of these questions were phrased very much sounds like you are a disgruntled former employee. All I'll say is you picked a strange and pointless hill to make your stand on...*
20. *Great work, if I didn't have a wife and two kids I'd be standing right alongside you.*
21. *Thank you for putting this survey out there, hope it holds long enough to get the feedback we deserve to hear.*
22. *Morale in this job has been going down the toilet for a number of years prior to Covid becoming an issue. Having worked in some specific roles where I have observed higher ranked commissioned officers and how they have dealt with certain issues and their knowledge base in general when it comes to law enforcement, any motivation I had in this job to progress through the ranks is non existent. We are not promoting right people into higher ranked positions. These people care more about political outcomes rather than law enforcement. Case in point, AC Adams destroyed Broome. Indigenous juveniles literally operated on a catch and release program as that was his way of "reducing juvenile offending" (if you let them go without charging them then the rate is reduced). now they are literally ramming police cars because there has been no consequences to their actions. I'm over this job and its ridiculous internal politics. It's not about law enforcement anymore, its about KPIs, pandering to the governments "promises" and essentially letting people of a certain demographic get away with serious crimes under the guise of "equality". I've been serving this country and state for nearly ■ years and I have had enough. Once I get another job I'm out of here.*

23. *Roll up for WA.*
24. *Disgusted with how we are treated but our opinions, thoughts and mental health don't matter anymore :)*
25. *I personally think we should have a vote of no confidence in our management. The organisation is in disarray as result of a lack of management and leadership form the top down. We have lost sight of our core role and responsibility's. I support your stance and wish I had the means to do the same. Good on ya.*
26. *Get a life!*
27. *Good on you for looking out for members when the union does near nothing, despite being one of the most expensive memberships around.*
28. *I personally think too many Officers have been pumped into Op Tide which has reduced frontline staff, thus putting pressure on the rest of us. There needs to be better communication about policy/procedure when dealing with COVID-19 jobs. Op Tide staff seem to have no clue what to do when it comes to these jobs, but I guess it's a whole new ball game for everyone in WAPOL. Still think staff at Op Tide should be reduced to half and the rest returned to the frontline. Other than that, I'm happy in my job and thankful that I have a job. I got the vaccine before it became mandated, so the mandate didn't actually affect me.*
29. *Keep strong and follow your morals.*
30. *Never send this to me again. You've left the job, stop trying to push this on coppers who are just getting on with the job. No one wants to listen to your political crap. Cops who have refused should go into temp holdings or be turfed. It leaves us with less Police on the front line. Don't like it, leave and stop benefitting from getting paid.*
31. *Good luck with your case Jordan, and all future endeavours outside of Wapf. And good on you for following your conscience. I'm a little apathetic about covid response etc. For a long time I reaped benefits of being here in WA with freedoms largely uninterrupted so was appreciative of that, even if reason was more to do with geography than governance. Got Pfizer jab as I was sent to ████████, and to refuse jab would have meant leaving another colleague to go in my place, which I didn't want to allow happen. I would have reluctantly got it eventually for travel purposes anyway if it was still required when time came, and for health reasons if and when safety approvals / more data came in to give me confidence it was safe. As time went on I became more confident as to vax safety but more doubtful as to it's efficacy or of the*

*justification for mandatory vaccines. I don't have a grudge against Wapf management for handling of situation from outset as I think they were acting in good faith on health advice and had good intentions, but the coercion and bullying of colleagues like you was not right.*

