



The National Police Memorial lit up in blue in honour of the four Victorian members killed tragically in Melbourne April 2020.

POLICE FEDERATION OF AUSTRALIA ANNUAL REPORT 2019–20

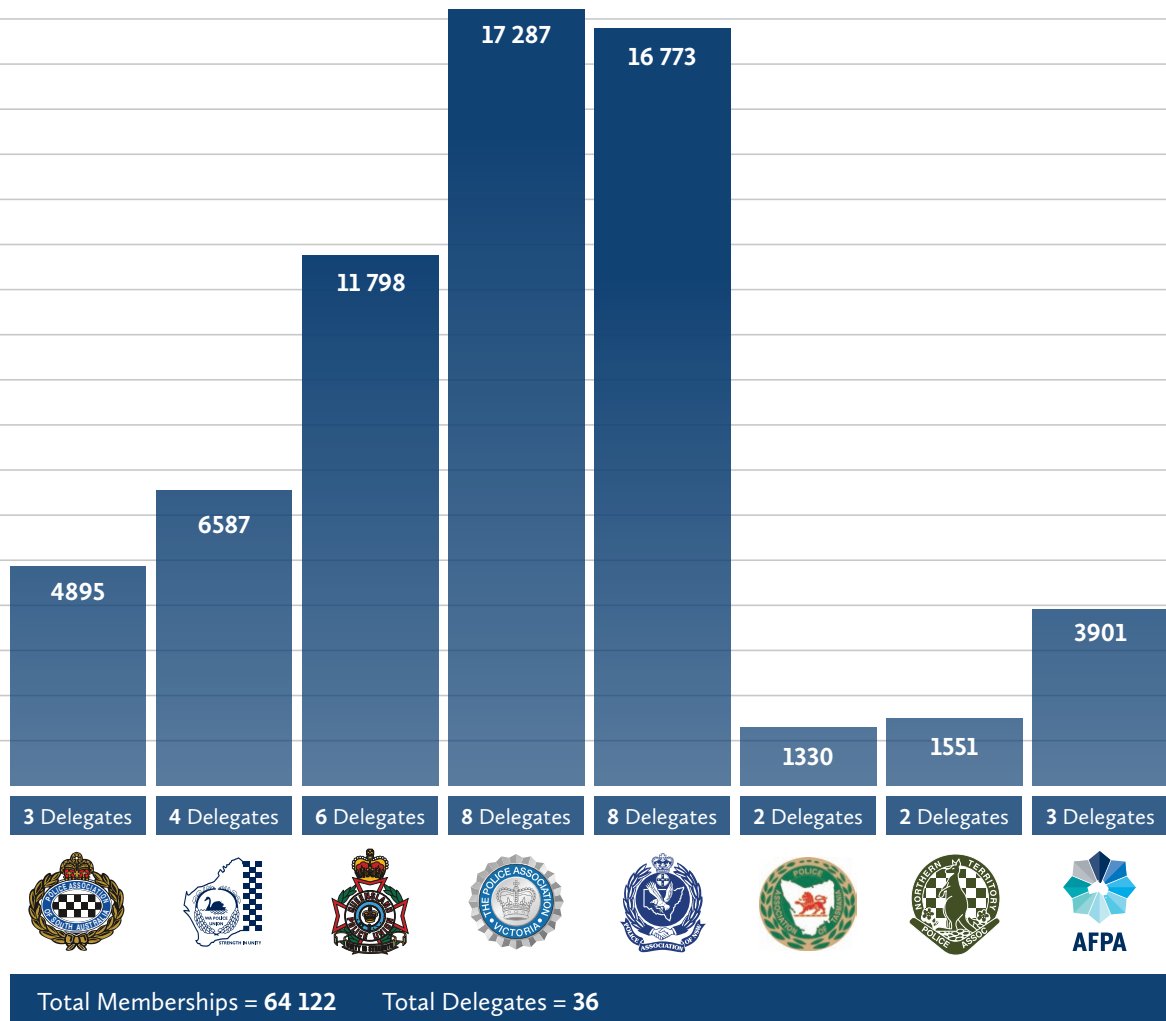


**Police Federation
of Australia**
Celebrating 20 years as
The National Voice of Policing

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AFFILIATES/ASSOCIATES



MEMBERSHIP Nos. @ 31/12/19 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	Paul McCue (Northern Territory)
Treasurer	John Laird (Victoria)
Executive Members	Mark Carroll (South Australia)
	Ian Leavers (Queensland)
	Paul McCue (Northern Territory)
	John Laird (Victoria)
	Harry Arnott (Western Australia)
	Colin Riley (Tasmania)
	Angela Smith (Australian Federal Police) Resigned 30 July 2020
	Alex Caruana (Australian Federal Police) from 30 July 2020 – yet to be appointed by Federal Council in September 2020
	Tony King (NSW)

LIFE MEMBERS

Leon Kemp	Vince Kelly
Peter Alexander	Jon Hunt-Sharman
Mark Burgess	

STAFF

Chief Executive Officer	Scott Weber
Office Manager	Debbie Martiniello
Project Officer	Kathleen Potts
Administrative Assistant	Amanda Chindamo

MEETINGS CONDUCTED

Federal Council

18 September 2019 Canberra

Special Federal Council

No Meetings

Executive

17 September 2019 Canberra
 18 October 2019 Teleconference
 22 November 2019 Adelaide
 06 February 2020 Canberra
 23 June 2020 Video Conference
 12 August 2020 Video Conference

Special COVID-19 Executive Meetings

16 March 2020 Teleconference
 23 March 2020 Teleconference
 30 March 2020 Teleconference
 06 April 2020 Teleconference
 14 April 2020 Teleconference
 20 April 2020 Teleconference
 28 April 2020 Teleconference
 04 May 2020 Teleconference
 18 May 2020 Teleconference
 02 June 2020 Teleconference

Industrial Planning Committee

07 November 2019 Canberra
 31 March 2020 Teleconference
 15 July 2020 Teleconference

Women's Advisory Committee

17 September 2019 Canberra



PRESIDENT'S REPORT

Bushfires, COVID-19 take heavy toll

It's probably been the most challenging year in recent memory for Australian police officers.

