



2016-17 ANNUAL REPORT



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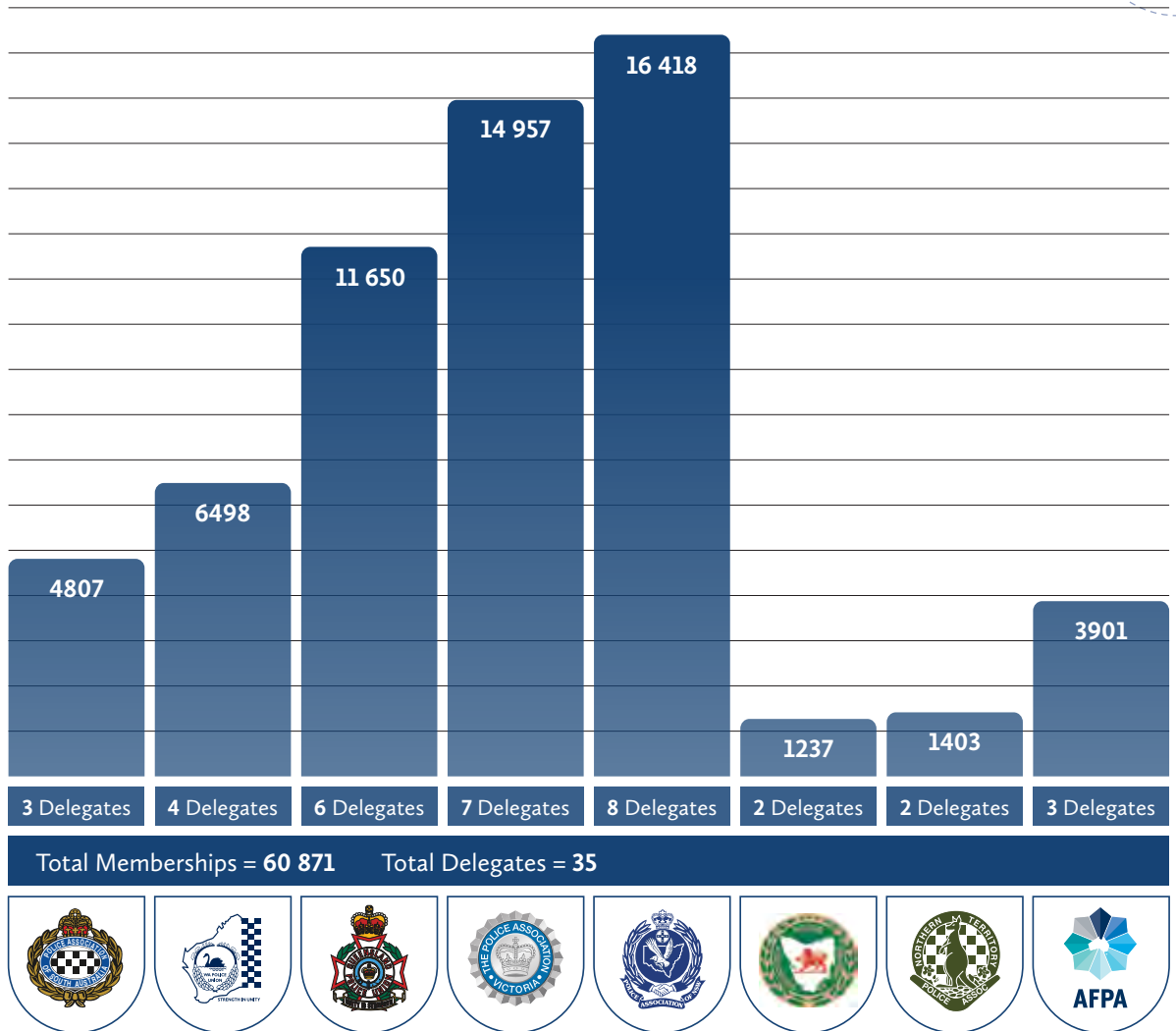
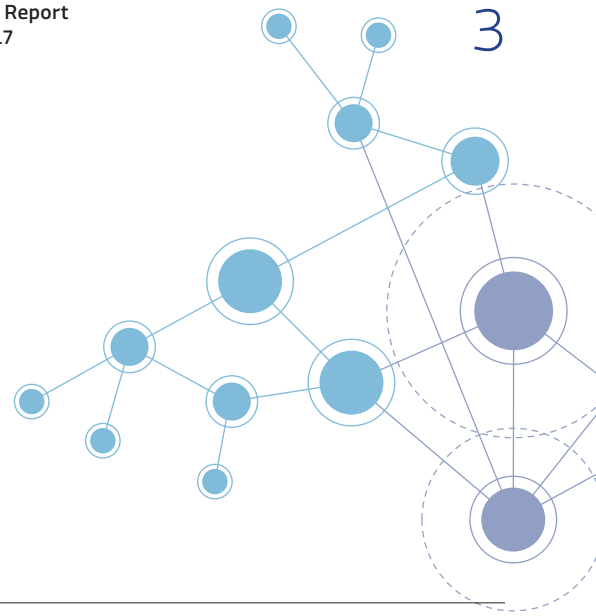
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AFFILIATES AND ASSOCIATES



MEMBERSHIP Nos. @ 31/12/16 Rule 14 (d)

Rule 14 (b) "The number of delegates in each Branch shall be determined on the basis of one delegate for the first one thousand (1,000) financial members or part thereof, and one additional delegate for each succeeding two thousand five hundred (2,500) financial members or part thereof".

Office Bearers

President

Mark Carroll (South Australia)

Vice President

Ian Leavers (Queensland)

Vice President

Scott Weber (New South Wales)

Treasurer

John Laird (Victoria)

Executive Members

George Tilbury (Western Australia)

Pat Allen (Tasmania)

Angela Smith (AFP)

Paul McCue (NT)

LIFE MEMBERS

Leon Kemp

Peter Alexander

Mark Burgess

Vince Kelly

Jon Hunt-Sharman

Staff

Chief Executive Officer

Mark Burgess

Senior Adviser

Fiona Wade

Office Manager

Debbie Martiniello

Project Officer

Kathleen Potts

Meetings conducted

Federal Council:

14-15 November 2016 — Auckland, NZ

Executive:

13 November 2016 — Auckland, NZ

13 February 2017 — Canberra

23 March 2017 — Teleconference

7 April 2017 — Adelaide

19 June 2017 — Canberra

Industrial Planning Committee:

23 November 2016 — Canberra

14 March 2017 — Canberra

Women's Advisory Committee:

13 November 2016 — Auckland, NZ

24 March 2017 — Brisbane



PRESIDENT'S REPORT



The Police Federation of Australia (PFA) has continually highlighted the importance of its five year strategic plan.

The plan is a road map that will assist the PFA to be a strong, goal oriented organisation, which aims for the best possible outcomes for Australian police officers.

The five key visions of the plan focus on the PFA complementing and enhancing the role of our state, territory and federal police unions.

The report is structured around those visions. They are:

1. Influence and power at the national level.
2. The delivery of enhanced benefits and conditions to our members.
3. Financial strength in conjunction with best-practice governance.
4. Broad respect as a professional body which serves as the national voice of policing.
5. A collaborative approach by a highly skilled, professional team.

We have highlighted several areas within the plan where the PFA needs to continue to have a strong focus. They are:

- Professionalisation.
- Member safety and well-being.
- Privilege against self-incrimination.
- Superannuation

This report will illustrate the achievements of the PFA in these and other areas.

One of the key decisions – endorsed by the Executive at the 2016 Federal Council meeting – was to hold future annual meetings in Canberra.

This decision will prove to be even more relevant as the PFA moves towards establishing a Police Week in 2018.

The 2016 Federal Council also had a special focus on member well-being.

The council tasked the Executive with investigating the establishment of a national awareness campaign on the mental health of police officers.

Throughout the past 12 months the PFA and branches have devoted significant time, energy and resources in respect of the issue.

The Executive held a special meeting in Adelaide earlier this year to develop a cohesive strategy highlighting members' mental health. That meeting endorsed a submission to the federal government, seeking financial assistance for the establishment of an awareness and education program aimed at members and their families.

The submission also calls for the program to be funded through the Proceeds of Crime account.

CEO Mark Burgess and I presented the submission to the Justice Minister, Michael Keenan.

Minister Keenan and his department are evaluating the proposal.

The Executive is also determined to work with the Victoria branch to roll out the *Equipt* App around the nation.

The PFA has also been able to engage the support of Apple to provide technical services and advice, as the app moves into its next phase.

As part of our overall member well-being and mental health strategy, behavioural scientist and former cop Dr Kevin Gilmartin will be returning to Australia for a six week speaking tour in September and October.

Thousands of members and their families across all states and territories will have the opportunity to hear some of the strategies he recommends for emotional survival and resilience.

The PFA also accepted an invitation from *beyondblue* to be part of an advisory panel which will oversee a national mental health and well-being study of police and emergency services.

A particular highlight of the next 12 months will be the inaugural Police Week, commencing in September 2018. I look forward to members' participation in this exciting event.

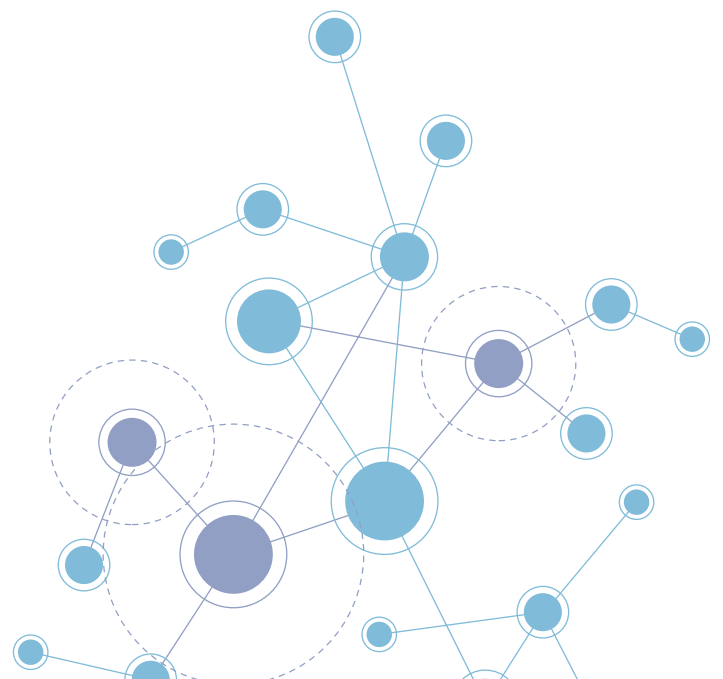
I also recognize the support the PFA has received from the Executive and its branches. They've shown incredible commitment to ensure that the strategic plan initiatives are appropriately supported and funded.

The PFA's ambitious tasks over the next several years would not be possible without this backing.

I also recognize the work of the PFA Women's Advisory Committee and the Industrial Planning Committee. Together with PFA staff, they have developed important pieces of work in respect of flexible working arrangements and the awards and agreements databases.

In fact, the overall quality of work undertaken by the PFA staff is impeccable. Their commitment and dedication to our members is exceptional.

Mark Carroll
President



CHIEF EXECUTIVE OFFICER'S REPORT



I am pleased to be able to present the *2016-17 PFA Annual Report* for the consideration of the 2017 Federal Council Meeting. Once again the Report will follow the format of the *PFA Strategic Plan 2016-21* reporting under each of the five visions.

As the PFA moves into the second year of the strategic plan, we have continued to monitor our progress via a project management tool that allows us to keep track of our activities by aligning our tasks and outcomes. It also allows us to make ongoing reports to the Executive through an action list presented to every Executive meeting.

In that process the key focus of the PFA's staff is to pursue those issues that complement and enhance the role of our branches.

I trust that the following report of activities will enable you to understand the extent of issues that the PFA has been pursuing on our member's behalf.



● 2017 PFA Staff (L to R): Kathleen Potts, Fiona Wade, Debbie Martinello & Mark Burgess



● Leader of the Opposition, The Hon. Bill Shorten MP and the PFA Executive

Vision 1

Influence and power at the national level

Engagement with the Federal Parliament

The first Executive meeting of 2017 was held on Monday 13 February, in the Senate President's Boardroom, Parliament House Canberra.

Hosted by former policeman and now President of the Senate, Tasmanian Senator Stephen Parry and opened by the Minister for Justice The Hon Michael Keenan MP, the meeting concluded with an evening event held by The Parliamentary Friends of Police.

Choosing to have the meeting at Parliament House proved to be an advantageous move, with politicians from all sides of the political divide making time to meet and address the Executive.

In his opening remarks, the Minister for Justice spoke of the positive relationship he and his office had with the PFA, and his commitment to making sure that this positive relationship continued. The Minister noted that he had found input and feedback from the PFA useful when framing policies.

The Minister highlighted the Government's achievements since 2013 including: the establishment of the Australian Criminal Intelligence Commission, the Proceeds of Crime legislation and the utilisation of enhanced and new technology.

In response, the President of the PFA broached areas of concern for the PFA and our membership including the health and well-being of our members; the barriers and tensions faced by Federal and State police forces regarding intelligence sharing; and the need to continue to develop a police professional registration/certification scheme.

The Executive invited Dr Brendan Nelson, Director of the War Memorial and former leader of the Liberal party, to talk on the topic of memorials.

Green's Senator Nick McKim, who is the party's spokesperson on Justice introduced himself to the Executive. In his role as a member of the cross bench, he is in the unique position whereby he can



● **1** QPU President Ian Leavers, Minister for Immigration and Border Protection Peter Dutton **2** PANSW President Scott Weber, President of the Senate Senator Stephen Parry, Minister for Justice Michael Keenan, AFPA Vice President Graeme Cooper, AFPA President Angela Smith **3** PANSW President Scott Weber and Shadow Minister for Justice Clare O'Neil **4** PFA CEO Mark Burgess, Director of the War Memorial, Dr Brendan Nelson, PFA President Mark Carroll **5** Former Senator Chris Back, PANSW Secretary Peter Remfrey **6** Tim Hammond MP, WAPU President George Tilbury, Dr Anne Aly MP **7** PAT President Pat Allen, Chief Opposition Whip Chris Hayes MP **8** President of the Senate Senator Stephen Parry, PFA President Mark Carroll, Minister for Justice Michael Keenan **9** Justine Elliott MP, QPU President Ian Leavers

ask questions of the two major parties and was particularly interested in receiving a further briefing on the issue of superannuation which is of such importance to our membership.

Shadow Justice Minister Clare O'Neil MP spoke to the meeting citing significant issues of importance to the opposition as being guns; ICE – including the danger the drug poses for members; organised crime and the resourcing of the AFP; as well as national police numbers and appropriate resourcing.

The Executive's final appointment for the day was with the Leader of the Opposition The Hon Bill Shorten MP who invited the PFA to submit views on what a Labor government

should enact within their first 100 days of government should they win the next election. The Opposition Leader was then presented with a National Police Memorial 10 year Anniversary flag.

In an otherwise hectic parliamentary sitting week, it was a great testament to the work done by the PFA and the high esteem in which the organisation is held, that so many politicians attended the Parliamentary Friends of Police function held later that evening.

And with more former police elected into the parliament than ever before, there has never been a better time for the PFA to advocate on behalf of its 60,000 members.

During the year, the PFA continued to meet with representatives from the government, opposition and cross bench on behalf of the membership.

This included further meetings with the Minister for Justice Michael Keenan and Shadow Minister for Justice Clare O'Neil; the Shadow Minister for Communications Michelle Rowlands to discuss Public Safety Mobile Broadband, the Member for La Trobe Jason Wood MP and Immigration Minister Peter Dutton MP regarding the Parliamentary Inquiry into Migrant Settlement Outcomes and representatives from the office of the Minister for Social Services Christian Porter to prosecute our case for the superannuation preservation age to be retained at 60 for police.

The PFA also continued to meet and engage with Tasmanian Senator Jacqui Lambie, South Australian Senator Skye Kakoschke- Moore from the Nick Xenophon Team and Victorian Justice Party Senator Derryn Hinch; all who sit on the cross bench.

Police numbers and the Productivity Commission

Every year, there is a notable variation in the number of police listed in the Productivity Commission's *Report on Government Services (RoGs)* and the PFA's own estimation of sworn and unsworn police staff numbers, which is sourced by collating numbers of police using the State and Territory *Police Service Annual Reports*.

Analysis provided to the PFA Executive pointed to the inflation of 'operational' police staff numbers within the *Report on Government Services*. There are also inadequacies in the breakdown of actual sworn numbers of police.

The PFA believes that consistent and transparent reporting of national police staff numbers is needed if the Productivity Commission is to present a truthfully reflective report. Current insufficiencies in reporting make it difficult to track the progress of participation rates especially 'frontline' rates for women in the police.



● Technology then and now

Detailed and standardised reporting across jurisdictions is essential; to ensure police services and government maintain high levels of accountability and provide clear comparative data to the public.

The PFA referred to the necessity for consistency during the Senate Finance and Public Administration Committee public hearing for the *Inquiry into Gender Segregation in the Workplace and its Impact on Women's Economic Equality* in April 2017 (see Parliamentary Submissions section for more information).

Police Technology Forum – 28 March

The annual Police Technology Forum was held on 28 March at the Hyatt Hotel in Canberra. As key note speaker, the CEO spoke on how technology has already changed policing and what the future holds. The presentation highlighted the evolution in communication from hand held radios in the 1930s to a future with biometrics and other potential uses of a dedicated public safety mobile broadband capability which in turn will assist policing and public safety in the future.