32. *WAPU are a joke. Come end of financial year I will no longer be a member of them. Have sided with the COP.*
33. *I believe the WAPOL should not make vaccination mandatory. We should all have a choice especially it is a vaccine that created in such a short time. Nobody knows if it's going to harm our health. Sadly, we have to get jabbed to keep our job even we don't want to have the vaccine. Using Emergency Power to enforce such a thing against basic human rights. Besides, they also have something to protect themselves for the future when people is getting sick or ill because of the mandatory vaccination. If they are not doing things wrong, they shouldn't need to worry about it at all. I do hope those officers that were stood down because of covid jab can return work.*
34. *Good luck with whatever battle you are fighting!*
35. *I agree with your view and agree we should have choice with the vaccine.*
36. *Jordan, You will be surprised at how many people feel the same way as you do. I have been a police officer for ■ yrs now with just over ■ in WAPOL and I can honestly say this is the worst I have ever seen it. So many people are jacking it in as of late with the majority of those being Senior Connie's, I too am looking to get out and as soon as an opportunity arises I will be gone. I recently assisted in policing a peaceful protest in Perth CBD and I was absolutely disgusted at the tactics we were being forced to apply to decent ordinary people who were simply standing up for what they believe in to inconvenience there day as much as we could. I too attended one of these protests a few weeks back when I was off and my wife regularly attends when she can and too think that she would of been treated like this by fellow colleagues infuriates me. We are simply a number to the powers that be and that will never change. I only wish I had been in a better position financially to kick back more when the mandates were forced upon us. All the best, ■■■■■■■■■■.*
37. *While I understand they had to lock down and do what was needed to keep WA safe. I do personally feel the mandates on vaccine was too far. I am definitely not against it and I probably would have eventually got it, however to be forced into getting it just so I could keep my job is very disappointing. I got quite sick with my vaccines and had to utilise my own personal leave so I wasn't short paid is also a disappointment as I have ■■■■■■■■■■ partner and we haven't even hit winter yet, which generally most sick leave is utilised then caring for ■■■■■■■■■■. Now the stress is sitting in the back of my mind as to how will I cope come the cold months with the flu and other illnesses. Yes, there is now the Covid vaccine paid leave, however no one was able to use is until after 8th February 2022, I am still in wonder of that as I was made to believe, from*

*numerous emails, that all WAPOL staff had to be triple vaccinated by 5th February 2022. I was all Pro our premier and CoP at the beginning of this pandemic but the last few months has certainly changed that with some very strange decisions and “mandates” Sorry for my vent but had to get it off my chest. So much more could have been written. [REDACTED]*

38. *Please remove me from your mailing list.*
39. *There are many aspects of bullying and favouritism in the workplace that have contributed to the significantly low morale of staff, mine included. I too am thinking of resigning, just waiting for an offer of employment elsewhere before I do so. The “core values” that we’re supposed to uphold and wear around our necks as a reminder, are completely non-existent. The workplace is a toxic environment where hard work is punished and back stabbing is rewarded.*
40. *I am concerned that the responses to COVID 19 are impacting on peoples personal choices and livelihoods, I believe that as a corporation we need to be flexible in our response, and accommodate peoples choices. If everyone around an unvaccinated person is vaccinated then who is at risk? Only the person who has not got vaccinated. I don't think that there has been enough research to say what the long term effects are from these vaccines and if I was a person who was contemplating having children I would be concerned for the future effects. There seems to be a lot of misinformation "out there", and I don't believe that as a society we are being told the whole story. However, I do think that CoP is doing the best he can with the knowledge he has.*
41. *In my opinion your choice/decision not to be vaccinated is selfish and not in line with the roles and responsibilities of a police officer. I suggest you compare the number of fatalities from covid 19 before and after the vaccines were developed. If WA government had not been as proactive in keeping covid out of WA many many people would have died from it. Probably very few would have been the fit and healthy but to take a stance of “I’m alright Jack” and choose not to be vaccinated and to be influenced so easily by extremist views is very selfish. As such you were right to resign from being a police officer as you’re clearly not public spirited. Good luck in your future career.*
42. *This was a waste of time.*
43. *I took the first two vaccine doses because I had trust in the process. I no longer have the same faith in the system and am worried we are putting ourselves at increased risk without being told the truth behind the risk/benefit of these vaccines.*
44. *Give it a rest and move on lads. You’re not Martin Luther King or Malcolm X, you’re coming across as petulant children.*