First, one of the worst ever bushfire seasons gripped the nation last summer.

I saw first-hand how members around the country responded to this crisis – and it was with exceptional courage.

When I visited members in some of the affected areas during the peak of the crisis, one thing in particular stood out: the fires demanded the best of our members' skills. They did what they always do in dire circumstances – act to protect the community, often at risk to their own personal safety.

No sooner had we dealt with that challenge than the COVID-19 pandemic hit our shores. A large proportion of the Australian workforce has, at various times, been working from home this year. But that option does not exist for most cops.

The community looks to us for our presence and leadership, and we have delivered it on the front-line with calm and restraint. It's a difficult task, at a time when our own levels of personal frustration are understandably high.

In the early stages of the fight against the pandemic, we saw police officers around the country exposed to acts which deserve no other description but sub-human.

Around the country, reports of several incidents emerged of individuals deliberately coughing and spitting at police officers.

These disgusting incidents, thankfully, did not become the norm. We know the overwhelming majority of the Australian public continues to hold police officers in the highest of esteem. The outcome of many community surveys – particularly those taken during COVID-19 – have shown cops ranked consistently in the top two or three sectors in respect of community satisfaction.

We also know that crime does not stop – even during a lockdown. It is a time for co-operation among organizations with the greatest responsibilities in this crisis. That includes the relationship between all jurisdictional branches and their departments.

Police unions across the country have done an incredible job with this. They have protected members' usual industrial entitlements, while simultaneously addressing the very real issue of members' concerns in respect of COVID-19 regulations.

Tragic loss of police life

In April we were sadly confronted with the deaths of four Victorian colleagues in a horrific incident on the Eastern Freeway in Melbourne. Leading Senior Constable Lynette Rosemary Taylor, Senior Constable Kevin Neil King, Constable Glen Andrew Humphris and Constable Joshua Andrew Prestney all lost their lives.

It is only the third time since Australian police deaths have been recorded that so many members have been killed in one incident.

Those four officers will never be forgotten. Their memories will live on in the Victoria Police Memorial, (Kings Domain Gardens in Melbourne) and the National Police Memorial (Kings Park, Canberra).

Just days after this tragedy, the SA police community also suffered a crushing loss, with the untimely death of Chief Superintendent Joanne Shanahan.

A major crash claimed her life and injured her husband, former sworn member and now general counsel to the SA Police Commissioner, Peter Shanahan.

Joanne was a highly accomplished police officer who had given more than 38 years' loyal service, and for those who worked with Joanne or knew her personally, the pain of losing her was intense.

We were also saddened to learn of the death of a New Zealand colleague, Constable Matthew Dennis Hunt, who was tragically killed in Auckland in June.

In times like these, jurisdictions are irrelevant. The police family always comes together to support each other.

Global protests and anti-police sentiment

This year will be remembered for protests which erupted globally in response to police events in the United States.

Though we respect the rights of any demonstrators to peacefully assemble, our tolerance is at an absolute zero for any protest participants who resorted to violence, arson, looting, killings, and assaults on police officers.

For those individuals, the shame attaches to them, not to police.

It was also disappointing, and irresponsible, that some social commentators sought to link events in the US with Australian police officers.

Some of the narratives created around the number of Aboriginal deaths in custody were, quite simply, wrong. A lot of commentators were not making honest arguments about what the death in custody figures actually represent.

We also know – as a matter of absolute fact - that PFA members all across the country work extremely hard at building quality relationships with indigenous communities.

National Police Bravery Awards

Senior Constables Mark Turner and Linda Farrand from Northern Territory police were the joint winners of the 2nd National Police Bravery Awards held last year in Canberra. They deserve the fullest congratulations.

The awards evening has quickly become a focal point on the national policing calendar and we look forward to continuing to grow the event. The CEO's Report has more detail about how activities will be conducted during the 2020 Police Week.

Resignation of AFPA president

In August I accepted the resignation of PFA executive member and AFPA president Angela Smith.

Angela has been a highly competent representative, and will be sorely missed in both of those roles.

Much to our delight, Angela will remain available to assist and mentor other members, particularly those involved in the PFA's Women's Advisory Committee.

I welcome new AFPA president Alex Carauna. I look forward to working with Alex as a member of the PFA Executive.

2020 PFA report

I encourage all members to read this report in full.

It covers, in great detail, the PFA's role in putting forward members' cases, not only to government representatives, but also in parliamentary inquiries.

The report also highlights the very proactive approach the branches undertook in response to the pandemic restrictions and safety guidelines.

Almost immediately upon learning of the restrictions, each branch was quick to act, calling upon their IT experts to set up teleconferences and other alternative means of communication. This enabled branches to quickly link with each other and respond to each issue as it arose. This was especially critical during the very early stages of the pandemic.