● L to R: Ian Leavers, Scott Weber, George Tilbury

Police Summit 6-7 June

Flexible Working Arrangements

This year's Annual National Policing Summit took place on 6-7 June in Brisbane. Discussion focused on strategy, leadership and modernisation within crime and terror prevention. Scott Weber as Vice President, PFA presented a paper on the topic of workplace reform – *Flexible Working Arrangements in Policing – What the Future Looks Like*. This presentation covered the following key questions:

- How we can improve flexible working arrangements for individuals and policing?
- Who is accessing and who plans to access flexible working arrangements in the future?
- Will we ever be successful in gaining 50/50 employment in policing without appropriate flexible working arrangements and other relevant policies?

The presentation was based on draft key findings from the recent PFA *Flexible Working Arrangements for Police Officers in Australia and New Zealand Survey*.

Further information on the survey can be found on page 33.

Pursuits

Scott Weber, President of Police Association of New South Wales, George Tilbury, President, WA Police Union and Ian Leavers, President, Queensland Police Union were invited to take part in a panel discussion – *Reviewing Police Pursuits Policy in Australia*. Points considered by the panel include:

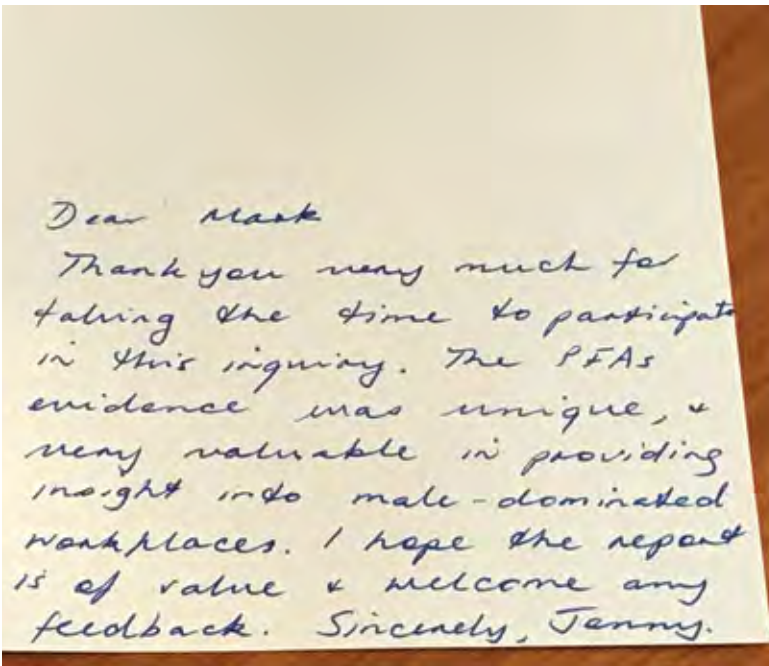
- To pursue or not to pursue: The current Australian landscape.
- Political appetite for pursuits and community expectation.
- Pursuit resolution options.

CommsConnect Conference – 7-8 June

In continuing to prosecute the PFA's argument for the need of a Public Safety Mobile Broadband (PSMB) capability, the CEO presented to the CommsConnect Conference in Sydney.

The CEO shared the stage with T J Kennedy, President of the First Responder Network Authority in the United States.

Mr Kennedy made a strong presentation on a national PSMB capability; in support of the position adopted by the PFA.



- Letter of thanks from Senator Reynolds

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Parliamentary Submissions

Inquiry into Gender Segregation in the Workplace and its Impact on Women's Economic Equality

In February 2017, the PFA made a submission to the Senate Inquiry for *Gender Segregation in the Workplace and its Impact on Women's Economic Equality*.

This submission reinforced the PFA's belief for appropriate policies and mechanisms to be put in place to encourage greater female participation within policing.

Evidence presented suggested that appropriate policies on paid parental leave, childcare, superannuation, unbiased recruitment and access to flexible working arrangements would greatly assist female officers who wish to work in frontline policing roles.

The PFA supports the goal of 50/50 quotas, as announced by many of the country's police commissioners, but believes that without policies to support women in the workplace these goals are unachievable.

On the back of the submission, the PFA was subsequently invited to give evidence at the public inquiry before the Senate Finance and Public

Administration Committee in Melbourne on 10 April 2017.

Inquiry into the Superannuation (Objective) Bill 2016

Superannuation has been a long standing issue of concern for the PFA. The PFA's submission to the Senate Standing Committee on Economics for the inquiry into *Superannuation (Objective) Bill 2016* provided the opportunity to once again turn the spotlight onto the concerns of the membership.

The PFA raised particular concerns about the Turnbull Government's move to lower the superannuation concessional cap to \$25,000 per annum from 1 July 2017; arguing that this would have a significant impact on many police officers, who would need to stay longer in the workforce before retiring.

The PFA suggested that government consider a special set of rules for police officers who make concessional contributions over the proposed new \$25,000 per annum cap.

This arrangement could see excess concessional contributions taken as an income stream upon retirement, thus avoiding the need to apply a higher rate of tax on any excess quantum of concessional contributions.



● L to R: Kelly Merlo and baby Alex and Alex Griffith

Inquiry into the Fairer Paid Parental Leave Bill 2016

In December 2016, the PFA made a submission to the Senate Inquiry for the *Fairer Paid Parental Leave Bill 2016*. The PFA's submission urged the Committee not to support the measures in the proposed Bill which would adversely affect many police officers. Members would lose access to the federal government's 18 weeks paid parental leave (PPL) provisions if the Bill passed the Parliament.

Further to this submission, the PFA accepted an invitation to provide evidence to the Legislation Committee at a public hearing on 1 February 2017.

The PFA was greatly assisted by two members from Victoria Police who came forward to provide strong and compelling first hand accounts of how the PPL changes would negatively impact their lives.

Alex Griffiths and Kelly Merlo spoke eloquently of the problems faced by women on maternity leave and the benefits of being able to access PPL provisions.

Prior to being introduced into the Parliament, the Fairer Paid Parental Leave Bill 2016 was absorbed into the Social Services Legislation Amendment (Omnibus Savings and Child Care Reform) Bill 2017. This Bill was later discharged and split into smaller Bills, in order for the Government to pass child care and welfare reforms.

During the 2017 Federal Budget, the Government announced that changes to the Paid Parental Leave Scheme were off the table. This was a welcome result for the PFA, who had campaigned vigorously against the proposed PPL changes.

Inquiry into Migration Settlement Outcomes

At the time of writing this report, the PFA has been invited to make a submission to the Joint Standing Committee on Migration's Inquiry into Migrant Settlement Outcomes.

Whilst the submission will likely not be complete by the time this Report is finalized, the PFA submission will primarily focus on the refusal or cancellation of a visa on character grounds and the role of the Administrative Appeals Tribunal in hearing the appeals to such cancellations and refusals.



● Dr Kevin Gilmartin talking to members in the Northern Territory

Vision 2

The delivery of enhanced membership benefits and conditions

Member Benefits

The PFA have continued to negotiate with companies for deals on behalf of the membership. After the Executive identified the areas of insurance, travel, car hire, car sales and petrol as areas of interest, the PFA have engaged in talks with BP, Lexus, Budget car hire, Peter Jackson, Europcar and insurance brokers to establish relationships. This is ongoing.

Superannuation

Productivity Commission's Inquiry into Superannuation

The PFA followed their submission to the Inquiry into the Superannuation (Objective) Bill 2016, with a submission to the Productivity Commission's Inquiry into Superannuation.

In the submission, the PFA specifically concentrated on the adequacy of superannuation for police. This included highlighting the inadequate and poor default or automatic death and disability insurance

cover many of the schemes available offer and the inadequate income protection arrangements. The submission also addressed issues such as contributions during parental leave arrangements and the preservation age.

Government proposal to lift Pension Age to 70

The 2014 Federal Budget included a proposal to lift the pension age to 70. To date this policy has not been pursued by the government; however, while other measures from the 2014 Budget were scrapped due to the inability to get passage through the Senate, the planned increase in the pension age was not.

In early June 2017, Social Services Minister Christian Porter confirmed that the government was proposing to progressively increase the age pension from 67 to 70 years from 2025 to 2035.

The PFA is concerned that a natural progression will be to raise the current preservation age beyond the current 60 years of age for those born after 1 July 1964.

The PFA wrote to the Minister seeking an assurance that any increase in the pension age to 70 will not see a corresponding increase in the preservation age. Whilst the Minister and the government have made public statements that the preservation age will not be increasing, the PFA requested a formal confirmation of the government's position in writing.

However, in the reply dated 8 August, the Minister does not give a commitment that the preservation age will not be increased in the future.

Member Mental Health and Well-Being

PFA's proposed Awareness/Education Program on Member Well-Being

The PFA have been liaising with singer songwriter John Schumann about the potential in developing an awareness campaign centering on member well-being. Schumann is responsible for the iconic Australian hit *I was only 19* and front man of the band Redgum.

A special meeting of the Executive was called in April 2017 and held in Adelaide. The purpose of the meeting was to consider a national campaign on mental health and to determine what services currently exist in each state / territory that specifically focus on member well-being, mental and physical.

With unanimous endorsement from the Executive and working with Schumann, the PFA have developed a proposal to government requesting funds for an awareness campaign, designed specifically for policing. That proposal was presented to Justice Minister, Michael Keenan immediately following the June 2017 Executive meeting.

At the time of compiling this report, the Minister and government are still evaluating the proposal.

● *equipt* app



Member Well-Being App

In mid 2016, the Police Association of Victoria (TPAV) released the *equipt* app to the Victorian membership. Rhetorical evidence shows that the app has been well received by the members.

Following discussions at the April 2017 Special Executive meeting almost all branches agreed to a funding model that would see licensing agreements developed between the TPAV and participating branches.

Apple and Google

The PFA have assisted in the facilitation of dialogue between TPAV with organisations such as Apple and Google.

Apple have offered technical services and advice in collaboration with TPAV as the app moves into the next phase. Google have also indicated their enthusiasm in becoming involved with the app.

Kevin Gilmartin

Dates have been confirmed for Dr Kevin Gilmartin's 2017 Member Well-being Presentations. They will Commence on Tuesday 12 September in Queensland and conclude on Tuesday 24 October in Western Australia.

Gilmartin will be visiting every jurisdiction except the ACT; however, AFPA and New Zealand Police Association members will have the opportunity to see the presentations either by attending other jurisdictions or via remote channels. On behalf of all branches, the PFA thank the Victoria Branch for coordinating this highly anticipated tour.



***beyondblue* – National Mental Health and Well-being Study of Police and Emergency Services**

beyondblue is currently undertaking a National Mental Health and Well-being Study of Police and Emergency Services (PES). The study aims to provide evidence to support strategies aimed at improving the mental health and well-being of police and emergency services personnel. It is anticipated that the study will identify evidence based strategies focused on change at individual, organisational and systems levels. The findings of the completed study will be used to influence the work of the *beyondblue* PES program and influence policy and practice within police and emergency services and among governments responsible for these frontline services.

The PFA was invited to sit on the advisory group and the Executive endorsed the CEO fulfilling the role as the PFA representative.

Police Suicides

To help inform the work that the PFA is undertaking on member well-being, research on the national

police suicide rate was commissioned through the National Coronial Information Service. The results of this research will assist in the formation of policy and strategies to assist members.

Right to Silence

The PFA invited Arthur Moses SC to make a presentation on Right to Silence at the 2016 Federal Council. Following that presentation, Moses provided formal advice on “self-incrimination issues and the right to a fair trial”, which was subsequently discussed at the February and April 2017 Executive meetings. Based on the advice supplied, a resolution was carried by the Executive that supported individual branches pursuing their respective state/territory/federal Police/Justice Ministers and Attorney-Generals and requesting legislative amendments.

Morry Bailes from Tindall Gask Bentley Lawyers is working with Moses and the PFA in the preparation of various submissions for branches to governments.

Terrorism

Counter terrorism has continued to be a key focus of the PFA over the past 12 months.

During this time, a number of attacks took place across the UK and Europe, and even Australia was not immune. In June this year an offender murdered a male receptionist in an apartment block in Brighton (VIC) and held a female hostage. In the ensuing siege, the offender was killed by police after he had shot and wounded three police officers.

In May 2017, the NSW Coroner's report into the 2014 Sydney hostage crisis that took place within the Lindt Café in Martin Place was handed down. This incident saw one hostage killed by the gunman, while another hostage was killed and three other

hostages and a police officer were injured during the ensuing raid by police.

The time it took for the coronial inquiry and reporting process to be undertaken has been discussed at the Executive. In the Lindt Café scenario, almost two and a half years passed before the report was handed down. Coincidentally, the London Bridge attack occurred on 3 June, 2017 and the inquest commenced on 13 June.

The Executive has been asked to consider campaigning for an expedited coronial process after such terrorism incidents to ensure that lessons learned from police operations can be implemented in a timely manner.

The *2015-2016 Annual Report* reported the launch of PFA's three-point plan to support the initiatives of state, territory and federal governments in countering violent extremism.

The plan highlighted the need for:

- a national case management system;
- the upgrading of the 30 year old Australian Criminal Intelligence Database (ACID) and the Australian Law Enforcement Intelligence Network (ALIEN); and
- an allocation of 20MHz of 700MHz band spectrum for public safety agencies for 21st century communications (reported on earlier in this report).

The June 2017 Executive meeting received a presentation from the Australian Criminal Intelligence Commission (ACIC) on the progress of its work on the trial of the National Criminal Intelligence System (NCIS). The NCIS is one of the positive outcomes from the numerous submissions and appearances at Parliamentary Committees that the PFA has made over the years in relation to intelligence sharing.

The Executive re-affirmed its support for the NCIS program and agreed to continue to lobby government for the required funding to fully implement the system.

Occupational Health and Safety

Asbestos Safety Review

The PFA was invited to participate in the Asbestos Safety and Eradication Agency's Review of disaster planning practices during natural disaster and emergencies. The CEO was interviewed and provided a written response based on collated material supplied by the branches.

It would come as no surprise that the branches identified fires and the lack of information when responding to urgent jobs as the biggest risks.

Childcare

Nanny Pilot

The federal government's *Nanny Pilot Program* will run until 30 June 2018.

The PFA had hoped that the *Nanny Pilot Program* would provide a model for accessible, affordable and flexible childcare which has been desperately sought by members; however, the program failed to deliver and was scrapped in the 2016 budget.

Apart from excessive cost, feedback from members included disappointment with agencies communication and inadequacies with placement of nannies.

With formal evaluations of the trial continuing to take place, the PFA will maintain dialogue with government to push for a solution suitable for police.

Jobs for Families Child Care Package

As part of the *Jobs for Families Child Care Package*, the Child Care Rebate, the means tested Child Care

Benefit will be replaced with a new single means and activity tested subsidy.

Commencing on 2 July 2018, the new subsidy is to be means tested on a sliding scale.

With members paying a premium for the childcare they can access due to the 24/7 nature of their work, the PFA will continue to campaign for a system that better reflects the needs of those who work in policing.

Workers Compensation for Overseas Deployment

The PFA met with staff from the office of the Minister for Veteran Affairs to discuss the legislating of a workers compensation act for those members who are on an overseas deployment. It was determined at that meeting that the Minister would forward information provided to him to the Minister for Employment which has since been acted upon. The PFA are now engaging with the Department of Employment to ensure a suitable outcome is achieved for our members who work overseas.

The PFA would also like to note the invaluable contribution made on behalf of his fellow members by Norm Webber, who sadly passed away this year. It is thanks to Norm that this inequitable situation has been on the PFA's agenda.

Awards and Agreements Database

Work has continued in establishment of a National Database of Conditions of Employment within the new PFA Industrial database. Progress has been made in populating and updating existing content within the conditions section. Key topic areas within the conditions section of the database now include:

- Employment
- Deployment
- Discipline

- Termination
- Police Numbers
- Uniform and Equipment
- OH&S

Throughout 2017 work will continue to refine the content within the database. The library section will also be populated with key documents which can be shared across jurisdictions.

One of the features of the conditions section will be that industrial representatives from across the country will be able to edit and update content for their individual jurisdictions as changes occur or when necessary.

Industrial Planning Committee (IPC)

The IPC met in Canberra on two occasions since the previous annual report. The IPC Executive Sponsor continues to be Victoria Branch President and PFA Treasurer, John Laird.

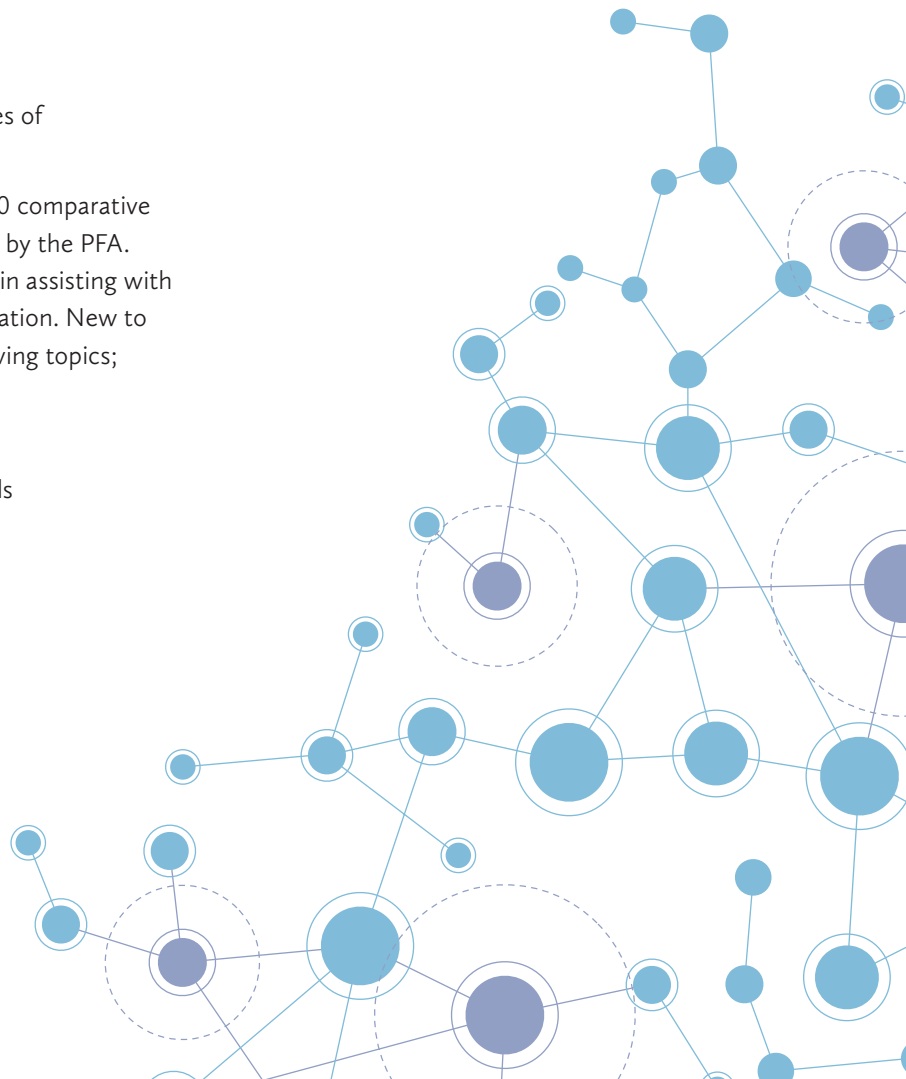
The IPC is an integral forum for branches to discuss contemporary industrial issues occurring across Australia and New Zealand. Meetings are also pivotal to enterprise bargaining negotiations, ensuring respective police associations/unions across Australia and New Zealand are well prepared when it comes to negotiating outcomes on behalf of their members.