45. *I'm really glad people like you have left the job because you are a cancer to morale and the good work we do. Good riddance to you and be sure to take anyone that agrees with you. You whinge and whine and take what you want. Call me to discuss if you are brave enough. [REDACTED]*
46. *Based on the ruling of mandates in NZ for police and nzdf personnel I believe the mandates should be ceased immediately. I vote no confidence in Chris Dawson as CoP and Mark McGowan as premier. The union needs to be sanctioned for their lack of effort.*
47. *I'm glad someone has put a poll together separate from the agency. I was one of the last people at [REDACTED] Police Station to get my vaccine and was subject to wearing the mask, plus I had a member of the district office corner me by myself in the carpark, questioning why I wasn't vaccinated. I believe that the mandating of the vaccine in any industry is wrong and should always be a personal choice. The moral aspect of many of the CAD jobs being placed on the system is making me question if I will remain with WAPOL. To target small business owners [REDACTED] is not why I joined the Police.*
48. *Thanks for having the courage to do this. Nothing changes unless there is push back.*
49. *As there is now clear evidence that the jobs only offer minimal short term protection and do nothing to stop transmission and the CHO mandates and CoPs directions relate to the delta strain and minimising transmission I plan on declining the 3rd shot.*
50. *Good survey, we need to speak up.. too many have stayed silent thinking they were the only one!*
51. *Thanks for the survey. I got my vaccination when the "unvaccinated" were required to wear masks. I felt bullied and alone. Given the choice I would like to have waited and received different vaccines to Pfizer or Moderna. I believe my 3rd vaccine is the reason for my recent [REDACTED]. The morale in the police is very low, I'm [REDACTED] generation police and I am looking to leave a career I thought I would be in for life. The job don't support us, the job aren't looking out for us and the commissioner does not care about mental health.*
52. *The treatment of the 'unvaxxed' was disgusting - wearing a mask like 'the unclean' identifying to all our lovely 'customers' our stance and medical information, and segregating from other members. Being asked by strangers constantly 'why the mask?' when even the public did not have to wear them. Then the mandate for such a new and barely tested technology - very worrying. But I love my job so I gave in. But if they mandate for my girls (aged [REDACTED]) I'll be quitting anyway to home school - I know far more people who have had long term job issues than long term C19 issues (my family are in [REDACTED] where C19 is rife) ...i'll risk myself for my kids, but there is where I draw the line!*

53. *We have a duty and morale duty not just to protect ourselves but also the community we serve.*
54. *I think WAPOL are simply a reflection of the nanny state we live in, I am not personally angry at WAPOL or the commissioner for the mandates imposed its the state government and the community not questioning the decision put on us. I am disappointed with many of my colleguges for not even questioning what they have been told to do. I am angry about the ever changing goal posts. I held off until end of November to have my first and now being told I have to have the booster by [REDACTED] makes me angry. I am angry that the vaccines isn't really protecting me. I am angry I can't take my family to see my family in [REDACTED] because my children aren't vaccinated. I do think the union should have done more however I do understand WAPOL are just puppets to the state government.*
55. *Your kidding yourself if you think you are not being biased. Get over it and move on, like the rest of Australia have done. Worst display of unethical behaviour of someone who calls themselves a former police officer, that I have ever seen. You should actually be ashamed of yourself.*
56. *Having vaccinations and wearing masks etc are easy and not much to ask for to keep our society safe. I have family members who are high risk and I will do what is required to help keep them and others like them safe. Also I believe the science and listen to the legal and health experts not the uninformed on social media. Furthermore I don't want you representing me with your beliefs and I don't believe you represent the majority of current sworn police officers.*
57. *Do you want to rejoin wapol?*
58. *Hey mate. I have a [REDACTED] that runs the second largest (by presentations) emergency department in Australia. Her sister is the manager of the ICU over in [REDACTED] that was smack bang in the middle of the largest outbreak. The stories of overwhelmed staff because of unvaxxed people who wouldn't have been that sick are real...as are those who were pleading to get the vax whilst being barely able to breathe and staff having to repeatedly tell them it's too late. I vax for me so I have a smaller chance of getting so sick I have to go to hospital and for the staff that would have to care for me. I've lived it through my [REDACTED] (who came close to breaking because of peoples choices) and I'm about to live it here - hopefully with most of the population vaxxed our hospitals will cope - well the ICU anyway. ED will be inundated as per usual. I certainly agree our union is completely fucked. Has nowhere near the bite it used to have back in the early to mid '00s and has been silent on what the hell went on over the last few years. With the shake up they just had maybe it will get better but I'm not holding my breath. Take care and all the best you [REDACTED]*
59. *WAPOL is a sinking ship. After years of having the agency showing its back towards its employees, it's employees are now showing them theirs. I handed in my resignation and will be finishing in two days after 12.5 years of service. (I'm still waiting on my 10 year service medal!). At no time has WAPOL made contact with me whatsoever to discuss my decision, offered*