The unique challenges of 2020 really highlighted the PFA's significance in mobilizing each branch toward a national approach and national outcomes during times of crisis.

I thank the PFA staff, its executive, the CEO, PFA state branches and all PFA members for their continued support.

Mark Carroll

President



CHIEF EXECUTIVE OFFICER'S REPORT

It is with pleasure that I prepare my second Annual Report as the PFA CEO.

As with previous Annual Reports, this report will follow the template and the key priorities as established by the 2016-21 Strategic Plan.

As already outlined by the PFA President Mark Carroll, the 2019-20 reporting year was a very busy and active one, particularly during the bushfire season and followed immediately by the unprecedented COVID-19 pandemic.

The pandemic in particular, saw the PFA play a very vital coordination role across Branches, with numerous zoom and teleconference meetings and the production of weekly electronic newsletters (ENews), where we were able to keep branches abreast of not only what was happening across Australia, but internationally as well. I thank all those who were involved, and as at the time of compiling this report, still involved, in the production and distribution of the ENews.

I trust that you will find the following pages informative and they give you a clear picture of the activities of the PFA and its Branches over the past 12 months.



PFA Executive Zoom, 23 June.

VISION 1

Influence and power
at the national level

Engagement with the Federal Parliament

The PFA continued its strategy of hosting the Federal Council Meeting in Canberra. The 2019 meeting coincided with the 2nd Annual Police Week, details of which will be reported on later in this report.

During the course of the year, the PFA met with various Ministers, Shadow Ministers, Parliamentary Committee members, cross bench members and senators and backbench MP's and Senators from all parties. The PFA has maintained a strong standing in the federal parliament and our views on issues are regularly sought.

Parliamentary Submissions

During the reporting period the PFA made numerous submissions to Parliamentary Inquiries. They included:

Inquiry into Migration Amendment (Strengthening the Character Test) Bill 2019

In August 2019 the PFA in support of this Bill made a submission and provided evidence at the hearing for the Inquiry into Migration Amendment (Strengthening the Character Test) Bill 2019. The PFA has made numerous submissions to Inquiries in relation to matters concerning migration, in particular as it applies to visa cancellations under Section 501 of the Migration Act 1958. The PFA believes that anyone convicted of a crime of violence, regardless of their length of sentence and who is a non-citizen of Australia, should have their status to remain here immediately reviewed. We also argued that the AAT process should be rigorous enough to ensure that the AAT uses its inquisitorial powers effectively. At the time of writing this report the Bill is still before the Senate.

[Click here to read the PFA submission and the transcript of the hearing and the final report which was delivered September 2019.](#)

Inquiry into Illicit Tobacco

The Parliamentary Joint Committee on Law Enforcement commenced this Inquiry in 2015. On 24th July 2019, the Committee resolved to re-refer the Inquiry to the 46th Parliament. On the invitation of the Committee the PFA made a submission on 29 November 2019. The strong growth of the illicit tobacco market in Australia is a matter of major national concern for Australian police forces and as such the PFA put forward the following recommendations:

1. That a licensing system be introduced that covers the provenance of tobacco products through importers, wholesalers and retailers;
2. that an offence be committed if at any time through the provenance process, the importer, wholesaler or retailer commits an offence if they cannot prove the provenance of the tobacco product in their possession;
3. that an infringement notice system be introduced for such penalties applying at the retail end of the provenance chain;
4. that such infringement notices be implemented by way of state/territory legislation supported by complimentary Commonwealth legislation;
5. that such infringement notices carry a significant monetary penalty (eg \$3,000 -\$5,000) per offence;
6. that the Australian Government establish a fund to encourage local police and/or other agency operations, targeted at retailers of illicit tobacco products. Such fund should also be available for the training of state/territory police in any new powers given to them by virtue of this provenance licensing regime;
7. that this matter be referred to a future Ministerial Council for Police and Emergency Management;
8. that the Committee support the continued roll out of the National Criminal Intelligence System (NCIS) with a view to having a specific focus on illicit tobacco;

9. that state and territory police forces be encouraged to develop strategies to disrupt the use of websites and apps for the distribution of illicit tobacco.

[Click here to read the PFA submission.](#)

Inquiry into Public Communications Campaigns Targeting Drug and Substance Abuse

On 16th October 2019, the Parliamentary Joint Committee on Law Enforcement opened this inquiry. The PFA submission encouraged the Committee to take advice from a range of subject matter experts in the advertising/marketing space, not just those in the law enforcement/criminology space, to ensure that it obtained a broad range of views to assist in its development of recommendations from this Inquiry.

[Click here to read the PFA submission.](#)

Inquiry into Paid Parental Leave Amendment (Flexibility Measures) Bill 2020

On 6 February 2020, the Senate referred the Paid Parental Leave Amendment (Flexibility Measures) Bill 2020 to the Senate Community Affairs Legislation Committee for inquiry.

Whilst agreeing to the general thrust of the Bill which aimed at providing parents more flexibility, the PFA took the opportunity to emphasise the unique challenges for policing parents and suggested a number of improvements be made to further enhance the Bill which included:

- Provide the 30-day flexible PPL in addition to the current 18-week entitlement;
- Employers should administer payment for the flexible PPL days;
- Remove the 90-day cap eligibility requirement for PLP on a flexible PPL day;
- Broaden the eligibility for PPL to permanent carers/foster parents;
- Increase the Parental Leave Pay;
- Strengthen the right to request flexible working arrangements provision in the Fair Work Act 2009 (Cth); and
- Superannuation be paid on the PLP to stop the ongoing detriment women experience while providing care.