The IPC continues to be the driving force behind many of the PFA's achievements in the Awards and Agreements Database and other comparative databases. The updated documents in the database are integral to ensuring that respective branches are up to date with employment conditions and operational requirements across the two countries.

Other issues discussed and determined by the IPC included:

- impact on police of Fair Work Commission decision re penalty rates;
- various Parliamentary Inquiries and submissions;
- various Occupational Health and Safety issues;
- industrial advice on the Flexible Work Arrangements Survey reported on in this Report;
 - ensuring that appropriate terms and conditions are to be observed for members deployed during the 2018 Commonwealth Games on the Gold Coast. To ensure that outcome, a Model Template of Terms and Conditions has been developed for ease of comparison on key industrial issues
- align the IPC work plan with the PFA Strategic Plan;
- affordable housing; and
- updating the various data bases of comparative material:
 - currently there are some 90 comparative matrix documents collated by the PFA. The IPC plays a major role in assisting with the collation of this information. New to the database are the following topics;
 - › Police Pursuits
 - › Long Arms
 - › Police duties in hospitals
 - › Ballistic Vests
 - › Claims Assistance

Ultimately all these databases will be accessible and able to be amended by the branches through the PFA website thus improving the quality of information and promoting knowledge sharing across the country.



Vision 3

Financial Strength in conjunction with best-practice governance

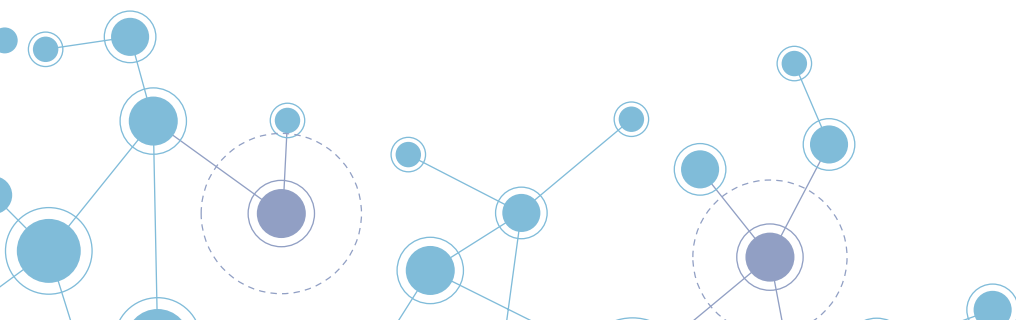
Advent of Registered Organisations Commission (ROC)

The Registered Organisations Commission (ROC) commenced operation on 2 May 2017. The ROC now has oversight of a number of activities formally undertaken by the Fair Work Commission. The below table sets out the main split of those activities.

As per requirements, the PFA’s Auditor, Tom Tsia has been registered by ROC.

The PFA continues to maintain a good working relationship with the Fair Work Commission and the ROC; particularly in respect to the 2017 elections arrangements and reporting obligations relating to notifications of rule changes.

FAIR WORK COMMISSION	REGISTERED ORGANISATIONS COMMISSION
<ul style="list-style-type: none"> • Registration, amalgamations and deregistration • Rules (including eligibility rules) • Right of entry permits (and training) • Disputes • Appeals 	<ul style="list-style-type: none"> • Annual reports and notifications of change • Elections • Financial reports and loans, grants and donations statements • Inquiries and investigations • Education • Statutory governance training (NEW)* • Statutory officer disclosures (NEW)* • Registration of auditors (NEW)*



PFA's Governance Program

In late 2016, the PFA contracted former employee Dianne Gayler to work on a Proposed Police Unions Governance Training Package for consideration by the new Registered Organisations Commission. If approved, this would allow the PFA and all branches to conduct governance training of new Federal Council, branch executive members and employees as required. At the time of writing this report, the proposed training package has been submitted to the ROC and a response is expected shortly before the presentation of this report.

Review of PFA Rules

The PFA's 2015-2016 Annual Report held details on the preparation of a first draft of proposed amendments to the PFA rules that had been provided to the Fair Work Commission (FWC) for their assessment of the proposed changes.

The PFA received the response from the FWC and subsequently met with Mr Peter Punch from Carroll & O'Dea Workplace Solutions Lawyers, who assessed the proposed changes and the FWC recommendations. Punch then provided an advice to the PFA in relation to their review and redrafting of some parts of the PFA rules.

That advice was provided to the June Executive meeting.

It was noted that some of the potential changes resided in parts of the rules that are either semi entrenched or entrenched rules. To change any rules that are entrenched requires a plebiscite of all members of the PFA and be endorsed by the Federal Council. Semi entrenched rules must be approved by the Board or Committee of Management of each branch plus the Federal Council.

The Executive authorised PFA staff to again review the proposals and prepare the necessary rule changes for a subsequent Federal Council or Special Federal Council Meeting.

Where possible it was agreed to try to minimise amending any rules that are fully entrenched to avoid having to undertake a full plebiscite of 60,000 plus members.



Commercial purchasing relationships

Corporate Traveller

Several years ago, the PFA negotiated a stand-alone discounts agreement with Qantas through Corporate Traveller. Renewed annually, this agreement is based on an agreed minimum travel spend of \$300,000 by PFA and branches collectively. The discounts offered by Qantas to the PFA and branches are equal to those offered to the ACTU and affiliated unions who have a much larger combined annual travel spend.

Earlier this year, Qantas agreed to renew the agreement even though the projected travel spend was short by around 30%. This was due mainly to a number of administrative changes in branches and subsequent changes in how branches book travel.

Following discussions at the June PFA Executive meeting, it was agreed that branches would seek to utilise the Corporate Traveller system and thereby accessing the PFA Qantas agreement and discounts.

Vision 4

Broad respect as a professional body which serves as the national voice of policing

ANZCoPP

The PFA continues to support and fund the Police Practice Standards Model (PPSM) and sit on the Australia New Zealand Council of Police Professionalisation (ANZCoPP). PFA President Mark Carroll represents the PFA on the Board.

Since last year's Annual Report, ANZCoPP has held three meetings, one of which was the AGM, as well as one workshop. Over several meetings throughout 2015 – 2016 ANZCoPP had been discussing transitioning the *Police Officer Practice Guidelines* to *Standards*. The December 2016 meeting (ANZCoPP 12) approved the trial implementation of the *Police Officer Practice Standards* over 2017. The meeting further requested that ANZPAA provide an evaluation report on the trial implementation of the *Police Officer Practice Standard* to ANZCoPP by December 2017. The PFA supported both resolutions and fully supports the move from Guidelines to Standards.

It is the view of the PFA that the Police Officer Practice Standard will become the professional registration level for police officers.

The meeting also received a presentation by Dr Deen Sanders, CEO Professional Standards Authority. The PFA had recommended earlier in 2016 that Dr Sanders be invited to present to ANZCoPP.

ANZCoPP 12 was followed by a Workshop.

The workshop was specifically called to review the Australia New Zealand Police Professionalisation Strategy 2013-2018. The workshop was facilitated

by Warwick Jones Executive Director, Australian Institute of Police Management.

1. The workshop discussed:
 - current activities in relation to police professionalisation, at both a jurisdictional and cross jurisdictional level,
 - the value proposition presented by police professionalisation,
 - potential alternative pathways for police professionalisation, and
 - the relationship between police professionalisation, organisational agility and the future of policing.
2. Arising from the discussion, the Council requested ANZPAA to:
 - include the review of the professionalisation strategy as an item for discussion at the next ANZCoPP meeting and, as part of that agenda item;
 - provide a status report on the elements of the professionalisation strategy, including with respect to ANZPAA activities and jurisdictional activities; and
 - develop potential strategic outcomes for the professionalisation strategy, taking into account workshop discussions, for Council consideration.

ANZCoPP 13 (March 2017), in line with the issues arising from the Workshop, discussed options that would inform the drafting of the revised



● The touchstones at the National Police Memorial, Canberra

Professionalisation Strategy and agreed to retain the existing three Domains –

- Police Education and Training
- Professional Development
- Police Knowledge

While further noting that any revised strategy would be presented to ANZCoPP for consideration later in 2017.

The planned June ANZCoPP meeting was postponed, with work continuing on the professionalisation strategy and the transitioning of Police Officer Practice Guidelines to Standards

ANZPAA Professionalisation Forum

Under the ANZPAA restructure the ANZPAA Professionalisation Forum (APF) has now become the ANZPAA Professionalisation Network (APN). PFA CEO represents the PFA. Two meetings have been held since the last Report.

As a general rule APN meetings precede ANZCoPP meetings and recommendations from the APN go to ANZCoPP.

Public Safety Industry Advisory Committee

As reported last year, the PFA CEO represents the PFA on both the Public Safety Industry Advisory Committee (PSIRC) and the Public Safety Industry

Committee (PSIC). The PFA CEO currently chairs both meetings.

National Police Memorial Company

The National Police Memorial Company Board, comprises of all PFA Branch Presidents. The National Police Foundation, which has Public Ancillary Fund status, was established by the NPM Board for the purposes of running the Wall to Wall Ride for Remembrance.

During the year, the PFA Executive sought the support of the NPM Board to amend the Objects of the NPM Company and/or the National Police Foundation. This is to allow one of the entities to conduct a member well-being campaign.

Subsequent legal advice has suggested that the board seek to amend the Objects of the NPM Company and once that is done seek Deductible Gift Recipient status of the NPM Company and then commence the process of winding up the National Police Foundation.

Last November, the NPM Board approved a \$140,000 donation to Police Legacy organisations from the proceeds of the 2016 Wall to Wall Ride for Remembrance.

2016 was the 10th Anniversary of the National Police Memorial. To celebrate the occasion, the PFA commissioned a 10th Anniversary flag.



● Senior Constable Brett Forte

National Police Memorial Coordination Committee

The PFA continues to sit as a member of the National Police Memorial Coordination Committee (NPMCC). The key role of the NPMCC is to vet the names put forward by each jurisdiction for inclusion on the wall. Each year the names are assessed against the Criteria for Inclusion on the National Police Memorial (NPM).

The NPMCC met in July this year and supported 12 names to be added to the NPM on National Police Remembrance Day 2017. Eleven of those names were historical deaths.

Inclusions on the NPM Honor Roll for 2017 are –

QUEENSLAND

Senior Constable Brett Forte

On the afternoon of Monday 29 May 2017, Senior Constable Brett Forte was performing duties as a member of the Darling Downs District Tactical Crime Squad, Toowoomba.

He and his partner, driving a police vehicle, were following a known dangerous, wanted, male

offender along the Warrago Highway. Senior Constable Forte continued to follow the vehicle off the highway and onto Wallers Road, Ringwood, when the male offender quickly alighted from his vehicle and opened fire with an automatic weapon on the police vehicle.

Two of the bullets fired at Senior Constable Forte hit him in the chest. Injured, he reversed the police car to a safer distance away from the offender; however, he then lost consciousness and the police vehicle rolled over.

Courageous actions were taken by his partner and other police officers who had been travelling behind in separate vehicles, to remove the unconscious Senior Constable Forte safely from the scene whilst they were continually under fire.

The offender fled to a contained location nearby and 20 hours later was shot and killed by specialist police when he fired his automatic weapon at them.

Senior Constable Forte is survived by his wife, who is also a police officer and three children.



● Message from Prime Minister Malcolm Turnbull on the death of Senior Constable Brett Forte

Sergeant First Class Theodore Reinhold Herman

Date of death – 23/3/1950
Place of death – Blackall, QLD
Cause of death – Heart attack whilst escorting on foot, two drunken offenders he had arrested

NSW:

Constable John Charles Donovan

Date of death – 12/1/1922
Place of death – Brewarrina, NSW
Cause of death – Struck by lightning in Bathurst Street, Brewarrina when on patrol

Probationary Constable Frank Evans

Date of death – 21/4/1900
Place of death – Sydney, NSW
Cause of death – Pulled into an ice saw by big overcoat when patrolling Fresh Food & Ice Company in Darling Harbour Sydney

Constable Joseph William Gilholm

Date of death – 22/2/1902
Place of death – Taree, NSW
Cause of death – Fell from horse while on patrol

Constable Francis William Grundy

Date of death – 20/3/1898
Place of death – Germanton (Holbrook), NSW
Cause of death – Fell from horse when on patrol

Probationary Constable Thomas Lyons Hackett

Date of death – 4/9/1886
Place of death – Sydney, NSW
Cause of death – Fell from horse while undertaking sword drill at Police Barracks

Probationary Constable James Hawkins

Date of death – 2/7/1881
Place of death – Dural, NSW
Cause of death – Fell under cart attempting to stop a runaway horse

Probationary Constable William Norman St John Maule

Date of death – 8/12/1891
Place of death – Goulburn, NSW
Cause of death – Fell from horse while performing duties

Probationary Constable Michael Thomas de Coursey O'Brien

Date of death – 31/5/1891
Place of death – Sydney, NSW
Cause of death – Run over by a runaway horse and cart

TASMANIA:

Constable Edward John Woodward

Date of death – 20/8/1879
Place of death – Bridport, TAS
Cause of death – Drowned in Great Forester River when horse slipped from bridge whilst crossing river

Constable William John Williamson

Date of death – 23/12/1889
Place of death – Beauty Point, Tamar River, TAS
Cause of death – Drowned when police boat overturned



● PFA Branch Presidents receiving cheque on behalf of police legacies

2016 Wall to Wall Ride – Distribution of Funds Raised

	Final Registration Numbers	Riders as percentage of total	\$121,546.45 distribution split based on number of riders as percentage of total riders	Additional Funds Raised distributed to nominated Legacy	Total donation to Police Legacies
AFP LEGACY	131	6.3	\$7,651.41	\$595.90	\$8,247.31
AUSPOL	28	1.3	\$1,635.42	\$ -	\$1,635.42
NSW POLICE LEGACY	1,163	55.9	\$67,928.17	\$11,979.72	\$79,907.89
NT POLICE LEGACY	33	1.6	\$1,927.45	\$250.80	\$2,178.25
QLD POLICE LEGACY	206	9.9	\$12,031.99	\$3,403.88	\$15,435.87
SA POLICE LEGACY	112	5.4	\$6,541.66	\$20.00	\$6,561.66
TAS POLICE LEGACY	15	0.7	\$876.12	\$ -	\$876.12
VIC POLICE LEGACY	362	17.4	\$21,143.59	\$2,203.25	\$23,346.84
WA POLICE LEGACY	31	1.5	\$1,810.64	\$ -	\$1,810.64
TOTAL	2,081	100.0	\$121,546.45	\$18,453.55	\$140,000.00



Wall to Wall: Ride for Remembrance 2017

As this report goes to print the 2017 Wall to Wall is in the midst of final preparations, with the ride due to be held on Saturday 16 September. The overall number of registrations appear to be on par with 2016 and it is anticipated that the evening function will draw a larger crowd than in the past.

New sponsors on board for 2017 include the Centre for Road Safety, #ridesafely4me, Betta Electrical, BMW Group Australia, Vozz helmets, National Safety Agency and National Mail Marketing.

Thanks also to the other sponsors which once again include Yamaha, QBE, Maxxia, Southern Cross, Police Health, Police Bank, Prosegur, Simplicity Funerals, TPAV, PANSW, QPU and the AFPA.



Presentation to National Police Legacy conference

The PFA made a presentation to the 2017 National Police Legacy conference in Darwin. The following was discussed –

- the relationship between the PFA and Police Legacy organisations;
- member well-being and mental health issues;
- the Wall to Wall Ride for Remembrance; and
- the potential role of the National Police Memorial Board and the Police Foundation in the future and how they might assist Police Legacy organisations.



Police Week 2018

Planning for an Australian Police Week to be held in Canberra in September 2018 continued throughout the year.

The PFA CEO attended US Police Week in May 2017 in Washington DC and provided a detailed report to the June 2017 Executive.

The proposed 2018 Police Week calendar is as follows –

The meeting also endorsed an Australian Police Week logo.