*support with my transition, thanked me for my service or to wish me well. There is no longer any soul to WAPOL, that is evident in just how many officers are leaving the job.*

60. *The Mandates should not have forced ANYONE to have a job to keep their job.*
61. *Hopefully a good amount of people will take the time to respond. Well done.*
62. *Get over it.*
63. *As Police, we make, have made and will continue to make sacrifices in our service to the community. A vaccination is our civic duty as officers. My grandfather was 16 when he was given a rifle and told to fight for his country in World War II. I have had vaccines for the flu, tetanus and COVID is no different. It's not illegal to make the choice not to have a vaccine, but if this is required to continue to serve as an officer, it's a choice we all make. Personally, I see refusing the vaccine and wanting to continue to serve as a case of having your cake and wanting to eat it to.*
64. *Vaccinations are there to prevent or reduce the impact of an illness. There's plenty of people who can't get them for medical conditions but I'm sure they would want to get it to help protect themselves and others. Selfish to not get it if your body is able etc. Just think if they had them years back to prevent the plagues or Spanish flu.....saving lots of lives like this one has done. Unfortunately your view is just one of a minority and I'm not saying I completely agree with the actions of the CoP at times but the mandate for vaccinations was a logical and safety based approach. All the best.*
65. *Wapol is overall an agency built on bullying and bullshit. I have no faith in my organisation unfortunately, sad to say.*
66. *Number 22 is a loaded question.*
67. *Got the vaccine because it is the right thing to do. Didn't need it to be mandatory to do the right thing. Anyone fighting it because it is mandatory I don't have an issue with. Fighting it because they don't believe in it is an idiot.*
68. *I believe it was all done for a reason. I have a med/science background as well as [REDACTED] who is a Scientist within a hospital dealing with COVID on a daily basis. We both understand exactly why everything has panned out how it has. The situation has been pretty crappy for everyone. It is an unknown situation and I feel everyone is doing their best. When we all signed up for this job, we knew we had to get vaccines to be in the job and be protected. I feel they haven't done all of this just because they can, they've done it to try to take the strain off of the*



*healthcare system and to ensure that we are a bit better equipped through our immune system. Everyone has their own opinions on it.. This is mine.*

69. *Love you Jordan!*

70. *Job satisfaction and reward for effort non-existent. More about who you know not what you know.....*

71. *No just get jabbed it's not hard and not detrimental. You are bitter and twisted move on.*

72. *Good on you Jordan, huge respect.*

73. *I think the vaccine mandates are an example of how the WA Police Force does not care about their employees, however I feel that there are bigger issues at play such as sexism, discrimination, bullying and intimation occurring within the force that are much bigger issues.*

74. *If you would like to properly understand the definition of coercion, move to Ukraine.*

75. *I am confident that the majority feel as I do and It would be good if the public are advised of this survey and the outcome.*

76. *Thanks for fighting for those that can't.*

77. *Jordan you have made a choice, we all made our choices now select an appropriate career and move on.*

78. *I'm about to lose my job because I won't be having the 3rd Jab. I have lost a relationship over this and suffered terribly with my mental health as a consequence. I have no faith in police at the moment.*

79. *Already in the Shia, this'll make it worse I'm sure!!!!*

80. *Unvaccinated should go and live in a commune somewhere on their own. They are a danger to the ill, frail and elderly.*