[Click here to read the PFA submission.](#)

The Bill passed both houses in June and changes took effect from July 2020.

The changes do provide greater flexibility. There is no increase or decrease in the PPL benefit as it stands however the time limit for families to access the PPL has been extended from 12 months to 24 months. Instead of a single fixed 18 week block the new changes give parents the ability to access the last 30 days of their 18 week PPL as they like, as long as it is within the 2 years of the birth or adoption of their child. Parents can also elect to split it and keep a flexible component of up to six weeks to be used within the 2 years from birth or adoption timeframe.

An Australian Standard for the Training and Use of Private Contracted Security Detection Dogs

On the 16 of October 2019 the Parliamentary Joint Committee on Law Enforcement resolved to inquire into the potential development and introduction of an Australian Standard in relation to the training and use of privately contracted security and detection dogs. The PFA took the opportunity to make a submission in March 2020. The PFA brought to the attention of the Committee that the benchmark for police dogs, police dog handlers and the care of police dogs, is set in the ANZPAA Education and Training Guidelines for Police Dog Handlers (under the auspices of the Australia New Zealand Council of the Police Profession (ANZCoPP)). For obvious reasons, this Guideline is not available for public access, but can be made available through an access request and ensuing risk assessment process.

The PFA is of the view, that any standard, for “private contracted security and detection dogs” that maybe recommended as a result of this committee, would be different to those already set by police for their use and would have no application for police dogs or police dog handlers. Our concerns primarily relate to the possible development of a standard for private contracted security and detection dogs, that could have the potential to be imposed as a de-facto standard on the operation of police dogs and their handlers and could cause confusion as a benchmark for dog handlers. This would be of particular concern if not fully understood in the context of some future commission of inquiry.

The PFA has accepted an invitation to appear at the hearing for this inquiry scheduled for September.

[Click here to read the PFA submission.](#)

The Royal Commission into National Natural Disaster Arrangements

In response to the catastrophic bushfires of 2019-20 The Royal Commission into National Natural Disaster Arrangements was established on 20 February 2020. In our April submission the PFA encouraged the Royal Commission to closely review a number of issues which were not limited to but included the following:

- Personal protective equipment and priority resource procurement;
- Fatigue management and related OH&S issues;
- Supporting the efforts of police associations/unions in highlighting the importance of the mental health and wellbeing of Australia’s first responders;
- Workers compensation and the support of a national standard of practice dealing with workers;
- Support of nationally harmonised presumptive legislation across all jurisdictions as well as the provisional acceptance of claims for mental health injuries;
- The creation of a dedicated national independent service provider network to provide clear pathways for those seeking assistance with mental health injuries, with an emphasis on early intervention, accurate diagnosis and treatment;
- Support public safety stakeholders through key identified agencies reviewing the current model of funding Training Package development with the view of identifying a better, fit for purpose model;
- That appropriate funding, legislation and infrastructure be built-in for a public safety mobile broadband capability that covers emergency services across all jurisdictions;
- Ensure appropriate domestic and family violence services and support are available in affected communities; and
- Clear and concise guidelines and standard operating procedures between all agencies including the role of defence in on shore disasters.

The Commission is scheduled to deliver a final report by 28 October 2020.

[Click here to view more about the Commission.](#)

[Click here to read the PFA submission.](#)

Telecommunications Legislation Amendment (International Production Orders) Bill 2020.

The PFA made a brief submission on 30 April 2020 in support of the intent of the legislation. The PFA has been a long-time supporter of legislation that will better enhance their members’ ability to prevent, detect, investigate and prosecute the perpetrators of serious crimes.

This particular piece of legislation, we believe, will support our members in the investigation of crimes such as counter terrorism and child sexual abuse and assist them in targeting other serious and organised crime.

The PFA emphasized we also trust that the Committee will fully investigate the Bill to ensure that there are appropriate oversight and accountability measures put in place to ensure ongoing community support and privacy issues and that any international agreements that are needed to be reached do not inhibit police using the proposed legislation to its fullest extent.

The Committee was scheduled to report 26 June 2020. The Standing Committee for the Scrutiny of Bills outlined a number of concerns with this Bill, recommending amendments to be made. To read the 17 June 2020 Scrutiny Digest 8 2020 which includes [this Bill](#). At the time of writing this report the Bill is before the House of Representatives.

[Click here to read the PFA submission.](#)

COVID-19 Senate Inquiry

The PFA made a submission to this Inquiry on 04 June 2020. In this submission the PFA took the opportunity to raise issues concerning the following:

- Occupational health and safety issues;
- The pandemics impact on community attitudes toward police;
- The impact on police resourcing;
- Unique issues arising from policing indigenous and remote area communities during the pandemic
- Mental health of first responders;
- Workers compensation;
- The creation of a dedicated national independent service provider network;
- Education and training of public safety first responders; and
- The pandemics impact on crime.

Of major concern was the slow access to and provision of personal protective equipment (PPE) when the virus began to take hold. Numerous issues were identified by branches across the country relating to PPE. The PFA recommended the Parliamentary Joint Committee on Law Enforcement undertake an inquiry into building a national repository of personal protective equipment for police for use in future national emergencies and disasters.