Proposed Schedule of Events – National Police Week 2018

SATURDAY 15 SEPTEMBER

9th Annual Wall to Wall Ride for Remembrance
4pm – National Police Memorial Canberra
www.walltowallride.com

SUNDAY 16 SEPTEMBER

Police Legacy Remembrance Bicycle Ride
National Police Memorial Canberra

MONDAY 17 SEPTEMBER

National Police Summit – venue to be confirmed

TUESDAY 18 SEPTEMBER

National Police Summit – venue to be confirmed

WEDNESDAY 19 SEPTEMBER

PFA Womens Advisory Committee Meeting
PFA Executive Meeting
9am to 5pm – Hotel Realm, Canberra

THURSDAY 20 SEPTEMBER

PFA Federal Council Meeting
9am to 5pm – Hotel Realm, Canberra
Inaugural Police Bravery Awards

FRIDAY 21 SEPTEMBER

PFA Federal Council Meeting
9am to 5pm – Hotel Realm, Canberra

SATURDAY 22 SEPTEMBER

SUNDAY 23 SEPTEMBER

MONDAY 24 SEPTEMBER

ICPRA Conference
9am to 5pm – Hotel Realm, Canberra

TUESDAY 25 SEPTEMBER

ICPRA Conference
9am to 5pm – Hotel Realm, Canberra

WEDNESDAY 26 SEPTEMBER

THURSDAY 27 SEPTEMBER

FRIDAY 28 SEPTEMBER

NPRD Ceremony Canberra

SATURDAY 29 SEPTEMBER

National Police Remembrance Day



.....



- Police Week candlelight service Washington
- The White House in police blue

National Police Bravery Awards

During the year, the Executive received updated reports on the proposed 2018 Police Bravery Awards. Following discussion at successive meetings the Executive has endorsed a proposal for the inaugural Police Bravery Awards to be held in September 2018 in conjunction with the PFA Federal Council Dinner at the National Museum of Australia.

The nationally endorsed winner/s, will be selected under an agreed selection criteria by a national representative panel, from nominations made by police Australia wide. This will be an award “for police, by police”.

More details of the award and the nomination process will be made throughout late 2017 and into 2018.

Police Summit 2018

The PFA have been liaising with national conference coordination group Informa, with the view of jointly hosting a Police Summit during Police Week in 2018.

The proposal has been endorsed by the Executive and further information will be released later in 2017 and into 2018.

Public Safety Mobile Broadband capability (Spectrum)

The need for a Public Safety Mobile Broadband (PSMB) capability is still on the PFA agenda.

The *Productivity Commission's Cost Benefit Analysis*, and the PFA's view of the shortcomings of that report was reported on in the PFA's 2015-2016 *Annual Report*.



● NZ Police Association President Chris Cahill



● ICPRA Executive Committee at Capital Hill Washington 1 – r: Chuck Canterbury, President Fraternal Order of Police US, Mark Burgess, CEO Police Federation of Australia, Nate Catura, President Federal Law Enforcement Officers Association US, Mpho Kwinika, President South African Police Union, Calum Steele, Secretary Scottish Police Federation (ICPRA Secretary), Tom Stamatakis, President Canadian Police Association (ICOPRA Chair)

In late November 2016, the Minister for Communications and the Minister for Justice released a joint media release, announcing that the Government supported 'in principle' the Commission's findings and recommendations and that there would be the establishment of "a committee of Commonwealth, State and Territory officials to consider fully scoped proposals and report to the Council of Australian Governments in 2017".

The PFA outlined their dissenting view via a media release and opinion piece published in the IT trade publication *Critical Comms*.

At the time of compiling this report, the Committee had not reported to COAG.

Relationship with New Zealand

The PFA continues to have a strong relationship with the New Zealand Police Association.

In last years Report it was recorded that the long serving NZPA President was standing down from the position and it is pleasing to note that Chris Cahill was elected as President at their Annual conference in October 2017.

Chris has had a long standing relationship with the PFA having previously served at NZPA Vice-President and having worked in Australia, with the AFP, on behalf of NZ Police.

International Council of Police Representative Associations (ICPRA)

The PFA continues to play an active role in the ICPRA and PFA CEO Mark Burgess represented the Australasia region on the ICPRA Executive Committee.

ICPRA President Tom Stamatakis from the Canadian Police Association, attended and presented at the PFA's 2016 Federal Council meeting in Auckland New Zealand.

ICPRA held its Biennial Executive Committee meeting in May 2017 in Washington DC to coincide with US Police Week.

A full report on that meeting was presented to the June 2017 Executive meeting.

As reported in last years' PFA Annual Report, the 2018 ICPRA Biennial Conference will be held on 24 – 25 September 2018 in Canberra. The PFA Executive has tasked PFA staff to commence developing an agenda for the Conference.



● WAC Committee New Zealand 2016

Women's Advisory Committee (WAC)

In November 2016, the WAC held the first of their twice yearly meetings in conjunction with the 2016 Federal Council.

A recommendation from this meeting was the foundation of a professional development program for female members with the assistance of a sub committee.

The March WAC meeting was hosted by the Queensland branch and was well attended by delegates from across the country and New Zealand.

The meeting was opened by the Honourable Grace Grace MP, Queensland's Minister for Industrial Relations, Employment, Racing, and Multicultural Affairs, followed by a key note speech by Commissioner Katarina Carroll of the Queensland Fire and Emergency Services (QFES).

The need to find initiatives and pathways to encourage a greater female representation within the unions and associations was discussed. It was agreed that on one level the Pat Hunter Program, currently being run in

Victoria, provided a perfect vehicle and could be adapted and fit for purpose for each jurisdiction.

However it was recognised that a second level of pathway was needed, therefore dialogue with the University of Tasmania has commenced, aimed at developing a leadership course that will translate into a workplace training accreditation.

The final item on the agenda for the meeting was a debate devised to generate discussion. The debate questioned the wisdom of setting 50/50 recruitment targets for police officers, with Senior Constable Lauren Turgeon presenting points for 50/50 recruitment, and Sergeant Beth Hooper presenting points against. A lively discussion ensued and a vote was eventually cast, with 50/50 recruitment narrowly enjoying majority support of the delegates in attendance.

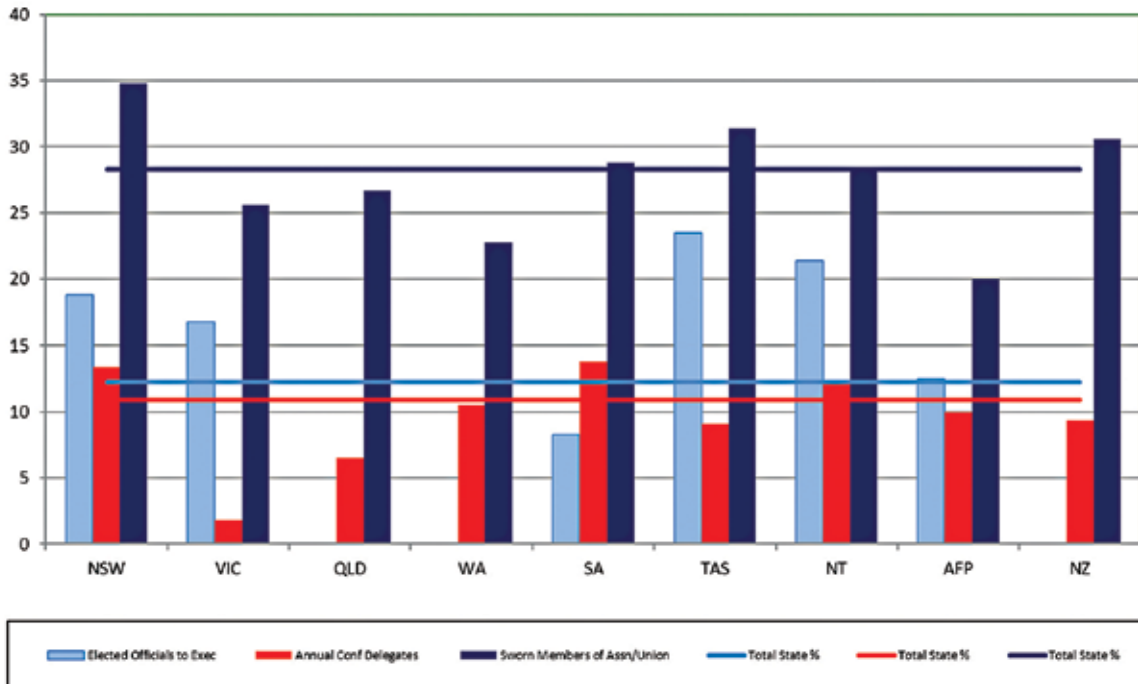
Flexible Work Arrangements Survey

Following on from a successful *Pilot Survey* the main *Flexible Working Arrangements for Police Officers in Australia and New Zealand Survey* was launched in October 2016 and closed early December 2016.



● WAC meeting Queensland 2017

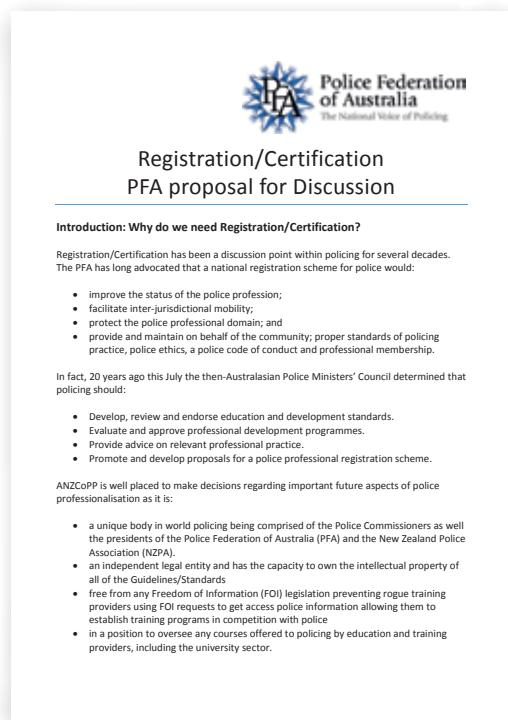
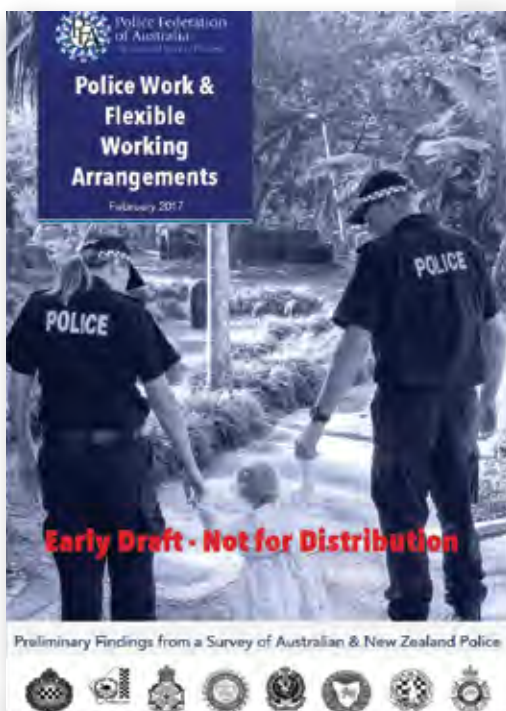
Womens Representation – Percentage of Women in Union Positions



*Elected Officials to Exec or Comm or Board of State Assn/Union (Branch of PFA). Delegates to State Police Assn/Union Annual Conference.
Sworn members of State Police Assn/Union.
Last Update: 06 March 2017

The response rate was staggering with over 11,716 police officers completing the survey across Australia and New Zealand. Due to the immense scale of the survey and high quality data collected, the final survey report delivery schedule has been extended.

The unpublished findings provide a snapshot to a wide-ranging dataset on police numbers, work patterns and attitudes to flexible working arrangements across police in Australia and New Zealand. Key findings once released, will challenge pre-conceived ideas about flexible working arrangements. It will also serve to underline the importance in supporting the successful implementation of flexible working arrangements which have the potential to positively impact on the health and well-being of all police officers.



Professional registration

Over the past 12 months the PFA has continued to pursue and support the introduction of a national police registration/certification scheme.

The PFA developed a “Registration/Certification: PFA proposal for Discussion” paper, which has been endorsed by the Executive and will be used in discussion with Police Commissioners and others in an endeavor to gain agreement on a national scheme.

Outsourcing/privatisation

The PFA continues to monitor developments and update resource material on outsourcing of essential public services, specifically in the police and justice domain.

In late 2016, the PFA provided a submission to the *People's Inquiry into Privatisation* which was based on earlier work undertaken by the PFA.

The PFA have also been asked by the ICPRC Executive Committee to continue work with the Canadian Police Association to develop a draft toolkit/discussion paper on civilianisation/privatisation/outsourcing for the use of ICPRC affiliates.



● The redeveloped PFA website

Vision 5

A collaborative approach by a highly skilled, professional team

Skills audit

At the time of writing this report, the PFA was working to develop list of resources within each branch that could be utilised to enhance the capabilities of the national office in times of need.

E-News

The PFA have continued to disseminate the electronic *E-News* and *A Word from the Hill* and maintaining communication with branches. A new system aligned to the website has been introduced, allowing for easier distribution of the *E-News* to occur.

In the lead up to Police Week 2018 and the expected heightened interest in the PFA, stakeholders, and interested members of the public as well as branch members will be able to subscribe to the *E-News*.

A Word from the Hill continues to be produced when Parliament is sitting and distributed to the Executive.

ICPRA E-News

The PFA continues to collate and distribute a quarterly e-newsletter on behalf of the international policing community. The ICPRA E-News provides

the opportunity to highlight key issues, share best-practices and experiences and build on a strong and supportive international network.

Websites

The PFA website has been redeveloped. This site was the first of the four managed by the PFA to be upgraded. The Wall to Wall website followed shortly after, while the National Police Memorial and the Police Week 2018 are in the first stages of redevelopment.



Police Federation of Australia

Celebrating 20 years as
The National Voice of Policing

PFA History

The PFA was formally registered on 31 December 1997, and is therefore celebrating 20 years of advocating to federal government on behalf of police.

In celebration of this important occasion, the PFA has produced a glossy short history of the PFA. The PFA Email signature block and logo has been redesigned to commemorate the anniversary.

Conclusion

At a time when unions are being judged on membership numbers, it is pleasing to note that PFA's membership continues to increase and grew by a further 703 over the past 12 months, giving us a total membership at 31 December 2016 of **60,871**.

When comparing the 2006-07 membership numbers with those of 2016-17, the PFA have enjoyed an increase of close to 10,000 members over the past decade. An increase of that magnitude is a credit to the work done by the PFA Branches. Their dedication and representation of their members within their jurisdictions has ensured the strongest membership density of any union in Australia.

The Strategic Plan, implemented after unanimous endorsement at the 2015 Federal Council meeting, has continued to guide the PFA's activities over the past 12 months. The Executive have remained focused on the array of issues that the plan has outlined and have ensured that the PFA staff continue to address and report on all of the strategies, goals and tasks.

The preceding pages articulate those particular issues that have been identified as priorities over the past 12 months.

Tackling the wide array of issues, many requiring specific subject matter expertise, would not have been possible without the support of branches. The PFA only has a small staff and relies on the expertise across the branches. The depth of knowledge and experience amongst that wider professional staff allows the PFA to continue to be 'ahead of the game' in dealing with the complexities of issues that are constantly thrown into the policing and political landscape.

I pay particular thanks to the PFA Executive, led by President Mark Carroll. Not only have they ensured that their Branches were always there to lend support to the PFA staff, they have ensured that our budget allows us to meet the many challenges that the Strategic Plan has identified. To enable us to meet all of those demands, they also agreed to membership subscriptions being increased by 1.5% for the 2017-18 financial year with those subs now set at \$18.27 per member.

The next 12 months will be one of the most exciting in the PFA's short history (as the Report highlights, the PFA celebrates our 20th anniversary on 31 December 2017). The Executive have endorsed a program for our inaugural Police Week to commence with the Wall to Wall Ride for Remembrance on Saturday 15 September 2018, running through to National Police Remembrance Day. The development of the Police Week concept and its associated events was again one of the key strategies in the strategic plan.

It is also important to note in the context of the strategic plan, the strong relationship we maintain with the New Zealand Police Association.

None of our achievements would be possible without our dedicated and professional staff. Debbie, Fiona and Kath continue to give the branches and me their untiring support, for which I will always be grateful.

I commend the *2016-17 Annual Report* to you and look forward to being able to present it to the Federal Council on 7 September in Canberra.

Mark Burgess
Chief Executive Officer

AFFILIATES' REPORTS



South Australia Branch



“Toughen up, princess.”

It’s a phrase commonly heard in police ranks.

But it leaves many officers suffering in silence.

The Police Association is critically aware of the mental health challenges confronting our members.

Depression, anxiety, acute stress reactions, PTSD, social phobias and substance abuse disorders are just the tip of the iceberg.

And at the end of the road, there’s suicide.

The findings of a research project conducted recently in the UK will surprise lots of people. This research project found that it’s not always police work itself that contributes to psychological injuries and mental health issues.

Almost half of the UK police officers who reported a mental health issue and/or a psychological injury cited management’s response as either the direct cause of their problems or a significantly aggravating feature.

It seems that much of the damage is done, probably unconsciously, by the organisational and managerial cultures in which policing is done.

Police officers know that by declaring a mental health issue to the system they risk the loss of operational status, the diminution of their personal and professional reputation and what can be an indelible stain on their careers.

The association is working with the Police Federation of Australia to develop and implement the sort of national campaign we need.

Strategic Plan

The Police Association rightly takes pride in its reputation, high achievements, clout, and 106 year history.



● PASA President Mark Carroll and the media

We have authored a new five year strategic plan which outlines the actions that will consolidate these pillars of success.

As Australia's first police union, our record is long and storied. It includes triumphs over political, industrial and financial attacks.

Battles we fought for our members over insulting pay offers in the early 1990s brought police and their supporters onto the streets of Adelaide to protest against the government of the day.

Our strategic plan (2017-2022) begins at a time when the association has finalised a sixth successful enterprise agreement and continues to enjoy membership of more than 99 per cent.

The strength and support of our membership, combined with overwhelming public confidence in police, has enabled us to deliver essential outcomes.