81. *The current Policing climate is changing like all things in life, the best way to navigate ones way through life is to learn to adapt in order to best place oneself in a more suitable position for ones-self, in order to be able to best help others.*
82. *I am astonished at the lack of awareness at WAPF about lack of staff morale. The handling of Covid-19 and messaging from the executive has just been another brick in the wall. I have so little confidence in WA Police's current ability to respond appropriately to investigations and crime that I would consider not even calling if I was the victim of a crime or witnessed something where nobody was getting hurt. How incredible is that, from a Police officer. It is solely down to my move to [REDACTED] which I enjoy (the actual work but meddling from management with no idea is managing to erase that enjoyment as conditions worsen) which has kept me from seeking other employment. The WA Police union are an absolute joke - I have no confidence in them whatsoever, I feel pressured into being a member as I am concerned about legal representation if I was to do something legal and justified and then be crucified by management looking to boost themselves up the rank system. I appreciate people like you for taking a stand against this. If you make a new union as your new job, count me in.*
83. *Thank you for creating this avenue to have a say, or at least feel like I have. I didn't feel strongly enough about the forced vaccination to risk losing my job, so I just got it done. This doesn't mean I did it willingly.*
84. *Morale is low because we are constantly questioned on our actions and judged by people who view things in hindsight and expect you to be 100% perfect. BWC shouldn't even be looked at unless there is a complaint. It's also low because we have no staff and yet we are still expected to complete everything perfectly.*
85. *Love what you're doing! Thank you for your support and for being brave and courageous enough to do what a lot of us couldn't.*
86. *Currently applying for jobs away from WAPOL.*
87. *Police should not be used to enforce non legislative policies upon society.*
88. *I'm over it!*
89. *The CoP is doing his job but the Premier shouldn't be asking him to do that job. This is a health issue not a police emergency, there is no longer a need for any emergency powers and if the vaccines are so important, my this mask mandate bullshit. Police are being used to achieve political outcomes and the union should be fighting mandates that have forced officers out of the job.*

90. *Jordan, I have no doubt you will use only the information that will suit your narrative. Just like [REDACTED] you are also likely to be closed to any other suggestion. Have police been stressed since covid came about? Probably, because of all the resources required to deal with the protests you take part in. Is police morale likely to become affected? Probably, because more unvaccinated will take up hospital beds which would otherwise be available for victims of crime, road trauma patients, mental health, ill children and assaulted police officers. Far more police officers disagree with you than agree with you. When you speak at public events, you attempt to speak on behalf of us police officers and what we must think or feel about this situation. It's generally incorrect.*
91. *WAPOL has become a joke. I used to be proud to be a member. The amount of bullying and corruption from management is out of control. No wonder people don't want to join and people are leaving. We have no confidence in our agency at all. Management are a disgrace.*
92. *Couldn't answer some as us being stood down not relevant.*
93. *Good luck guys. My last official day on the books is tomorrow after 18 years. Bigger brighter world out!*
94. *My loss of confidence in the CoP / WAPF is more to do with the focus on other things (irrelevant courses to do with social issues, focus on social justice / woke ideology instead of actual policing and bowing down to whinging minorities) Covid related issues are a small part of that. Attending Covid related tasks (mask/vaccination status etc) are annoying and time consuming but that's Policing. Covid is real, vaccines on the whole help and there's a time and place for mandates / restrictions in times like this. Unless you have access to the latest information (not just google and/or personal reasons) sometimes you just have to comply or not in your case. WA government has done a great job. They have not been perfect but in general they are doing their best with an aim to keep people safe. You can never please everyone that's the way a democracy works.*
95. *Society has been driven by fear and misinformation with no respect for the individual. The vaccine is non sterilising so being non vacaxed does not impact any other person. Annoyed at how Unions have not defended freedom of choice.*
96. *The Police is a paramilitary organisation. We take orders. Our opinion is irrelevant. If u feel differently then you were right to leave as it was not the job for you. We are black and white. No grey. If Government says vaccine is safe, then it is safe. I have no issue enforcing mandates. When we allow the minority, and it IS a minority, to win then anarchy prevails.*