The priority testing of police and first responders for COVID-19 was also identified as a need as was strengthening legislation around offenders spitting and coughing on 1st responders deeming it a criminal offence and ensuring offenders be mandatorily tested for communicable diseases.

Disasters such as the 2019-20 bushfires and now the COVID-19 outbreak sees a greater emphasis on a new federalism in policing. State and territory borders remain but are being enhanced by greater national strategies and national collaboration. These national initiatives, being driven by a national coalition of government and public safety agencies is vitally important when tackling disasters that cross state borders. COVID-19 continues to put considerable pressure on police resources.

The committee is to present its final report on or before 30 June 2022.

[Click here to read the PFA submission.](#)

Inquiry into Food Pricing and Security in Remote Indigenous Communities

The House Indigenous Affairs Committee announced this Inquiry into Food Pricing and Security in Remote Indigenous Communities on 21 May 2020. The PFA took the opportunity to put forward a submission to this Inquiry. The PFA explained whilst some price increases might be inevitable due to the impact largely of weather, road and sea conditions which had a knock on effect ending in the point of sale raised prices, there was also some suggestion that pricing could be excessive and required monitoring in remote communities.

COVID-19 also effected the access and availability of fresh food in remote areas. A lack of early planning and protocols in place made the situation worse. Access to healthy food is a fundamental starting point for general good health and wellbeing and everyone should have the same access to it. Greater dietary education and support in growing fresh produce in remote communities could also play a part to advance food security, encourage healthier diets and provide employment opportunities in remote areas. For our members the price and availability of fresh food is frequently raised as one of the major disincentives of working in these communities.

The PFA has accepted an invitation to appear before the Committee hearing scheduled for September.

The Committee is due to present its final report by 30 October 2020.

[Click here to read the PFA submission.](#)

Inquiry into Criminal Activity and Law Enforcement During COVID-19 Pandemic

The PFA put forward a submission to this inquiry on the 07 August 2020 and was invited to appear at the Canberra hearing on the 28th August 2020. The PFA put forward a number of recommendations in our submission which included:

- That the Committee engage with the AIC and ANZPAA to assist with any in-depth analysis of crime trends, particularly concerning family and domestic violence arising from COVID-19 and direct the Committee to relevant international research;
- That in all jurisdictions where forensic procedures style legislation exists, it be amended to ensure coverage includes; where anyone deliberately exposes a police officer or other first responder to a serious virus by coughing, spitting or some other like act and that all jurisdictions continue to strengthen penalties for attacks on police and emergency services workers;
- That the Committee recommend a model of collaborative purchasing and storage of personal protective equipment for Australia's police to ensure ready availability of supplies in times of urgent need. And further that the committee recommend that police forces conduct greater planning to enhance the police response to any potential future pandemic;
- That such planning includes detailed communications processes to police officers about their roles and other operational requirements; and in the case of Victoria, the Committee recommend a review of the unique Emergency Management structure for dealing with incidents such as the COVID 19 pandemic;
- That the Committee support the efforts of Australia's police associations/unions in highlighting the importance of the mental health and well-being of Australia's first responders;
- We encourage the Committee to support the 'BlueHub' concept as outlined, as a preferred model of providing a best-practice clinical assessment framework, including research, training and development for mental health professionals to provide services to police and other emergency services personnel;
- That the Committee reach out to the researchers undertaking the project at CSU (the nature and extent of work stressors associated with the COVID-19 pandemic specifically for first responders), to ascertain any relevance of the study's initial findings to this Inquiry; and
- That the Committee support public safety stakeholders through key identified agencies reviewing the current model of funding VET training package development with the view of identifying a better, fit for purpose model. Further that the Committee support an appropriate process, involving approved national bodies from the police, public safety and emergency services agencies, co-operating with the university sector, in the establishment of a pool of Commonwealth Supported Places (CSP) in the university sector, to encourage the filling of specific skills.

[Click here to read the PFA submission.](#)

At the time of compiling this Report, the PFA has been scheduled to give evidence to the Committee on 28 August. A copy of the transcript will be made available as soon as it is received.

Senate Inquiry into the role of Commonwealth, state and territory governments in addressing the high rates of mental health conditions experienced by first responders, emergency service workers and volunteers

On 27th March 2018, the Senate referred 'The role of Commonwealth, state and territory governments in addressing the high rates of mental health experienced by first responders, emergency workers and volunteers to the Senate Education and Employment References Committee for inquiry.

As reported in 2018-19 PFA annual report the PFA made a submission to this inquiry on the 29th June 2018. In response to the Committees February 2019 report 'The people behind 000: mental health of our first responders' the Government published its response on the 25th February 2020.

[Click here for a copy of the Government's Response](#)

The PFA continues to place a major focus on member mental health and well-being which is reported on in more detail from in this report. [To go straight to this section click here.](#)

VISION 2

The delivery of enhanced membership benefits and conditions

Member Benefits

In conjunction with its Branches, the PFA continues to talk to organisations to procure member benefits on a national level.

One successful offer has been that proposed by Car Hero Plus which is Australia's premium car buying service. They offer:

- VIP service not offered by any car dealership in Australia;
- Pricing that is incredibly hard for private individuals or business fleet dealers to achieve on their own;
- Raise money for charity on every new car transaction as part of their "Be a Hero" Program;
- Free membership to all Police staff on active duty and retired on a National level;
- Discounts on every brand of new car in Australia;
- Waiver of general administration fee of \$128.