The five year strategic plan lists five visions for the organisation to achieve by 2022. The association must:

- Maintain its high level of membership (currently at more than 99 per cent);
- continue as a democratic, transparent and professional organisation with a highly skilled team, held in high regard by the membership and the community of South Australia;
- maintain its significant influence with government, political parties and the SA police force;
- remain financially stable, and maintain its long-term financial viability through diverse income streams; and
- ensure that members are satisfied with the level and diversity of services it provides.

Members will rightly hold us to account on these objectives. And, to achieve them, we will engage any obstacle.

Injury claims system quashed

State politicians voted down a new bill earlier this year that could have greatly improved injury claims outcomes for police officers.

Members of the Legislative Council voted against *The Return to Work Corporation of South Australia (Crown Claims Management) Amendment Bill 2017*, by a margin of one vote.

It is an incredibly disappointing outcome.

The bill sought to ensure that the return-to-work claims of employees within the state government were administered by Return To Work SA (RTWSA) and its claims agents (EML and Gallagher Bassett).

The Police Association has, for years, voiced its frustration over SAPOL's management of claims and inappropriate treatment of injured police officers.

A system in which a physically injured worker can wind up with a psychological injury is deeply flawed.

Association members have consistently expressed their frustration, dissatisfaction and, ultimately, their outrage in response to the way Injury Management Section has dealt with their cases.

Numerous examples exist to illustrate the point, but it isn't necessary to list them: previously injured members know the situation intimately.

That is why members seek legal assistance – via the association – for the management of their claims and entitlements.

It is a fact that members with legal representation for their workers compensation matters have

received superior financial and entitlement outcomes.

Not all public-sector unions supported the new bill. Some of their members have experienced far better treatment than ours.

Other stakeholders sought the association's view about the change and asked us to campaign against the new measures.

But our response was simple: "It cannot be any worse than what we currently have. In fact, it could only be better."

Extended hours roster

Clause 28 of the 2016 enterprise agreement sets out the rules of engagement in respect of an extended hours roster trial in the metropolitan area.

The trial is a long awaited concept for police and a welcome inclusion in the agreement.

As with some other entitlements enshrined within the EA, extended-hours rostering was a hard fought association issue. It has been on our agenda since the inception of the enterprise bargaining process back in the early 1990s.

One of the most pleasing features of the new roster clause in the 2016 enterprise agreement is the rule concerning "clear weekends off." The agreement describes this as being "no hours worked on a Saturday and a Sunday respectively."

This is a much welcomed modification to SAPOL roster design.

The next step in the process of introducing an extended hours roster will be for SAPOL to consult with members in the selected LSA, and seek feedback – not only from those who will be working the roster, but also those responsible for its management and monitoring.

It is in everyone's interest to get involved in this process. Everyone wants it to function smoothly. There are advantages for the workers and advantages for the boss. A genuine effort at consultation will help make the trial a success.

The association has lobbied for the introduction of an extended-hours roster – particularly because it meets the needs of members who juggle working hours with quality time spent with family and loved ones.

It also creates opportunities for members to pursue other interests and new leisure activities. And working longer shifts provides the reward of extra days off which compensates for the longer hours worked in a roster of this type.

The association will, with SAPOL, jointly develop the protocols for the trial and keep a brief on the roster options released to members – and seek their feedback.

We will also provide information to members who seek further guidance about those options.

Recruit 313

The association expressed its frustration last year at the SA government's decision to delay the recruiting of an extra 313 police officers until 2020.

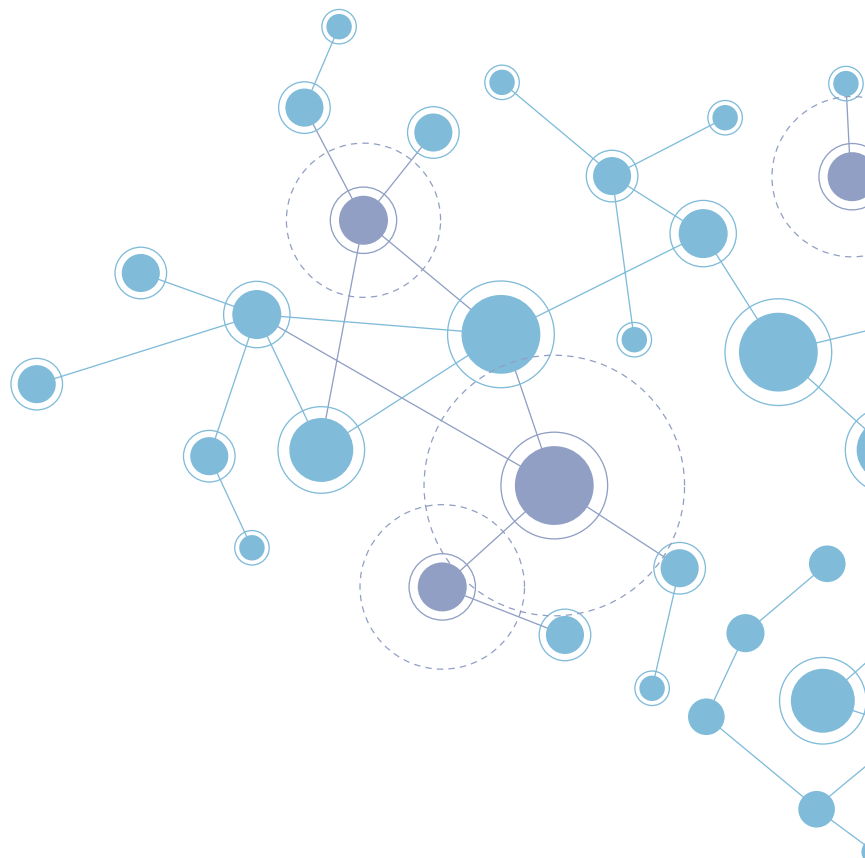
This had not been the first delay, after the government originally promised to deliver the officers by 2014, and then 2018.

The association set about informing the media and the public of its grave disappointment with this string of broken promises.

I actually informed Premier Jay Weatherill that he had lost the trust of association members.

Premier Weatherill decided to approach the association in the second half of last year, and after thorough discussions, decided to deliver on the promise of extra police by 2018.

Mark Carroll
Branch President





Western Australia Branch



The WA Police Union has had an extremely busy year and we are continuing to fight a number of battles with the State Government, including resolving the Industrial Agreement for police officers.

Over the reporting period, WAPU has dealt with a number of issues that have impacted frontline policing, legislation, welfare issues, legal challenges and a change in Government.

WAPU calls for more options to end police pursuits

Following a number of police pursuits, including one where an offender took the lives of an innocent couple and left their son in an induced coma, I called for more to be done to allow police officers to end pursuits earlier.

Statistics show there were almost three pursuits every day in 2016 (1,165), a major increase from 322 pursuits in 2010.

I believe pursuits should and will continue, with the assistance of tyre deflation devices and occasional air support, but what's missing is the option for police to forcibly stop offending vehicles.

The current WA Police policy requires police officers to abort pursuits when they become too dangerous.

Overseas policing jurisdictions have used proactive intervention for many years to bring police pursuits to a swift end. Techniques such as boxing-in, PIT manoeuvres and road blocks are regularly utilised.

We have seen in WA how a well executed, textbook manoeuvre brought an hour-long pursuit to a successful conclusion.

Lawfully continuing this type of action in WA will need the support of Parliament, with legislation allowing proactive intervention to take place, while protecting police officers in the process.

The Labor Government has thrown it's support behind a trial to use force to end pursuits sooner. However, we have not seen any proactive efforts by WA Police in this area.

WA Police will also need to provide additional driver training and modify vehicles to ensure that

offenders can be taken out during a pursuit at the earliest possible opportunity, once appropriate risk assessments have been undertaken.

Allowing police officers to end pursuits sooner, in certain circumstances, will significantly reduce the risk to other road users.

Annual Conference and Pre-Election Submission

Overall, our 80th Annual Conference went extremely well.

With a packed agenda, we squeezed a great deal into the two and a half days.

Our Pre-Election Submission (PES) was well received and we have made it very clear what type of compensation scheme for medically retired police officers we wanted to see implemented.

The PES contained 22 recommendations over the themes of police budget, strength, salaries, legislation, allowances, community and road safety and health, safety and welfare.

The Labor Government has committed to implementing a number of our recommendations, including a suitable workers' compensation style scheme for medically retired officers.

Ryan Marron

Ryan Marron's ex-gratia payment was finally completed and he and his family now have financial security after the Government increased its offer to \$6 million and came to an arrangement with the Marron Family about the trustee fees.

While it is disappointing that it took so long to conclude this matter, I am pleased that Tom, Sandra, Ryan and the rest of the Marron Family can now get on with their lives.

While Ryan may not be a serving police officer any more, he will always be part of our Blue Family.

Ryan contracted the mosquito-borne disease Murray Valley encephalitis while working in the remote Balgo community in the Kimberley in 2011.

WAPU Resourcing, Safety and Workload Survey

On Monday, 30 January 2017 we publicly released the resourcing section of the survey exclusively to *The West Australian*. The story ran on the front page and continued on page 12 with an additional story. The early country edition took up the entire front page.

More than 1,000 members across the State confirmed the dire situation we are in. Approximately three quarters of members reported that their workload has significantly increased over the past one to three years and more than 86 per cent don't believe their station or section has enough officers.

The total number of tasks attended by police in 2015-16 financial year increased by 15,583 on the year before, so the demand placed on our officers is extraordinary.

As evidenced by the feedback, officers are apologising to members of the public for embarrassingly slow response times and some jobs are being written off without any police attendance at all. While I know our members are doing the best they can, I have no doubt the community will support the recruitment of more officers as it is an essential service.

As a result of working with WA Police, the Metropolitan Operating Model has since been changed with outlying stations bolstered with more police to reduce demand on centralised officers.



● President George Tilbury talking to the media

It's Tough Enough campaign – 1,000 more police

The call for more police officers was supported by an advertising component this year with radio adverts on Mix 94.5 and 6PR going to air on Monday, 23 January. There are two versions of the radio adverts plus included in the media buy were some live reads. These adverts continued for four weeks and were played across the day on both stations.

As part of the media buy, was the sponsorship of the Mix 94.5 Drive Program. Part of this included an interview which went to air on the same day we did media relating to our survey. We used this opportunity to push our online petition at www.itstoughenough.com.au for 1,000 additional police officers.

Death of Serving Member

Sadly, Senior Constable Lisa Cannon 13557 was found deceased at her Butler residence on Tuesday, 28 February 2017.

Lisa, a serving police officer and WAPU Member, was found by her Academy colleagues when they attended to conduct a welfare check on her. She died suddenly and unexpectedly, with there being no suspicious circumstances.

There are sensitivities pertaining to suicides, but the notable absence of any communication or acknowledgement from WA Police was alarming.

This situation was exacerbated by a directive from WA Police Media to an independent organisation that supports police officers, to remove a Facebook Post due to some archaic provision. They were clearly not reading the play and lacked an understanding of police officers, at a time when

they were grieving and needed to openly talk about this tragedy.

WAPU publicly passed on our condolences via a Facebook post, which was well received by members and the community.

WAPU is currently looking at employing a dedicated Welfare Officer.

Coronial Inquest

In a first for WAPU, State Coroner Ros Fogliani granted leave for us to appear as an interested party and give evidence into the deaths of six people arising after an attempted police intercept or pursuit.

In the past, WAPU has only ever supported members who have been brought before the coroner to give evidence.

WAPU engaged legal counsel to seek leave from the coroner and outlined our concerns to her in a letter relating to a number of operational issues, training, legislation and policy.

After our letter was accepted, I then submitted a detailed statement to the coroner and ultimately gave evidence on behalf of WAPU on 5 April.

The deaths of Sean Duncan Barrett, Kuldeep Singh, Gavin Wayne Fryer, Jordan Damon Rundell, Kyra Marjorie Narrier and Hassan El Bakdadi occurred between 2012 and 2014 and their coronial inquests were heard jointly.

The purpose of the joint coronial inquest was to evaluate the Emergency Driving Policy, its practical operation and the balance needed to protect the community whilst still undertaking our lawful duty.

We gave evidence that the number of pursuits in WA has increased from 322 in 2010 to 1,165 in 2016. However, while pursuits were increasing, the fatality

rate from police pursuits since 2010 has generally been declining. The latest injury rate was also at a three-year low.

One of our concerns raised with the coroner was about the requalification process for intercept (pursuit) driving. WAPU believes that it is not best practice to requalify a practical skill with a non-practical assessment. That is, WAPU believes the current requalification process of completing an online test is inadequate. We put to the coroner that a practical driving assessment should be undertaken annually (or if it is cost prohibitive, every two years) to requalify as a pursuit driver.

During this joint coronial inquest, the issue of radio communications was also mentioned. Members have told the coroner of the difficulty in reaching the Police Operations Centre, due to the traffic on the radio. WAPU believes that since the size of the metropolitan districts was increased under the Frontline 2020 model, radio traffic has effectively doubled on district channels. WAPU told the coroner that we believe radio communications would be more efficient if districts were smaller.

We also spoke on the topics of debriefing, collecting and using data from pursuits, vehicle standards, policy and current intervention methods.

It was a great opportunity to raise these issues, among others, with the coroner to advocate for better training and improvements for police officers.

We now await the outcome of the coroner's findings.

State Election

The State Election has been won and run by the Labor Party.

WAPU immediately met with new Minister of Police Michelle Roberts and we are looking forward to

working with her on a number of matters including workers' compensation for medically retired police officers.

Critical Incident – East Perth

On 12 May 2017, a number of members were involved in a critical incident at Officeworks in East Perth.

Following the death of a man after police involvement, Major Crime and Professional Standards started parallel investigations into the incident.

WAPU was extremely shocked to learn of reported treatment of members by an Inspector as the Senior Investigating Officer from Major Crime.

I immediately wrote to WA Police to express our serious concerns about the potentially unlawful and unprofessional treatment by the Inspector.

The Agency removed the Inspector from the investigation and commenced an internal investigation into the treatment of members.

We also met with WA Police after the incident to discuss critical incident protocols.

Police officer replacement Industrial Agreement

In an unprecedented move, the McGowan Labor Government changed the goal posts during our Industrial Agreement negotiations.

The Government has now capped increases to \$1,000 per annum for all public sector workers.

We sought clarity around the \$1,000 per annum increase, given that it is based on a 38-hour working week not the WA Police standard 40-hour week.

However, were told this would apply to all workers, despite the hours of duty.

WAPU is extremely disappointed with the McGowan Government's new State Wages Policy as it will leave the majority of our members worse off.

We had been waiting for an offer from Government to consider, so this development was extremely disappointing and frustrating as it changed the parameters of our negotiations.

The flat \$1,000 increase per annum offer was rejected by 88 per cent of voters, with 93 per cent voting to take industrial action.

Work to Rule Safety Campaign

On Wednesday, 21 June 2017, members were instructed to undertake a strict work to rule safety campaign to highlight three issues: pay; stab proof ballistic vests and resourcing.

The campaign launch received significant media coverage, including page one of *The West Australian*.

I conducted interviews on both 6PR and ABC 720 morning shows. I also conducted short interviews for radio grabs on 94.5 and 96FM radio. A media conference was also held at WAPU HQ, resulting in stories on 7 News, 9 News and 10 Eyewitness News.

A vision opportunity was also provided at Mirrabooka Police Station with members conducting P.O.W.E.R checks.

The radio advertising portion of the campaign also started on the week commencing 19 June. The 'Tough Interview' radio adverts, which played on Mix 94.5, Hit 92.9, Spirit FM, Triple M network, Nova 93.7 FM and 6PR.

Our second tranche of radio advertising ties in with a social media component. The radio advertising started on the week commencing 3 July and went to 16 July. The 'What Would It Take' radio advertisements were heard on Mix 94.5, 6PR and regional radio stations.

The social media videos are were promoted via a sponsored Facebook post by *The West Australian* and a sponsored article on *thewest.com.au*. They were also shared on our Facebook page.

The campaign was tweaked slightly to take into consideration the recommendations by the WAIRC. However, after the end of the Ballot, the campaign will focus significantly on pay.

A second phase of the campaign was launched on Tuesday, 11 July 2017 with members encouraged to give out cautions instead of infringements for minor matters and not give out court summons until the day of the State Budget, 7 September 2017.

After an immense amount of pressure, WAPU gained a written commitment that the State Government will fund personal issue stab proof ballistic vests. This was a huge win for WAPU and our members.

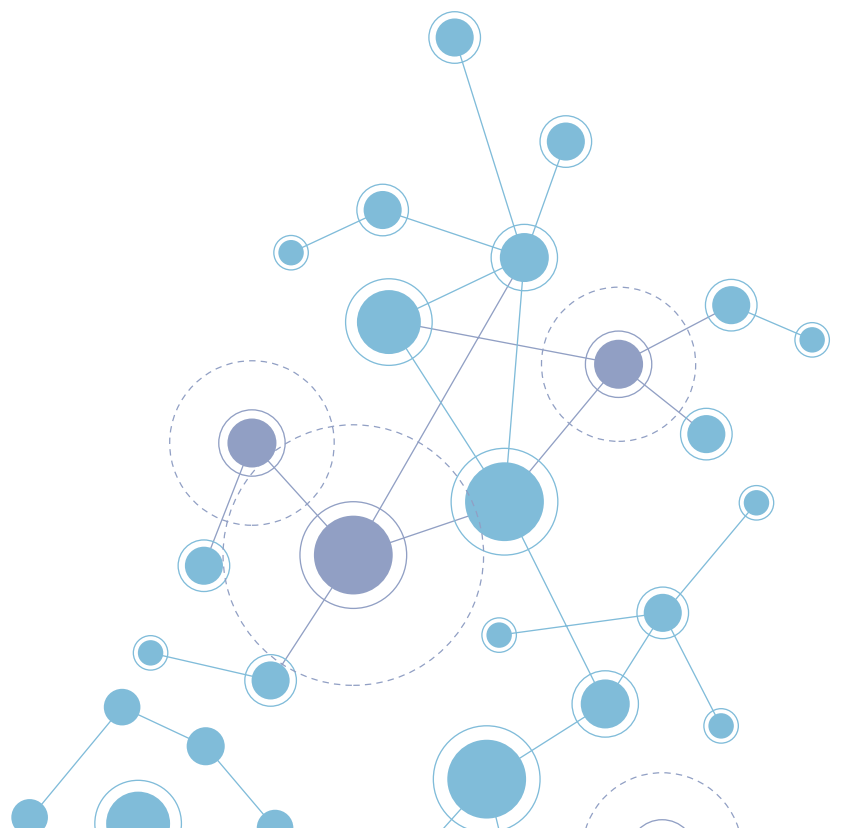
Conclusion

As you can see, this second half of the period under report has been extremely busy. This will be amplified when we take the next step in our campaign.