97. *I cannot believe that with all of the admin type roles that have been created due to COVID-19 that WAPOL was unwilling to enable less than one tenth of their highly trained and very passionate workforce to have either worked from home or work in a location that housed only unvaccinated officers. Seriously vetting G2G applications or calling people in quarantine could have been done from anywhere.*
98. *Covid mandates and the way it has been handled with wa police and enforced by is a serious and ridiculous bullying tactic. As if people aren't worried and stressed enough. As if police arnt under enough pressure already. I strongly believe that our community, including police officers as they are also people (I'm sure those up top have forgotten!), will start reacting to the way they are being treated with being forced to do things like sticking a needle contained with who knows what and wearing masks 24/7. There will be murders, riots and all sorts. Our kids have to wear masks in school, how can they absorb what they are being taught when their growing brains arnt getting enough oxygen to function? Thank fuck I'm [REDACTED] and then further bullied by inspectors and the like. Good riddance and good luck to those who genuinely care and do want to help people, they are gonna need it if shit doesn't change!! [REDACTED]*
99. *I have concerns about the long term safety of the job. I'm worried about getting my 3rd as I know people Who have been okay with the first two but have been really sick with the third one. I hate the fact that my employer has taken away my bodily autonomy when they already run a big part of my life and demand personal sacrifices such as missing out on time with my family and events such as Christmas every year to serve the community. I hate the lack of support we get generally in policing from the hierarchy in particular the commissioner who seems to want to hang us out to dry for everything. The state premier is a tyrant. I want the return of democracy bodily autonomy and freedom of speech. I also want to see alternative therapies such as ivermectin and steroids to treat this virus not relying solely on an experimental injection. I also want to see more information put out by politicians about health and lifestyle choices that can reduce your risk from the disease.*
100. *You're doing the Lord's work Jordan 🙏*
101. *You made you decision, Own it. Stop your whining and stop wasting our time sending stupid surveys.*
102. *I would have said more interaction and support should be offered during the mandates, lots were confused and had questions. Also hearing about the mask mandates and vaccine mandates from my friends that saw it on the news before WAPol even told their own employees was simply laughable.*

103. *I didn't want to get the MRNA vaccines because of health issues and I have blood clotting issues, so I couldn't get AZ. I didn't get a severe reaction but I did have reactions. I asked to defer my vaccinations on health and ethical reasons so I could [REDACTED]. The Superintendent refused and wasn't interested and gave ultimatum. I was caught in a situation being under the [REDACTED] and if I fought them and was given a section 8 I could have lost most of [REDACTED]. I was also [REDACTED]. I am still angry at them and feel violated. I am not an antivaxer, but I still feel there are not enough studies on the effects of the MRNA vaccines. Also governments of all persuasion are actively suppressing information and are not promoting supplemental treatments and in some cases outlawing use of certain medicines.*
104. *I believe that once fully vaccinated, you should no longer be mandated to wear a mask. I also think we need a new Commissioner who is actually interested in his police employees more than his own political agenda.*
105. *I worked myself raw to become a cop, only to see wapol kill my dream in under 2 years.*
106. *I'm sure the results you derive from this survey will primarily be from those who support your narrative, that said the above results which do not are my honest answers.*
107. *I am stood down and have not received the vax, but if I had gotten it, it would only have been to keep my job so I have answered in that way.*
108. *The thought you must have the 3 jab to keep your job is ludicrous, especially when, over East, it's not a mandate requirement.*
109. *Whilst I got the vaccine to protect those vulnerable around me (have a 2yo daughter and very sick [REDACTED]), I do not believe that the mandates are right. Everyone has a right to choose and to do what they believe is right. People shouldn't be forced into getting vaccinations simply to keep their job or be served at a local restaurant. It caused me some anxiety as we are getting married at a venue at the end of the year which requires double vaccination. I agree with getting the vaccine, but I don't agree with forcing it on people.*
110. *Keep up the good work.*
111. *History shows that mankind has endured numerous pandemics, the weak and old suffer or die and the young, fit and people without underlying medical conditions build immunity and evolve naturally, move on, this is survival of the fittest and predictable. Unlike the MRNA vaccines that were untested and unpredictable. There are already science and medical journals which are peer reviewed and published that show the survival rates, the low impact of vaccines on the young*

