

even in entertainment recently, in the US about the rights of victims. There is legislation now in our books where victims are compensated. It is a bit ironic that the taxpayer compensates the victim when in fact it should be the criminal. In the US we have tried to take the profit out of crime by stopping criminals publishing books and making profits. Those moneys are given to compensate their victims.

"Confiscation of assets has been quite successful in the US. Not just the money but the assets in general such as vehicles, boats, aircraft. Some are used by our agents. In some cases there are real storage problems. If we can establish that a horse or property was purchased with those moneys which were used in the criminal enterprise then they are confiscated.

"The FBI has fewer than 10 per cent women with equal employment opportunity since 1972. We have about 800 women in the FBI of about 21,000 of whom about 9,000 are agents. The others are technical and support staff.

"Most stay, once they have embarked on their FBI career. We have an attrition rate at the college itself of about 5 per cent during the 15 weeks of training. In their first year they are on probation and in the first field office they are assigned to an experienced agent who has to certify that they have successfully performed their duties.

"We can offer a very worthwhile career. It's a well accepted professional position and they can expect to serve anywhere in the US. We have 59 field offices and 12 overseas posts one of which is Canberra. We don't have offices in every US state.

"We do have an FBI agency association. I don't think it is very similar to your Police Associations. It does not affect conditions in the same way. I understand lateral recruitment has been talked about and is being introduced in New Zealand where new officers are being taken in as Inspectors in their ranks.

"Your problems seem to be similar to ours but on a smaller scale. I see organised criminals presenting a threat very similar to a war threat. It's a war with the other side using very sophisticated techniques. But like the AFP the FBI has to justify its budget. If we need vehicles or computer or communication equipment we have to justify it and have to go through all the processes; the criminals don't have to worry too much about that."

WOMEN POLICE MEET

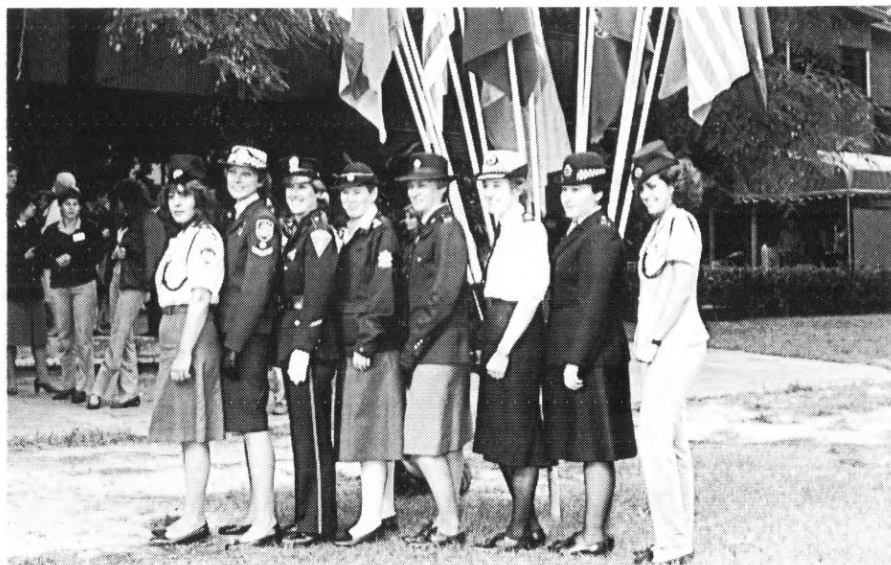
by Det. Senior Sergeant Joyce Walpole

DURING the period 2-7 November 1986 I represented the Australian Federal Police at the International Conference of Women Police at Tel Aviv, Israel. The conference was held under the auspices of the Israel National Police and the Municipality of Ramat-Gan, the native city of Yona Komeni, an Israeli police woman who died in the line of duty and in whose memory the conference was held.

Approximately 75 women and two men attended. Australia (1), Canada (3), Germany (1), New Zealand (1), South Africa (12), Switzerland (3), The Netherlands (17), England (2), Scotland (1) and USA (20) were represented, along with members of the Israel National Police.

The conference consisted of formal presentations, visits to various sections of the Israel National Police and accompanying Israeli Police on duty for an afternoon. The formal presentations related to the role of women in the various forces and in society, career development, and particular problems encountered. At the conclusion of formal addresses I volunteered a brief delivery on conditions and opportunities in the Australian Federal Police. Our industrial conditions were received with some amazement, particularly our long service leave, maternity leave, 38-hour week, penalty pay and overtime provisions. By way of comparison, Israelis work 12 hours per day, 6 days a week, without penalties or overtime, for \$500 per month. Rental costs are high and food prices are only slightly cheaper than Australia.

Visits included the Police Training Academy and various sections of Israel



Police Headquarters in Jerusalem. The academy visit included presentations on in-service training, canine drug detection (the cocker-spaniels were brilliant), and concealment of explosive devices. The Headquarters presentations included history and structure of the organisation, scientific facilities and internal security. The explosives and internal security were particularly interesting. Methods of concealment generally involved everyday items. Modified Porta-gas cylinders, hollow stacked egg cartons and car batteries made one a little nervous. In Tel Aviv alone, suspect packages provoke an average of 70 responses per day. Our security however was well catered for. On journeys out of Tel Aviv we were accompanied by armed Border Police, and gatherings at the conference venue were similarly patrolled.

The afternoon spent on duty with local police provided an excellent opportunity

Representatives (from left to right): Israel (new uniform), Australia, New Haven — U.S.A., Netherlands, South Africa, Scotland, Metropolitan Police — U.K., Israel.

for camaraderie and exchange of ideas. The Israelis were hardworking, humorous and keen to show us their facilities and expertise.

Most of the conference participants were dedicated professional police officers. The contact afforded interchange of views, ideas and experiences. It also provided an interesting insight into and understanding of the problems encountered by different police forces in their own environments.

The professional advantages derived, along with social enjoyment and camaraderie, made attendance at the conference well worth while.