This next step will garner considerable public attention and show the government that our members will not just roll over and accept what is being offered with regards to pay and conditions.

I would like to thank the Board of Directors, WAPU Staff and our members for their support and assistance over the past 12 months and I know they are all looking forward to new and existing challenges that we will face over the rest of 2017 and into next year.

George Tilbury
Branch President





Queensland Branch



Vale Senior Constable Brett Forte

On the afternoon of 29 May, I received the very worst of phone calls that you can receive in this role.

It was a call informing me that Senior Constable Brett Forte had been fatally shot while following a known offender in Ringwood, on the outskirts of Toowoomba. The offender had gained some notoriety throughout the district and a number of police cars were backing up Brett's vehicle in what at first appeared to be a routine apprehension.

However, the offender alighted from his vehicle and opened fire on Brett and his partner's vehicle with an automatic weapon. Despite having been fatally wounded, Brett reversed the car away from the offender in a final heroic act. The car rolled and Brett's partner and other officers from back-up vehicles exhibited extreme bravery in moving Brett to safety despite still being fired upon by the offender.

Tragically, Brett died at the scene and his wife, also a police officer, received the news as she sat in a police car in the vicinity. The ongoing threat the offender posed was neutralised the following

morning by the brave actions of the Special Emergency Response Team (SERT) by police the following morning after an extended siege, who also risked their lives to protect the community as well.

The reaction in Toowoomba and throughout Queensland was immediate. There was an immense outpouring of grief from Brett's colleagues, who remember 'Forty' as a cheeky bloke who lived for his family and 'the job'. Brett's father and grandfather were both police officers, and Brett's colleagues and the extended police family throughout Queensland, and indeed throughout the nation, rallied around Brett's wife and three children.

The Union set up a remembrance fund for those wishing to support Brett's family, and a myriad of other initiatives have taken place to commemorate his ultimate sacrifice: a minute's silence from 50,000 people prior to kick-off at the State of Origin match, a portrait created by a police officer in Philadelphia and posted to Brett's family, a 'sticks up for Brett' tribute at local hockey matches, a Harley-Davidson 'Ride of Honour', and a wooden memorial clock carved to declare, 'With Honour He Served'. Collections were also made by the Railway Squad and at various race days and sporting events, a



● Funeral of Senior Constable Brett Forte

commemorative QPS Rugby League Association Dream Team vs All Stars match was played, and memorial patches were created for Brett's colleagues' vests.

Brett's funeral was a sad and solemn occasion attended by thousands of police officers from around Queensland, and by representatives from all other Police Unions and Associations in Australia. Prime Minister Malcolm Turnbull was represented by the Honourable Peter Dutton, Pauline Hanson attended, Premier Annastacia Palaszczuk spoke, and Opposition Leader Tim Nicholls, Police Minister Mark Ryan, and Shadow Police Minister Tim Mander all paid their respects.

However, it was most poignant to see Brett's close knit colleagues and to hear the words of tribute, love, and heartbreak from Brett's family. Since the funeral, the members of Brett's Tactical Crime Squad, all officers in Toowoomba and the region, and members of the community touched by the tragedy have all offered Brett's wife and family extensive support.

Brett's death is a sobering reminder to all of us of the stark dangers and realities of choosing the life of a police officer. His immeasurable sacrifice will never be forgotten by our police family, nor by the community in which he served.

Enterprise Bargaining

Our latest enterprise bargaining negotiations which we foreshadowed last year were resolved and certified and we are now one year into our three year agreement. It has been noted by many involved in the negotiations that the process was the smoothest in memory; from the outset, the Government's and Queensland Police Service's position was that neither would seek any reduction in entitlements.

Our Agreement in Principle is one of the most comprehensive Enterprise Agreements ever negotiated by the Union, with over 40 new provisions. We believe our negotiated wage increase of 2.5% per annum, plus a 0.5% per annum 'restructure adjustment', is suitable given the current financial environment in Queensland, especially when coupled with our paypoint restructure and increases to Officer in Charge and Area allowances. All ranks gained a benefit.

The Union also negotiated for no rostering of rest days or PDOs on public holidays, which should result in an extra week's leave each year for most of our members. Our members will have access to three days paid 'critical incident leave' when they have been involved in a critical incident, in addition to their other leave entitlements. Some members in particular sections-such as in Dignitary Protection, the Dive Squad, and Surveillance Operations-received improvements to their particular allowances.

We are now preparing for our next round of negotiations due to commence in early 2019 however 2018 will be when we begin to commence the internal work with our membership to ensure that we can build on this current Enterprise Bargaining Agreement.

State Government

The coming months will be an interesting time for Queensland politics with the current Palaszczuk Government facing both a Liberal National Party with their new leader and former state Treasurer Tim Nicholls and also with Pauline Hanson's One Nation polling strongly.

All three state political party leaders, Premier Annastacia Palaszczuk, Opposition Leader Tim Nicholls and Pauline Hanson's One Nation Queensland Leader, Steve Dickson MP attended and addressed our annual Queensland Police Union Conference and affirmed their commitment to police by making various policy announcements and commitments.

The QPU has worked hard to maintain a good working relationship with the Palaszczuk Labor Government, while simultaneously maintaining relationships and working with the LNP Opposition.

The QPU continues to be involved in many of the Queensland Government taskforces, reviews, and committees that have led to many changes with our input and these changes, ensuring that our members' rights are represented through every step of the process. We are pleased with many of the developments that have resulted from our work in these areas, and will continue to be a force to be reckoned with at the discussion table. We are currently having input into the Domestic and Family Violence Implementation Council and we are a part of the tripartite Committee made up of the Crime and Corruption Commission, the Queensland Police Service and ourselves to reform the antiquated and needlessly drawn out and complicated police discipline process.

The year ahead

Queensland is now looking at one of the most uncertain state elections we have ever seen.

The electorate has shown in recent elections both at a state and federal level that they are more fickle than ever before.

2018 is a year of consolidation for our organisation as we deal with all eventualities for how government may be formed.

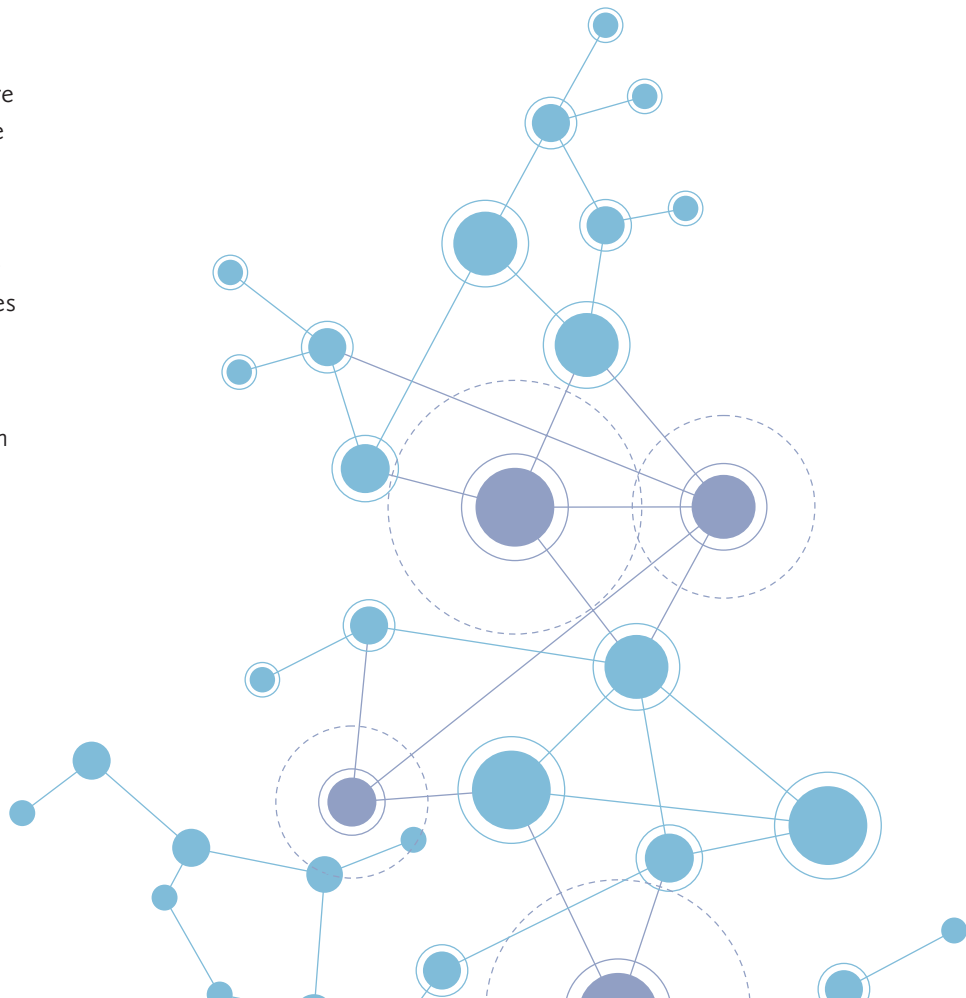
We could see a Palaszczuk Government win government in their own right, form a minority government again, have an LNP Government or a combination where Pauline Hanson's One Nation play "Kingmaker" by ensuring they assist a major political party form government as well.

We will continue to maintain the advocacy on behalf of all our members with all sides of politics, the community and the media to ensure the important issues are ventilated and that the interests of all members of the Queensland Police Union are fully realised.

This will ensure we continue to be a force to be reckoned with and to achieve the best outcomes for all members at all times.

Ian Leavers

General President and CEO Queensland Branch





Victoria Branch



The Victorian branch conducted a series of more than 100 workplace meetings across the state between 11 April and 30 June this year. The aim of the meetings was to discuss with members, all aspects of the current certified agreement and what our members would like to see in the log of claims leading into eb#7 negotiations.

Whilst this preparatory work has been taking place since the sign off of eb#6, these meetings were the first in a series that will be conducted with members to ensure that we have captured their expectations for inclusion in the next enterprise agreement log of claims and to provide our members with an opportunity to have their say in this preparation process.

This, of course, will not be the only opportunity that our members will have to express their views. These first meetings will be followed up by a negotiation process that will take place in the latter part of 2019, leading into the expiration of the current agreement which is 1 December 2019.

Our members will, of course, be encouraged to engage with us outside these more formal meetings by the extended use of social media and ensuring that our website is continually updated with news

regarding progress of our enterprise bargaining campaign. We will provide our members with an opportunity to take part in preparing for eb#7 including and, if necessary, to take part in protected industrial action if the government and Victoria police is unfair or unreasonable in the negotiation process.

A key feature of the preparation for the next enterprise agreement is a state election which is due in November 2018. This means that we are uncertain as to which side of politics we will ostensibly be negotiating with as we lead into eb#7 negotiations.

The branch is expecting that Victoria police will cooperate with us to ensure that our members are provided with terms and conditions of employment that directly relate to a policing profession no longer the same as it was when given the increased risk



● TPAV president John Laird addressing members

of terror activities and the importance and greater difficulty of keeping our community safe in 2017 and beyond.

Whilst our members accept this onerous responsibility their efforts ought to be recognised by having pay and conditions that reflect the increasing risk to both police and the community.

In September, last year, the branch lodged a dispute with the Fair Work Commission (FWC) in relation to the payment of meal claims to our members. This dispute was about the interpretation of a new clause (79) in the current certified agreement which provides members an entitlement to a meal claim when they are unable to return to their usual place of work and where Victoria police has not provided a meal or made arrangements for meal storage and preparation facilities at another location. It is the view of the branch that Victoria police has narrowed the interpretation of this clause for their own purposes and is beyond the intent reached by the

parties during enterprise bargaining negotiations. We are disappointed that Victoria police issued guidelines which purport that a usual place of work may include a vehicle such as a divisional van. The interpretation of clause (79) to include a divisional van is an insult to our members. Victoria police's guidelines around this issue, which include a requirement for members to seek prior approval in order to claim this entitlement, is similarly an insult and not in the spirit of the enterprise bargaining negotiations.

We were pleased that we have achieved a position whereby part-time members will no longer be short changed on their leave loading payments following the successful resolution of a lengthy dispute pursued by the branch. Since 2013, many of our members who work part-time, have reported that they have not been paid their leave loading under the 2011 enterprise agreement. Over this period, when determining a part-time member's

leave loading, Victoria police applied a pro-rata calculation based on the weekly hours worked rather than the amount of leave accrued. This practice disadvantaged our members who worked part-time hours because members who work full-time hours who did not accrue seven weeks leave because of other absences continued to receive a greater amount.

The 2011 enterprise agreement should have seen our members who worked part-time hours, accruing at least four week's recreation leave to be paid leave loading for this amount of time.

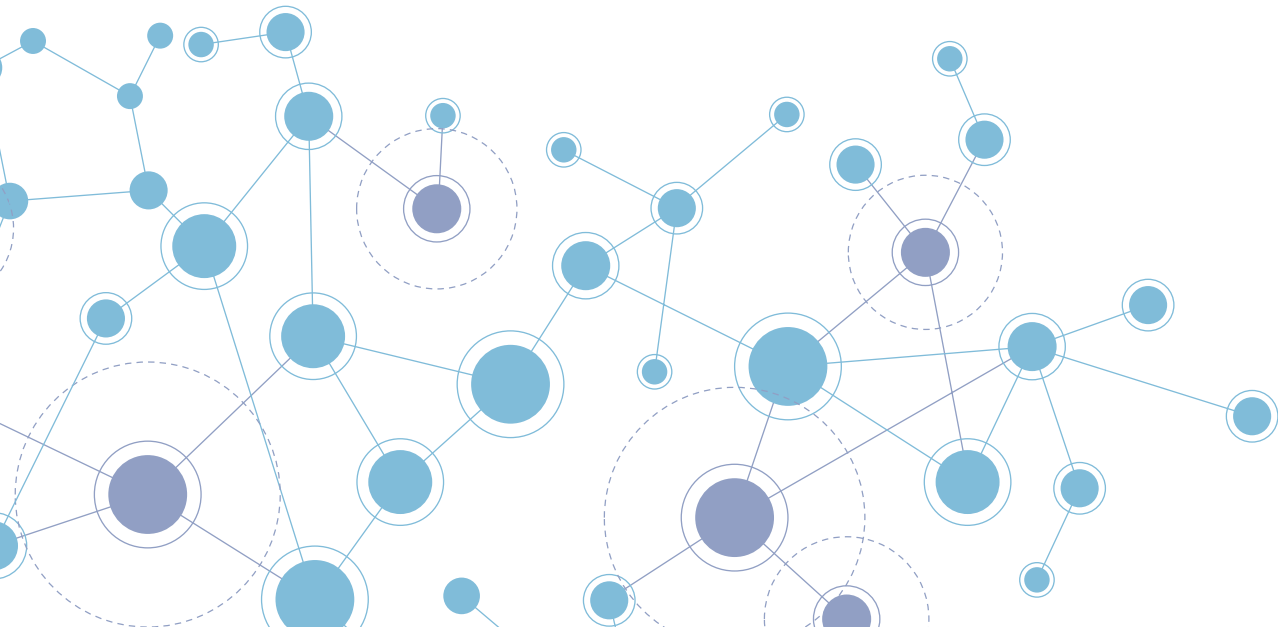
This situation affected around 1,000 of our members and was initially raised with Victoria police and ultimately referred to the FWC given that Victoria police was intransigent in its position in treating our part-time members unfairly. It is the case that the current certified agreement clarifies leave loading entitlements for our members who work part-time hours. Victoria police has finally agreed that the words in the current agreement now reflect the intent of the 2011 agreement and as a result it will back pay members negatively impacted between 2013 and 2016. This resolution represents a significant win for our members who work part-time hours. Members ought to be congratulated for coming forward and for displaying much patience over a long period of time pending the outcome of this intractable dispute.

One of the many defining features of the current certified agreement was the introduction of 10 days paid leave per annum for members impacted by family violence, with the provision to take additional time in appropriate circumstances. Victoria police recently finalised its policy on its application of this entitlement. The branch is very proud of this achievement as it exceeds general community standards, including provisions that apply in the broader public sector.

The Victoria branch looks forward to yet another successful year of achievements and positive outcomes for our members.

John Laird

Branch President





New South Wales Branch



It has been another extremely busy year for the NSW Branch. Activities include the 2017 Award negotiations, submissions to a number of Parliamentary enquiries, continued engagement with NSW Police Force and the introduction of a number of exciting new member benefits.

Award 2017

The PFA NSW Branch Award expired on 30 June 2017.

After intense negotiations, the PANSW were able to put forward an updated Award to the membership, effective from 1 July 2017.