Members are given a unique code to access the service for free and in addition up to 23% discount, a donation of \$28.00 would be made to our nominated charity, in this case being The National Police Memorial.

Meritorious Service Awards

Previous reports have outlined the PFA's role in advocating for an award under the Australian Honors System to recognise outstanding, conspicuous and meritorious service or endeavours by police and other Emergency Services, including fire, ambulance and rescue agencies.

Over the past 12 months we have continued to campaign for the introduction of the award.

Superannuation

Treasury Retirement Income Review

The Retirement Income Review consultation paper was released November 2019 for public comment.

On the 03 February 2020 the PFA put forward a submission in response to the paper.

The submission included a brief analysis of the police pension/superannuation arrangements in like countries, emphasising that most have pensions available to retiring officers and in all instances police officers can retire and get access to their entitlements at an earlier age than applies to police in Australia. This early access is in recognition of the significant physical and psychological trauma associated with policing.

The PFA also put forward the following recommendations:

- Occupations with recognised high psychological impact on employees, such as police, should be given some greater recognition with the retirement income system;
- That the preservation age policy as it applies to police, not be increased beyond 60;
- Removal of contributions tax on contributions for women during periods of broken or part time employment due to carer responsibilities;
- Compulsory Police insurance premiums, including death and disability and income protection insurance should be excluded from the concessional cap calculation;
- Superannuation payable on the statutory period of parental leave for up to one year;
- Access to flexible and affordable childcare;
- A mother should have at least 6 months paid parental leave at replacement salary to bond and establish breastfeeding with her newborn;

- Flexible working conditions for both women and men including the accrual of long service leave throughout parental leave;
- Ensure a legislative framework exists where the employer is obliged to consider requests for flexible working arrangements and a review mechanism is available when that request is unreasonably refused; and
- The Productivity Commission, as part of its annual Report on Government Services, should be asked to collect the necessary data from police services and report annually on wage equality between genders.

[Click here to read the PFA's February 2020 submission.](#)

[Click here for more information.](#)

The final report was provided to the Government in June 2020, however at the time of writing this report, it has not yet been released.

Superannuation Member Survey

As reported in last year's Annual Report a Superannuation Member Survey was conducted In March 2019, to obtain members' understanding and views on superannuation, the PFA invited members across the country to participate in research on superannuation via an online survey.

On behalf of the PFA, Professor Colin Rogers of Charles Sturt University conducted the research into members' understanding of, and the perceived impact of changes to superannuation arrangements.

The purpose of this research was to survey PFA members in order to:

1. ascertain the level of understanding of members knowledge of current superannuation arrangements;
2. ascertain the level of forward planning for retirement and superannuation requirements;
3. ascertain issues of concern regarding future superannuation arrangements; and
4. provide recommendations where necessary based on the research findings.

At the time of writing this report the PFA is waiting on the key findings and final analysis from the survey.

Taxation

Productivity Commission Inquiry into Remote Area Tax Concessions and Payments

In November 2018 The Hon Josh Frydenberg, Treasurer, requested the Productivity Commission undertake a study into the zone tax offset and related remote area tax concessions and payments. With an issues paper released in March 2019 for comment and a Draft Report released in September 2019 inviting further submissions.

The PFA made a submission responding to the Draft Report supporting our affiliate branches and unions including; Northern Territory Police Association, Queensland Police Union and Western Australian Police Union who also made individual submissions.

In response to the key recommendations of the Draft Report the PFA made it clear that it did not support the following:

- the abolishment of either the ZTO and the OFTO;
- to revert the exemption for employer provided housing to a partial 50 per cent;
- to remove the current 50 per cent concession on employee sourced housing;
- the tightening of the partial concession on residential fuel;
- changes to the current remote boundaries; and
- the removal of partial concessions on holiday transport.

Thousands of Australia's police officers live and work in a myriad of locations that are affected by this inquiry. Police, like the Defence Force, are a disciplined service and as such are in the unique situation, where they are subject to compulsory relocations. In many locations, the residence supplied to police officers by their employer become an extension of the members workplace.

The PFA also emphasized that proposed changes to reduce the FBT concession for employer provided accommodation and change the areas applicable to FBT concessions, could force some police forces to reconsider providing housing, putting the onus back onto police themselves. This could further exasperate the difficulties of attracting police to work in remote locations and jeopardise public safety in these locations.

In March 2020, following the Federal Government's announcement that they would not be supporting the Productivity Commissions recommendations to cut the special tax concession for people living in remote parts of Australia, the PFA wrote to several senators including Assistant Treasurer Michael Sukkar thanking them for their opposition to the proposals.

[To view the PFA's October 2019 submission in response to the draft report click here](#)

[To view the Productivity Commissions final report to Government February 2020 click here](#)

Member Mental Health and Well-Being

Productivity Commission Inquiry into Mental Health

The PFA made an initial submission in April 2019 to this Inquiry and then followed on with a submission in response to the Draft Report on the 23 January 2020.

The PFA continued to reinforce the importance of the mental health and wellbeing of police and other emergency services workers and the need to ensure they are afforded every possible support and safeguard that can be given. Insurance, workers compensation and superannuation being vitally important alongside the ability to seek treatment when they themselves suffer from a mental health injury.

[To read the PFA's January 2020 submission in response to the inquiry into mental health draft report click here.](#)

The Productivity Commission handed their final inquiry report to Government 30 June 2020. The PFA awaits the Governments response to the Productivity Commission Report.