*and fit that would survive anyway. The argument at the commencement of the pandemic to get the vaccine (won't contract and transmit) is flawed as people who are triple vaccinated are getting and spreading so there's no point pushing this agenda. The mandates have seen a great divide, hatred for people that are free thinkers and this is not right. We continue to live in a State where our premier listens to health advice which contradicts health advice in other States and countries.*

112. *I was severely injured by the vaccine which was a directive of our Commissioner and not one person outside of my team has asked if I'm ok. I've received no support outside my team and the priority is disciplinary action for stating I was injured and when I attended my workplace even though I [REDACTED], I was met with the OIC being advised by colleagues that I am anti vax and not vaccinated so I needed to be removed from the police station. I have had to fight them [REDACTED] even though it [REDACTED] and being ostracised at every turn. I used to be proud to call myself a police officer and today I am embarrassed to be a part of it.*

113. *This mandatory for Covid vacs is a joke.*

114. *I am so grateful for the people like you that have the wherewithal to fight this. You have my support and admiration.*

115. *My name is [REDACTED] and I am currently a Detective [REDACTED] working from [REDACTED] Detectives Office. I always considered myself a career Police Officer having about 20yrs+ left in the job. However, after the way I and many others have been treated during this Covid period I am seeking alternative employment, as are many of my senior Detective colleagues. Morale is at all all-time low in part due to WAPOL's Covid policies and due to the agency becoming "internally cannibalistic". This comment on morale has been reiterated by many WAPOL staff (mostly sworn members) with up to 40 years service. I currently am working in [REDACTED] This is effectively the [REDACTED], working out of the [REDACTED] Police Station. I had heard morale was bad at the station but now I'm working there I can't believe just how bad it really is. It is the most toxic environment I've ever worked in, the non existent morale is oppressive. If the general public only knew how few police there were patrolling the streets they would be terrified (sometimes one car per shift). The executive and the Union have have been average at best prior to Covid however are now handling themselves extremely poorly to say the least. It is shameful and very disappointing to see a once proud blue family literally falling apart at the seams. My only hope is that the tide may turn for the new generation and that WAPOL may once again look after it's own with dignity and respect that was once afforded to the "Blue Family". In relation to question 20 "Did you have a serious adverse event to the COVID-19 vaccine?". My Response was "I prefer not to answer" because there have been no adverse reactions for me yet. My doctor could not answer my question about future issues from the "vaccine". They stated they could not tell me as they themselves did not know because the "vaccine was untested". Thankyou for all your effort that had been put into this fight. This survey has accomplished more than the Police Union has accomplished in many years, thank you.*

116. *WAPU has been completely useless through this entire COVID debacle. The COP released almost all mandates after 1600hrs on Friday afternoons so that mandates were in force starting Monday morning without being able to be opposed/argued against. OP TIDE has decimated frontline Policing and has placed Police at risk and under extreme stress, the COP has done nothing and is liable for breaching his own core values Teamwork, Integrity and Care. Bullying and threats are the new management tools and the reason why a huge percentage of Police seek counselling/sick leave or leave the job.*
117. *I am currently stood down [REDACTED] member of WAPOL due to vaccine mandate.*
118. *Strength in numbers, get everyone together for the cause.*
119. *I willingly received my first 2 vaccines, but knowing what we know now would be less enthusiastic. I did not want to get my booster, but was pressured and forced to keep my job. I find this while thing egregious, particularly knowing what we now do about these vaccines and their effectiveness.*
120. *Thank you for doing this.*
121. *Since COVID first arrived life was made difficult, we simply didn't know what we were dealing with and the measures seemed appropriate. As time dragged on the measures seemed less and less appropriate as more information came to light. I honestly didn't really care about what the CoP or the Union did or did not do as they are self-serving positions designed to further one's own career and have very little to do with being there for the troops on the ground. When the vaccines first began rolling out is when the agency changed, it all became so political so very quickly. Bosses suddenly began screaming the benefits of vaccination from the roof tops and the pressure slowly began. "If you don't get jabbed, your not a cop". "Not getting the jab means your spitting on your oaths". "If your not prepared to get jabbed then be prepared to get another job". The mask mandates for unvaxxed officers is still one of the most divisive and frankly disgusting policies implemented by the COP, more so in my eyes than forced vaccination. This decision was purely to punish and to name and shame officers as "tainted" "rebellious" tin foil hat wearing "anti vaxxers". The way in which the agency turned on its own was honestly disgusting, the divide caused much heartache and anxiety for myself as I was forced to justify my beliefs and position to people who honestly had no right to know. The agency has become more concerned about COVID and vaccination than it has about front line Policing or member safety. I've been reprimanded not formally over incorrect use of PPE when dealing with violent offenders, and officers now have the added pressure of knowing that BWC is being dip sampled to ensure PPE compliance. Not 6 months ago were officers told, get jabbed and you won't have to wear a mask... now we have to wear a mask at all times, and in order to protect the brand it's enforced with great vigour. Police resources and morale in front line units is at an all time low, with many officers saying that this is the worst it's ever been. Police are now being used more so than at any other point in our history as a tool of political compliance and we have lost out apolitical stance and impartiality. Around the world we see the "science" changing as more and*