Updates to the Award include:

Members will receive the following increases in salary and other benefits:

- **2.5%** increase in salaries and salary related allowances from the first pay period on or after 1 July 2017;
- **2.5%** increase in salaries and salary related allowances from the first pay period on or after 1 July 2018; and

- **2.5%** increase in salaries and salary related allowances from the first pay period on or after 1 July 2019.
- Continuation of the Workers Compensation exemption for police officers.
- No change in the D&D scheme with benefits or contributions.
- \$655 paid by the Govt for all FSS members with TPD default units of insurance.
- Dog Squad vehicles included in the recall to duty clause.
- Tactical Operatives Unit Allowance.
- Commissioned Officers annual leave clarified and access to the NRB at 80%.

When put to the membership, a record number of members voted, producing the highest yes vote in years.

The outcome of the poll was as follows:**Yes Votes:** 8,074 (92.8%)**No Votes:** 623 (7.2%)**Total Votes:** 8,697

NSWPF gets new Commissioner

In April 2017, the PFA NSW Branch welcomed a new Commissioner to NSWPF.

Mr Fuller served as Sydney Metropolitan Region Commander and Southern Region Commander and previously acted as Deputy Commissioner. He has a breadth of experience that will prove invaluable, especially at a time of significant reforms occurring within the NSW Police Force's (NSWPF) structure.

The PFA NSW Branch has been calling for a transparent and objective resource allocation model that takes into account changing demographics and population growth and allocates resources accordingly, not only in Sydney, but across NSW.

It is essential there is an end to the boom and bust cycle of police numbers. Police numbers should be increased strategically to meet the growing needs of community as determined by an accurate and transparent allocation model.

The NSWPF needs a full audit to show where the priority lies for staffing and enable the new Commissioner and the NSWPF hierarchy to urgently address critical police shortages. In NSW over 550 officers are missing from frontline policing duties in three metropolitan regions alone – let alone the numbers required in country regions to address emerging needs.

We are seeing workload stress taking a toll on police officers in many locations across the city and into the country. These locations include Fairfield,

Wagga Wagga, Blacktown, Mt Druitt, St Marys, Central Hunter, Hunter Valley, Tweed/Byron, Manning Great Lakes, Tuggerah Lakes, Shoalhaven, Albury, The Hume, Monaro, Sydney City, St George, Leichhardt, Eastern Beaches, Dubbo, Tamworth and Broken Hill.

Police have become the 24/7 universal problem solvers, frequently called to fill the gaps in the mental health and social services areas, when their resources are so stretched they can no longer provide a 24 hour response.

Members have worked hard to keep crime levels either falling or stable over the last 20 years, but this can't last forever. NSW currently has a police to public ratio of one police officer for every 464 people, the second worst in the country.

The PFA NSW Branch will work with the Commissioner to continue and expand the fantastic work of the Workforce Improvement Program, which protects officers' health and well-being, helping them keep fit and ready on the frontline.

Mr Fuller has the opportunity to reinforce that NSWPF is committed to officer well-being and health friendly management practices.

Lindt Café Findings

On 24 May 2017, the findings on the Lindt Café Siege were handed down by the state coroner, Magistrate Michael Barnes nearly two and a half years after the tragedy.

A copy of the report is available at: <http://www.lindtinquest.justice.nsw.gov.au/Pages/Findings.aspx>

All blame for the deaths of Mr Johnson and Ms Dawson rested on Monis said Mr Barnes,

“He created the intensely dangerous situation.”

Mr Barnes said the actions of Monis forced police to enter the cafe, where the risk of hostages being killed was “very high”.

The coroner found that Monis should not have been out on bail, criticising the Office of Director of Public Prosecutions for granting bail on murder and sexual assault charges just a couple of months prior to the siege.

Mr Barnes said an eminent international expert told the inquest the Lindt Café siege “would have challenged any police force in the world”.

“I readily accept that view,” Mr Barnes said.

He said for the NSW police force, “the challenge was greatly increased by the fact that this was the first terrorism-related siege in Australia.

“Training and exercising cannot completely equip any organisation to respond to a novel threat.”

The PFA NSW Branch consistently reiterated through the media, that the length of time the coronial inquest took was far too long and prolonged the anguish of all those impacted. In the time since the siege, police have updated their training, procedures and equipment, and continue to develop and adapt to the changing and ongoing threat from terrorism.

The reason people died was that Man Monis was out on bail. He was in possession of a shotgun and believed to be armed with at least one bomb. The 14 officers who entered the café did so on the assumption there was a bomb that was likely to explode.

They risked their lives not expecting to survive and acted professionally in an environment of extreme danger.

There are always lessons to be learned from any police operation; however, any terrorist incidents

should be reviewed with similar expediency as seen with terrorist events in Europe. The Manchester attack demonstrates the bleak realities we face and the devastating result of a confined bomb explosion.

There will be more attacks coming. We will be fighting terrorism long into the future and there must be a better way to promptly review and learn from the terrorist events that will continue to plague us.

LECC: Streamlined Police Oversight

Following a lengthy consultation process and protracted campaign, the PFA NSW Branch secured the passage of the Law Enforcement Conduct Commission (LECC) Bill through State Parliament in November 2016.

Delivering a single oversight body is a significant result for all police officers across the State.

We have consistently fought for a fair police oversight system, one that is effective without denying police officers procedural fairness.

The creation of a single oversight body saw the Police Integrity Commission (PIC) abolished, and the function of the PIC and Police Division of the Office of the Ombudsman absorbed by the LECC, which commenced operations on 1 July 2017.

For too long, the multi-agency system of police oversight has subjected police to multiple investigations, delayed resolutions, unreliable outcomes, and unjustifiable damage to officers' careers and well-being.

We engaged in extensive consultation with all political parties/representatives and secured considerable improvements to ensure the LECC Bill is fair and prevents the mistakes of the past system.

The outcome ensures that we now have the legislative framework needed for an effective and fair police oversight system. It's crucial to ensure the new LECC does not replicate the mistakes of the past agencies.

The LECC must begin with a new culture of professionalism and accuracy, and a respect for lawful procedures and the truth. This will only be achieved if staff from the PIC and Police Division of the Office of the Ombudsman are not employed by the LECC.

This new culture must be fostered by the creation of extensive Commission policies, establishing standard procedures for the Commission's use of all coercive and covert powers, and the conduct of the Commission during hearings.

The PFA NSW Branch will continue to work with the Government and key stakeholders to ensure the right foundations are established for a robust oversight body that upholds the highest standards of conduct, performance and integrity and abides by a clear and transparent process.

Only then can police have full confidence in an impartial police oversight system that is transparent, professional and effective while providing accountability.

Bryson Anderson Court Decision

On 12 May 2017, the PFA NSW Branch was appalled at the High Court's refusal to hear an appeal against the sentence reduction for the killer of Inspector Bryson Anderson. The Court ruled the reduction in sentencing for Bryson Anderson's killer will remain in place.

Bryson Anderson was stabbed twice in the chest with a hunting knife by Mitchell Barbieri during a

violent siege in 2012 at a rural property in Oakville, near Windsor.

After pleading guilty in the NSW Supreme Court in 2014, Mitchell Barbieri was sentenced to 35 years in prison, with a non-parole period of 26 years. His mother received 10 years in prison with a non-parole period of six years and six months for manslaughter.

Barbieri lodged an appeal against the sentence and on 12 December 2016, in the NSW Court of Criminal Appeal, Justice Simpson reduced this sentence to a 15 year non-parole sentence.

The NSW DPP lodged an appeal to the High Court of Australia, at which Director Lloyd Babb SC appeared personally. The Court refused to allow the appeal and the reduced sentence remains. This is an outrageous decision.

Dr Kevin Gilmartin

The PFA NSW Branch is partnering with NSWPF to sponsor Dr Kevin Gilmartin's return to Sydney. He will be in Sydney on 28 and 29 September 2017 and will deliver three sessions to police officers and family members on emotional survival. Dr Gilmartin conducted a very successful statewide presentation series in early 2014.

Held at the Teacher's Federation House, Surry Hills, these events will be highly sought after and places are limited to just 1,200 attendees (400 per session). A reserve list will be created to ensure cancellations are backfilled.

The event will be held in work time and delegates will be considered 'on duty'. Any travel and/or accommodation costs for delegates will need to be met by respective Commands.

Arrangements have been made to broadcast the presentations via Obsidian to provide all



● NSW Branch President Scott Weber

NSWPF employees with access to view them. For commands where attending Sydney is out of reach or for commands where officers and families miss out on getting seats, this is an excellent opportunity to hold an event at the police station or region office and invite family members to view the presentation.

Light armoured vest

In NSW, various forms of body armour are available. From July 2017, all officers will be given the opportunity to request and be issued with an Integrated light armoured vest (ILAV).

All front line operational vehicles have two sets of Overt body armour, Level 3 with multi hit level four ceramic plates in the front of the vest. They can request the issue of covert body armour to wear below their uniform or plain clothes at their discretion.

The new ILAV vest has Level 2 ballistic rated panels which also have Level 2 stab resistance. The officers will be given the discretion to wear the vest when and where they choose, and the vest can be worn with or without the armour fitted and integrates lots of ways to carry various arms and appointments along with extra magazines, TASER etc. It also could have a hydration pack 1.5 L inserted into a pocket in the rear and a backpack attached to clips for a GO bag for active armed offender situations.

The ILAV has taken a long time to develop and design and then alter after significant user trials and is being manufactured locally. Government committed \$5 million last year and the same this year towards funding and approx. 5,000 have been delivered to our Safety Skills Unit for roll-out to the troops, which commenced in July.

Bodily Fluids

Every year more than 2,000 NSW police officers are assaulted and close to 1,000 exposed to the dangers of bodily fluids. This includes blood and saliva wiped or spat on them or being stabbed with unknown contents from syringes. Not only is this disgusting, there is the possibility of serious health risks.

Officers endure months of treatment, testing and waiting for their own results — effectively putting their lives on hold. It's a time of considerable distress, as understandably they are fearful of exposing their loved ones to any disease they may have contracted.

The PFA NSW Branch appeared before the Parliamentary Committee on Law and Safety's *Inquiry into Violence against Emergency Services Personnel* and provided a written submission to the inquiry earlier this year. Our submission called for laws which would allow for testing at the moment of exposure from the source. The Association has called on the NSW Government to:

1. Make it an offence to intentionally or negligently apply bodily fluid to an emergency service worker; and
2. Provide a power to mandatorily test persons for communicable diseases when emergency service workers are exposed to their bodily fluid.

Fitness Passport

For some time, the PFA NSW Branch has been negotiating with NSWPF to offer the Fitness Passport program to all members across the State. Our aim is to develop a framework to deliver a state wide roll out of Fitness Passport to benefit all NSW Police employees.

Fitness Passport is a program that offers affordable membership across most major gym franchise

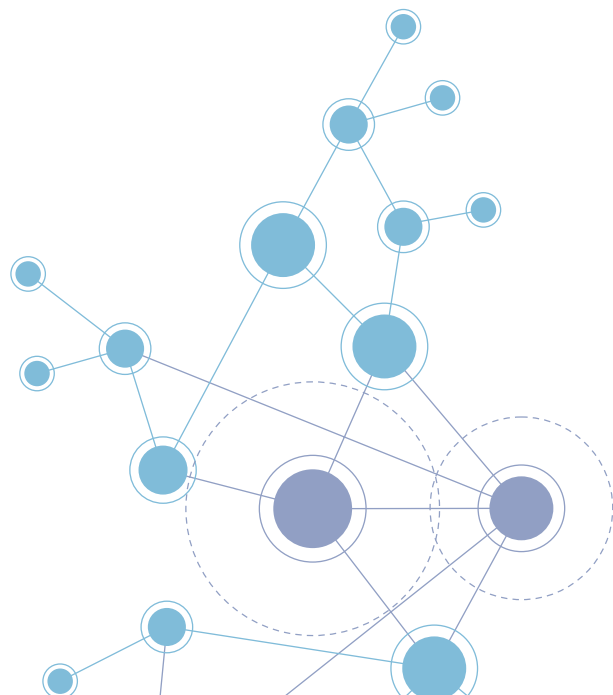
chains and local community fitness centres, including local council swimming pools, with unlimited access to up to 520 gyms and swimming pools across NSW, and delivers a service that represents excellent value and provides variety.

Numerous Government departments including Ambulance NSW, Fire & Rescue NSW and a majority of NSW Local Health Districts have access to Fitness Passport.

At the end of May this year, the Fitness Passport was approved by NSWPF and is now open for registrations across the State. NSWPF require 1,700 employees to sign up for the program at the 'go live' date for this to be successfully implemented.

Through the program, members will have the ability to access all the gym's facilities, including gym equipment and the group fitness classes and each member/family member registered will receive their own personalised Fitness Passport Card to use at all facilities.

Scott Weber
Branch President





Tasmania Branch



It is with pleasure that I present the Tasmania Branch Report. This report will be deliberately short and only cover the main issues that have, and continue to occupy the PAT at this time.

Enterprise Bargaining (EB 2018)

Negotiations have commenced with the Police Service regarding the new Enterprise Bargaining Agreement due to commence in January next year. As previously reported members of the Police Association of Tasmania (PAT) voted overwhelmingly in 2014 to accept a pay pause for the first 18 months of this current agreement to ensure the return of the sworn establishment numbers that were cut by the previous Government.

It is the aim of the PAT to seek recovery of the wages that were sacrificed by our members during that period. The Tasmanian Government wages policy remains capped at 2% per annum and we have a difficult road ahead of us.

I will commit to keeping my counterparts in all the affiliates apprised of our progress.

Operational Response Policy (ORP)

I have mentioned the ORP in previous branch reports. I am pleased to say that the ORP is now well and truly embedded into the operations of Tasmania Police. As a result there is no doubt that member's work, health, safety conditions have improved remarkably. Even those that were sceptical have moved a long way and can see the benefits that the policy provides, particularly in relation to safety.

Ironically, we were unable to convince successive Labor Ministers that the work practices adopted by Tasmania were inherently unsafe and failed to meet legislative requirements. One of those Ministers was also responsible for the Industrial Relations portfolio and therefore one would be forgiven for believing that he would have an understanding of work, health, safety issues.



● Pat Allen Tasmania Branch President with members

Clearly that wasn't the case as that Minister allowed our numbers to be slashed.

The current Liberal Minister Rene Hidding was completely different to previous Ministers on this issue. He took the time to listen to our reasoning, read the documentation and expert opinions we supplied, and conducted his own research into WHS issues. There is very little doubt that his understanding of the issues that were raised assisted with the successful implementation of the ORP and the Radio Dispatch Service (RDS) Model that underpins that policy. I want to formally recognise and thank the Minister for his efforts.

I have now had a meeting with the new Leader of the State Labor Party, Rebecca White. I was impressed that Rebecca had knowledge of issues confronting police and that she displayed genuine empathy for our members. I hold out hope that both major parties now understand that police are entitled under WHS legislation to be provided with

as safe a working environment as possible, just like any other worker in Australia.

The same cannot be said for the Tasmanian Greens who once again in their budget response wanted to stop the recruitment of police, the result of which will mean less first responders and a return to unsafe work practices. It begs the question as to how people who are elected to represent everyone in Tasmania and have ambitions of running the State can remain blissfully ignorant of the legislative requirements in relation to providing safe working environments for ALL those that they may potentially employ.

I can state that as a result of the ORP we have identified shortfalls in staffing numbers. The Police Service has recognised that RDS is pivotal in providing safe systems of work for our First Responders, and after many years of the PAT arguing with Tasmania Police over staffing shortfalls

a positive outcome has been achieved with increases to staffing levels in that area.

We will be asking the Government to increase First Responder levels to deal with the shortfalls that have been made evident as a result of the ORP, particularly in the rural areas. I am encouraged to say that this has not been dismissed out of hand ... so far.

Other industrial issues

Alcohol and Drug Testing

Alcohol testing in the workplace has been operating for some time in Tasmania Police. In July 2017 a drug testing regime was also put in place. The work, health, safety of our members is obviously a priority for the PAT and we worked cooperatively with the Police Service in relation to the introduction of the testing.

So far there have been no issues with the testing regime. Both the PAT and Police Service have committed to cooperatively dealing with any identified issues testing and making any changes that may be required.

Risk Assessments – police vehicles

The PAT has long known that Tasmania Police introduce a range of vehicles into the fleet that are not suitable for deployment to various areas. We are also aware that the consultation process and adequate risk assessments were not undertaken by the employer.

After attempting to resolve the issue for some time, a Provisional Improvement Notice under WHS legislation was issued to Tasmania Police by a workplace Health & Safety Representative (HSR). The Police Service naturally disputed the notice, which then resulted in WorkSafe Tas being asked

to adjudicate. During that process it was identified that WorkSafe Tas failed to comply with the Act.

Following expert advice the PAT disputed the findings of WorkSafe Tas and have commenced action in the Court to remedy the situation. Taking on the regulator may seem over the top, but they failed to return calls or communicate with us in any meaningful way as we attempted to resolve the issue, we firmly believe that they are failing in their legislated responsibilities. According to our expert advice WorkSafe Tas is ignoring the law.

We will report back to affiliates if we have a positive outcome. A directions hearing is to commence on 28 July.

Discipline System

In last year's report I mentioned the introduction of ABACUS, a new case management system for complaints against police. The PAT provided substantial feedback in relation to the draft document, and whilst it was hoped the system would have been in place by now, we have been informed that January 1 next year is now the target. It appears our feedback and advice is still in the hands of the Police Service Solicitor.

Whilst we believe that the system will be an improvement for members and lead to reduced time frames for investigations and resolution, we are pleased that the Police Service is not rushing headlong into a new policy without consideration of all the feedback provided by members and the PAT.

The PAT is expending more funds than ever on legal assistance to members arising out of disciplinary matters due to the nature of the system that is in place at this time, so any change that may reduce that expenditure would be most welcome.

I hope that I can report vast improvements in the discipline system by the end of next year.

Conclusion

There are numerous issues confronting this organisation and I can only see next year being busier for the PAT.