PFA's continued liaison and work with the National Police Foundation around awareness of Police Officer Mental Health and Well-being

In previous Reports, we have updated the role that the PFA has been playing in supporting the mental health and well-being of members.

Last year we reported in detail on work the PFA undertook, with the support of funding from the Federal Government's Proceeds of Crime Account, (POCA I) in the development of –

- the tele movie DARK BLUE;
- the song "Graduation Day";
- mental health booklets – 'Head Notes' and 'A Cop in the Family'; and
- numerous posters for police stations on police and other publications.

Following the completion and launch of all the material from that project, the PFA supported the National Police Foundation in their submission for POCA II funding for the development of the 'BlueHub' web portal as a national, one stop shop or repository for police mental health and well-being issues to build upon the success of POCA I.

In May 2019, the Police Foundation was granted \$750,000 to undertake the project and over the past 12 months the PFA has continued to support the web portal concept which is designed to:

- be a single point repository of information (a one stop shop), that will enhance members, their colleagues and family's literacy around mental health issues;
- to break down the stigma, particularly self-stigma, associated with mental health injuries; and
- to encourage early intervention and help seeking for members who are suffering from mental health illness.

At the time of the COVID-19 pandemic a web developer, iugo and Svelte Australia (<https://www.iugo.com.au> and <https://www.sveltestudios.com>), had been engaged after a lengthy due diligence process and the site development was well under way <https://xd.adobe.com/view/d80fb567-ef7d-4b39-5f19-97d4f9b829fd-ae3e/>.

In an endeavour to deliver what police across the country were seeking, the NPM, in conjunction with the PFA commissioned a survey across police jurisdictions and spoke at numerous police conferences and meetings to gauge the views of officers as to what they believe the BlueHub web portal should deliver.

Not surprisingly the survey found that 88% of respondents (current serving police) believed that they would gain personally from such a portal. We also ascertained from the survey and those many engagements that the most supported form of organisation for the portal is by "Theme" (ie pathways to help and self-help strategies), to assist with quick and easy access to information. Users will be asked a short series of questions and then directed, using filters for content type, to direct them to what they are seeking, eg videos, audios, articles or specific information based on a disorder or symptom.

The communication process undertaken also helped identify what police saw as the portals' essential features. They included:

- a directory of relevant organisations, external content sources and initiatives;
- educational content including videos and articles;
- police specific resources, particularly the collateral developed in POCA I (the tele movie DARK BLUE, including the various voice overlay versions, the booklets, *A Cop in the Family* and *'Head Notes'* (both of which have been extremely popular amongst police and their families), the various workplace posters and the song Graduation Day;
- police specific health support listings and resources, ie lists of support services that have specific knowledge and experience in dealing with police related matters;
- videos of police officers who had lived mental health experiences;
- useful tips for police dealing with workers compensation claims (in its response to the Education and Employment References Committee's Inquiry into the mental health of first responders, emergency workers and volunteers the Government indicated its support for a nationally consistent approach to workers' compensation arrangements); and
- easy access and referral to mental health professionals and support groups.

In short, the overwhelming feedback was that the content needed to be police specific and targeted.

The consultation was an exhaustive and time-consuming process, but it was believed to be vitally important to build a portal that was designed for ease of use, identifying exactly what police had asked for.

As such, the commissioning, identification and development of new content, was only just commencing when COVID-19 intervened.

During the period of lockdown, the web developers continued the portal build and provided various prototypes of the webpages that were signed off by the NPM Board.

As a result of the time lost to the COVID-19 lockdown, the Department has allowed the POCA II budget to be rolled over into the 2020-21 financial year and the project's completion date extended until 30 April 2021.

In the meantime the PFA has again supported an application by the Police Foundation for a POCA III grant to continue to build off the POCA I and POCA II work. POCA II and III are planned to link with the other initiatives announced by the Government in the lead up to the 2019 federal election, as well as the numerous other activities and initiatives in the mental health area taking place, not only across every police jurisdiction and wider emergency service agency across the country, but internationally as well.

The PFA also continues to work closely with the Police Association Victoria (TPAV), on the BlueHub support network, announced by the Federal Government in the lead up to the 2019 federal election.

Equipt App

Since its launch in 2016 the *Equipt* app continues to be consistently used by officers in Australia and New Zealand. The latest report indicates active user increases month to month with over 500 new users last month (July). The app is a free health, well-being, and shift-working app that was originally developed by Victoria Police, The Police Association of Victoria, and Utility Creative (UC) in collaboration with the Phoenix Group, The University of Melbourne, and the Institute of Breathing and Sleep.

[For the latest usage statistics update click here](#)

Charles Sturt University Research Proposal

Charles Sturt University has been successful in gaining a research grant to identify the nature and extent of work stressors associated with the COVID-19 pandemic, specifically in first responders.

As part of the aims of the study, CSU will seek to measure levels of employee workplace distress and anxiety and then distil the characteristics of good crisis leadership.

The project will specifically investigate –

- The extent and type of stressors and the impact COVID-19 has on staff, particular those things staff found most difficult to cope with;
- What management support and leadership practices have been helpful, and what hasn't been helpful in coping with the new demands;
- What could the organisation do to better support staff in times of service disruption;
- What post-COVID support would be helpful; and
- The level of work stress, anxiety and psychological distress, using standardised, benchmarked measures.