*more countries move from a covid zero stance to living with covid, yet our agency continues hold steadfast to the “political science”. Members of the executive must be held to account for there actions and simply following the orders of the CHO and Premiers office does not indemnify them nor absolve them of the damage both physical and mental caused on the agency and public. I’m not an Anti vaxxer, I support the right of people to choose what medical procedures they undergone free of coercion, threat and control. I wish Ben Falconer and his team the best of luck and I regret not having had the strength to be amongst there numbers.*

*122. Moral is at an all time low however I don’t believe this is solely due to COVID. I do believe staff have been bullied into getting the vaccine. I do support the idea of getting vaccinated but believe people should have the choice and not be left without a job because of it.*

*123. No more mandates, no more masks.*

*124. I'm assuming you know your email containing the survey was deleted from everyone very quickly. Nice try but.. Maybe would have gotten more attention on a weekday but may have been taken down sooner as well.*

*125. My personal experience with the vaccine mandate. I fell pregnant with our second child the week before the [REDACTED]. I was [REDACTED] pregnant when I felt bullied in to getting my vaccine or otherwise be publicly humiliated at work by being forced to wear a mask and labeled as an ‘anti vaxxer’. I have had a previous miscarriage and did not want to tell people why I wasn’t wanting to get the vaccine as I did not want anyone knowing I was pregnant in case we lost this child as well. I felt forced to tell some people something I was extremely uncomfortable with. My anxiety over being forced in to the vaccine in such early stages of my pregnancy caused my anxiety to sky rocket following what should have been an exciting time for myself and husband. I ended up being admitted to [REDACTED] with heart issues due to my anxiety. My resting heart rate was hitting 160bpm and I was having horrible chest pain. I had multiple ultrasounds, heart scans, a 24 hour heart rate monitor etc and was discharged without any physical illness and was told my heart issues were due to the anxiety work was causing me at the time. Now I look back I am grateful I had my vaccine and can see the benefits in pregnancy however being forced in to it so forcefully and quickly it caused me an extreme amount of anxiety at the time and ruined those first weeks of finding out I was pregnant. My job satisfaction has plummeted the past 1-2 years to the point both myself and husband are looking at alternative career options (not that Wapol gives a shit as we are all disposable as they’ve made very clear). We are no longer law enforcement and a police ‘force’, we are slaves to the government and political puppets.*



*126. Thank you for organising this survey. I also contacted WAPU a couple of months ago and requested they poll the membership and was dismissed - we can't do that, it's too hard, etc all of which I shot down but they didn't want to know. I still feel we get value from our membership but at present they don't seem to be representing our concerns, best interests. I have also raised whether the COP should remain a WAPU member. Morale is extremely low at present. Everyone feels flogged, used and abused, no one is motivated. We all still want to serve and help the community but with staff taken from the Frontline it seems we have one hand tied behind our backs.*

**END**