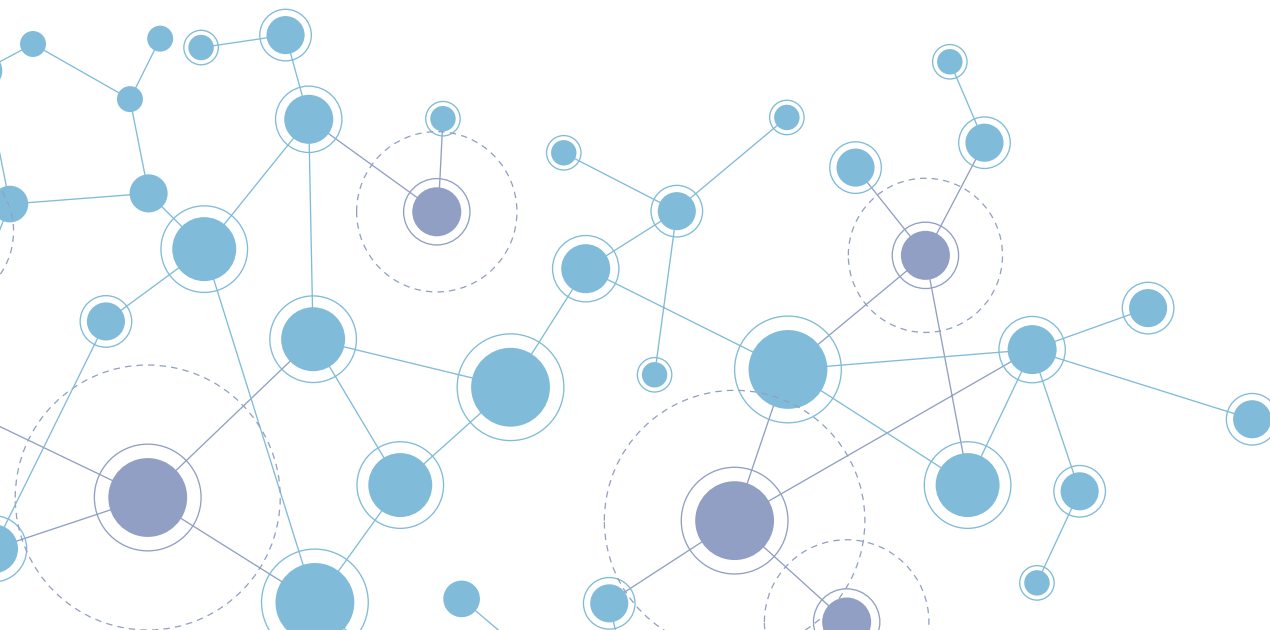
As usual I thank the Executive and Staff of the PAT for their efforts over the previous 12 months.

Once again I thank Mark Burgess and his staff at the PFA for their ongoing support to the Tasmania Branch.

I thank all other affiliates for their ongoing support and advice, particularly the Presidents and Secretaries of each Branch. I look forward to working with you all again next year.

Whilst we are earlier with the reports this year, I wish every member of the PFA and their loved ones all the best for Christmas and the New Year.

Pat Allen
President





Northern Territory Branch Report



Our Northern Territory members continue to service a wide, varied and harsh landscape from metropolitan Darwin to the most remote of Aboriginal communities. Just over 1,400 members serve and protect an area of some 1.4 million square kilometres.

The challenges, highlights and struggles of such a diverse working environment keeps our Association busy. We continue to work from our headquarters in Darwin with six full time staff, and work closely with our Executive Board members and Regional Delegates, who are located across the Territory and are often the first point of contact for Association members requiring assistance in the workplace.

Our eyes and ears on the ground in all corners are invaluable and I thank them for their dedication (and volunteer) efforts.

This past year, we have continued to advocate and agitate for improved working conditions, better welfare and support services, heightened resourcing and improved equipment, including body worn video and load bearing vests, enhanced facilities and training for our members, no matter their rank, section or station.

Health and well-being

We have worked closely with the Commissioner of Police and his managerial team to ensure that the welfare and well-being of our members is always front and centre in all decisions being made.

It is the view of our association that the physical and mental health of our members is the absolute priority for the entire policing and wider community. It must be at the forefront of all decisions we make as leaders and on the shop floor, as individuals.

Our members are currently serviced by three Well-being and Health Officers, a chaplain in each of Darwin and Alice Springs and a peer support program. Well-being and Health Officers have this year hosted Mental Health First Aid training sessions for Police across the Territory, and each session has been overwhelmingly received.

Alongside, an external not for profit organisation appointed by the Commissioner of Police to service the Territory's Police Officers and their families is now part way through their first contract. We thank the Commissioner for his support of this program, following our initial co-funding to assist *Alongside* in conducting a needs assessment in 2016. The Northern Territory Police Association identified a gap in key support services to Police in the Northern Territory, and recognised the importance of partners, family and friends in the wider support network of our Police.

We are excited to roll out the Victorian led *Equipt* app to our Territory members, and thank The Police Association of Victoria for their work which led to this outcome, and again for their generosity in sharing a tool that will no doubt be warmly welcomed by our members, no matter their location.

Government and enterprise bargaining agreement

As we reflect on the first year of a new Territory Labor government, our Association and membership have experienced an interesting political landscape, as the government holds an overwhelming majority of 18 seats, with an Opposition government of two members, and five independents making up the difference.

At the time of publication, we were in continued negotiations for our 2017 Consent Agreement (wage deal).

A tightening fiscal environment, and a new inexperienced government have made for protracted negotiations, for which we have been at the table since February 2017.

The previous Consent Agreement expired on 30 June 2017, however we are determined to

present an offer to our membership for vote that reflects and rewards the unpredictable, varied and dangerous job they do, each and every day. The notion that our first responders should continually do more with less is not acceptable, nor sustainable.

The housing entitlement, currently provided by way of either free departmental housing to Police Officers or access to a housing allowance, continues to remain a separately negotiated entitlement for Police in the Northern Territory.

We are also mindful of the strong inter-jurisdictional recruitment campaigns being undertaken, and continue to remind both government and the department that our member's remuneration must remain competitive by comparison.

The Territory's own recruitment must reflect that of other states. Despite government commentary to the contrary, our sworn police numbers have gone backwards. Resourcing continues to be the backbone of many of the issues our members face on the ground, be it safety in working alone, rostering, remote postings and as a result, welfare and well-being.

The way we work

We have recently conducted an organisational review, reflecting on both staffing levels and the way we currently operate to service our members. Across the approaching year, we will be implementing a number of changes, as identified and recommended by an external consultant.

Essentially, it the endeavour of the review and subsequent management of our next chapter, to see that our association is representing and servicing our members as best we can. These include incremental changes to way we do business, and altering our organisational structure to streamline and better reflect the services our members need.



● NT Police Association President Paul McCue speaks to a member on the beat

.....

We continue to present professional development opportunities to our Executive and staff and encourage our members from all corners of the Territory to get involved in our association too, be it at a delegate or Executive level.

It would be remiss of our organisation, not to seek continual improvement and action our plans to better reflect the changing expectations of the next generation, and member based organisations in general. Our association has a long and proud history in the Territory, and we don't wish to rest on our laurels.

One of the key components of how we have changed our business is the implementation of a specialist Industrial Officer to provide key support for initial discipline and industrial matters, with complex legal matters now being provided to our members externally. Additionally, we aim to improve our face to face services across the

Northern Territory with increased support to our Field Officer.

On the ground

The Territory continues to be plagued by the worst domestic and family violence rates in the country, and alcohol is the key contributor.

Both topics, hand in hand, make up the root cause of the majority of jobs our Police attend to, and both the Force and individuals are continually working to bring in new operational activity to combat what is best described as a disgraceful issue and burden on our community as a whole.

Our association continues to publicly advocate for increased scrutiny at levels of supply, sale and consumption of alcohol. The conversation should be top of mind for all decisions makers and leaders.

Point of Sale Interventions (POSIs, formerly known as Temporary Beat Locations), whereby a fully trained Police Officer acts as a pseudo security guard at takeaway liquor outlets (bottleshops) have continued this year, much to our disgust.

Beyond being a constant drain on frontline resources, putting pressure on already finite numbers, monitoring the sale of takeaway alcohol, put simply, is not the job of a Police Officer, paid for by the public purse.

For some three years, the taxpayer funded Police Force has acted as a full-time security guard at (privately owned, profit making) bottleshops in Alice Springs, Katherine and Tennant Creek, where POSIs are conducted every day during opening hours. POSIs are undertaken ad-hoc in other areas of the Territory as well. While POSIs have driven crime rates down in some areas, they have also increased the black-market supply for secondary sales, and become the apparent priority for frontline work.

As per a pre-election commitment, the government will be introducing the Banned Drinkers Register (BDR) in September. This technology will require all takeaway liquor purchasers to scan their ID at the point of sale. Our association welcomes the BDR, which was scrapped under the previous Country Liberal government in 2012, however we are mindful that there appears to be heavy reliance on the BDR as the 'silver bullet.' It should instead, be one of a suite of measures introduced to address the supply issues of both takeaway and on premise consumed alcohol.

As per one of its election promises, the Territory government has embarked on an Alcohol Policies and Legislation Review. We have made a submission to the review, and look forward to the outcome and implementation of a well-managed, well resourced change that benefits everyone.

The fact is, the Northern Territory has been involved in conversations for decades on the alcohol harm within the community. Outcomes of said review should form part of a holistic, whole of government and community approach to not only stem the flow of alcohol, but significantly reduce the despair it brings to our towns.

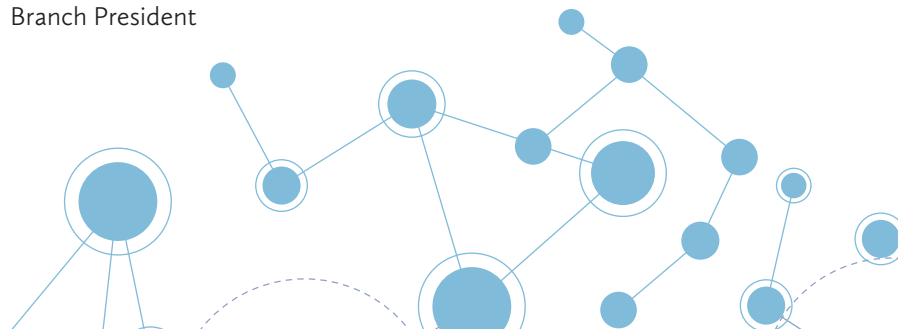
Beyond resourcing pressures, POSIs are typically conducted one-up and more recent horrific and cowardly assaults on Police Officers have simply reinforced the danger of working alone.

As was the case in my report of this nature last financial year, there continues to be little or no policy protection in place for police conducting either mobile or static duties alone, a situation that our association views as exposing work health and safety risks in the workplace. We continue to lobby both government and the Commissioner to deliver an alternative, safe and sustainable solution.

More recently, we have been sickened by a spate of assaults on police, which we believe are both increasing in frequency and severity. It should not be part of the job description of our police to be a punching bag, and those who are found guilty of carrying out such cowardly attacks should be sentenced accordingly.

It is an honour to represent each of our members, and the collective Territory policing family at a national level. I thank the PFA board and our fellow associations and unions across Australia for their hard work and commitment to continual improvement for policing in this country.

Paul McCue
Branch President





AFPA

Australian Federal Police Association Branch



2016/2017 has been a year of continuing to rebuild from the ground up and consolidation for the AFPA.

Our big ticket item over the past 19 months has been the AFP Enterprise Agreement negotiations. The far reaching geographical spread of the AFP has unique implications for our Association. We have members stationed in all states and territories of Australia, as well as a significant international component. This makes communicating with our members challenging, but particularly important and rewarding. We have made it a priority to have face to face meetings with interstate members as often as possible, without causing undue stress on our travel budget. We cannot simply jump in a car and travel to police stations and work areas; this only works within Canberra. All other locations require flights and often overnight accommodation. Our members are located in Hobart, Melbourne CBD and airport, Canberra (the bulk of the workforce, spanning across the territory – from Community Police, to National Operations, to diplomatic locations, Parliament House and the airport), Sydney CBD and airport, Brisbane Newport office and airport, Cairns airport, Darwin airport, Pine Gap, Exmouth, Geraldton, Perth CBD and

airport, Adelaide CBD and airport. Our members are also posted to missions in Timor Leste, Papua New Guinea (Port Moresby and Lae), and Solomon Islands, and across the globe in diplomatic missions mostly as liaison officers. Addressing the myriad of member concerns in such a diverse and geographically widespread organisation presents an incredible challenge for our 12 staff.

It was fundamental that we empowered our members with knowledge of the finer details of the Agreement, and the implications it could have for them and their families. Due to legislative restrictions, we had only a three week "Access Period" from the finalisation of the draft agreement to meet with members. Within that time period, however, we were able to travel the entire eastern seaboard as well as Darwin, Pine Gap, Perth and Adelaide. We reached one third of our membership face to face. An additional area of innovation for the association was an interactive online live stream which proved an effective way to directly communicate with members, both Australia wide and globally.



● AFPA President Angela Smith

We embarked on a campaign, encouraging the workforce to reject the agreement. Convincing members to “Vote No” was not as difficult a task as first envisaged, as members were resolute in their refusal to accept a substandard agreement for a mere two percent pay rise. Acceptance of the EA would see members lose their leave entitlements, lose Safety Net provisions and see significant negative changes to the Broadband and Advancement arrangements. Cynical bargaining tactics from the AFP also left members fearing their composites were at risk. The three week access period also saw some strange campaign tactics undertaken by the AFP; a pop up message on the operational PROMIS system which equated to little more than industrial propaganda; musters in which members perceived their “best interests” were being dictated to them by management without consultation, and the interesting interpretations by AFP management of the

way the AFPA conducts business. Attacking the AFPA is attacking the members.

The loss of trust and faith in the AFP management to look after the workforce was palpable among our members. They were unwilling to accept a gradual, but obvious, whittling away of our hard fought for terms. The result of the vote was extraordinary – 88 per cent engagement in the voting process with 80 percent voting no. The length of time – 19 months – this whole process has taken to get to the point of voting did not curry favour with the workforce, and cemented the rejection. We kept our members up to date after each five hour fortnightly meeting as did the AFP, although sometimes our updates and the AFP’s updates would differ in the detail. This also was not lost on our members. Although we very much understand the tight Federal fiscal environment, it is grossly unfair that our hard working, dedicated, rank-and-file members were offered such an

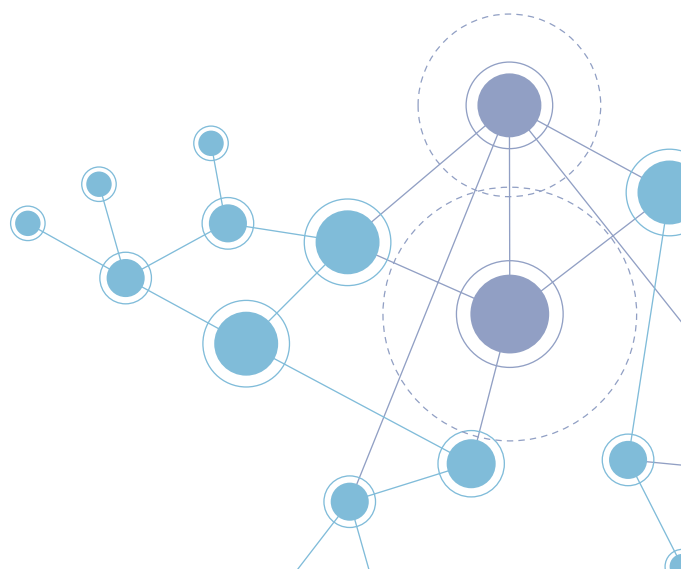
unsatisfactory agreement while the AFP Executive, politicians, heads of departments and the ADF were granted two per cent pay rises with no loss of conditions. The hypocrisy makes no sense to us or our members, particularly when the Turnbull Government is so quick to praise the AFP when politically pragmatic. All of these points, particularly the gaping yawn between the workforce and the management level of the AFP has led to an extreme drop in morale and motivation to unprecedented levels. Thirty year veterans are telling us they've never seen it so low and see no way out.

The other unique challenge we face in the federal sphere is the federal government's workplace bargaining policy. This policy was introduced by the Abbott Government in 2015 and is a framework within which to implement terms and conditions by the individual agencies through enterprise agreements that are deemed affordable and support a modern and agile public sector workplace. Interestingly the ADF was made exempt from the policy, due to it being an operational workforce, but the AFP was not granted this privilege, despite being a similarly operational organisation. Another point of interest is this policy states that the agency is to work with the Australian Public Service Commission (APSC) to ensure the enterprise agreements are consistent with the policy. Therefore, despite the policy stating the agency must set the arrangement within the policy, it is the APSC that devises the final document outcome. This ideologically charged policy is one of the primary reasons the AFP draft EA was so disappointing – regardless of the how much bargaining took place with us and the independent bargainers, the final document was never bargained on and was significantly different to that which was settled, although not agreed to, with all bargaining parties. The effect of this was that the APSC became a bargaining party albeit never sitting at the table and part of discussions.

Throughout the 19 months of bargaining, we repeatedly wrote to the Prime Minister, the Minister for Employment and the Justice Minister seeking an exemption from the policy, like the ADF. The impediments for an operational agency like the AFP are extreme under this policy. The AFP is not a normal public service organisation, it is a policing agency with operational requirements. The policy also makes it difficult, or at least challenging to work with. For example, salary increases must be affordable and funded from within the AFP's current budget and cannot be obtained from other funding programs; the salary increase is capped at two per cent per annum with no retrospectivity; and the salary increase cannot come from redirecting funding from another program or from reducing other services. Interestingly, Senior Executive Service members who are under individual arrangements must be consistent with the policy but do not require the approval of the APSC. This is yet another double standard favouring the Executive above the workforce. We will continue to negotiate in good faith during bargaining, while we persist in our lobbying of Government to pay more than lip service to the hard-working members of the Australian Federal Police.

Angela Smith

AFPA National President





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