It is anticipated that the report will be in final draft by the end of 2020

Fact Sheets

The PFA has collated information from across Branches to form national policy talking points on issues facing today's police. These are designed to be used when the respective Branch spokesperson talks to the media on subject matter that has a national context. Topics developed to date include:

- DNA testing of members;
- Flexible Working Arrangements;
- Police Pursuits;
- Superannuation; and
- Drug and Alcohol Testing of Officers.

The PFA has also started collating content on deaths in police custody as well as drug driving (legislative framework).

Awards and Agreements Database

The PFA has been pleased with the functionality of the Awards and Agreements Industrial Database. Industrial Planning Committee (IPC) members and key research staff are encouraged to utilise the database as a resource tool. All current police service awards and agreements are readily available online through the database. Key features of the database include the capability to run comparative reports across any major clause item with Individual jurisdictions able to edit and update content on a range of policing and industrial topics on the spot.

Industrial Planning Committee (IPC)

The Industrial Planning Committee is the key forum for industrial officers from every branch and New Zealand to come together to discuss major issues affecting police and to develop ideas and strategies for enhancing negotiations on behalf of our members in every jurisdiction and nationally.

The IPC has met three times in the last reporting period; 07 November 2019, 31 March and 15 July 2020 with Victoria Branch President and PFA Treasurer, John Laird as Executive Sponsor.

This year's meetings were dominated by the impact of COVID-19:

- Shortages of PPE and basic supplies particularly in remote policing and special remote communities;
- Leave entitlements including special leave provisions;
- Strengthening legislation regarding spitting on police officers, assaults on police officers and threats to police officers by offenders who may have COVID-19 and mandatory blood testing of offenders;
- Vulnerable or at-risk employees and flexible work practices;
- Non-essential jobs;
- Priority testing for police officers;
- Impacts of border restrictions and resources, border patrols, welfare checks, logistics, accommodation and cold climate uniforms;
- Fatigue management;
- COVID-19 in policing stream; and
- Enterprise bargaining agreements negotiations and wage freezes.

Other key issues discussed by the IPC included:

- Parliamentary Inquiries and submissions;
- Occupational Health and Safety issues;
- Deaths in custody and prevalence and risk factors for offending;
- Drug driving penalties and offences;
- Second tier policing;
- Assaults on police;
- Mental health and wellbeing; and
- Workers compensation.

The IPC continues to drive a number of professional and industrial issues on behalf of members and is the key committee making recommendations to the PFA Executive and Federal Council on such issues.

VISION 3

Financial Strength in conjunction
with best-practice governance

PFA's Governance Program

A reminder that any newly elected or appointed officeholders to the PFA or Branches must complete an approved Governance Training course within six months from taking office.

The PFA's Police Union Governance Training course is one of the approved courses and can be completed on-line at any time and at no cost. In late 2019, the course underwent a significant rebuild in a new platform which allows the PFA administrative staff more functionality and the ability to gather statistics.

For more information or to register a new office holder for the course please contact either debbie@pfa.org.au or amanda@pfa.org.au

ROC Governance Training Audit

The ROC commenced an audit of the PFA and Branches' compliance in relation to the Governance Training undertaken by officers with "financial management" duties in August however, the PFA's view of the officers that were included conflicted with the ROC's with respect to four Branches and the PFA Executive at their September meeting, authorised the CEO to seek legal advice in this respect. That legal advice is pending and we will provide an update in the next e-news.

Change of Officeholders

You may be aware that the PFA recently received correspondence from the ROC in relation to a number of late Notification of Change (NOC) declarations from several Branches. We have been developing a response to the ROC's letter along with legal advice and input from Branches. We will await the ROC's decision in relation to any possible further action and report in the next e-news.

One key point that has come from this exercise is that a number of Branches have delayed submitting the NOC declaration in the case where there may be insufficient nominations and therefore, a repeated election process is required. It is important to note that as soon as a position becomes vacant, a NOC declaration is required within 35 days of the vacancy. Our recommendation would be that if it seems unlikely for the position to be filled within 35 days of the vacancy occurring, or nominations not be forthcoming, a NOC be submitted and followed up by a further declaration once the position is finally filled.

The PFA Executive have nominated one person from each Branch with whom the PFA has been liaising each month to confirm the list of officeholders and ensure that any required NOCs have been submitted. This system is working well and will continue on a permanent basis.

Other Obligations under the Fair Work (Registered Organisations) Act

In addition to the obligations for officeholders with financial management duties to complete Governance Training and the "Notification of Change" of officeholder declarations, there are also a number of other obligations including in relation to "financial statements or exemptions for Branches", "Prescribed Information for Elections" and "Officer and Related Party Disclosures". The PFA and a number of Branches have already attended the ROC workshops that have taken place over the past year or so in various jurisdictions and we highly recommend sending a representative from your Branch should an occasion occur again in the future. We highly value the opportunity to network with the ROC staff in person. Since COVID-19 restrictions commenced, the ROC has moved to on-line platforms to deliver their educational workshops. The PFA has participated in all workshops scheduled so far this year and will continue to do so. Again, we highly recommend these workshops to Branches. To receive information, we recommend subscribing to the ROC's electronic news service on the following link: <https://www.roc.gov.au/global/featured-content/website-information/email-updates>. There are also various fact sheets, templates, podcasts and webinars available <https://www.roc.gov.au/resources-and-decisions/fact-sheets-templates-and-webinars>.

PFA Rules

Two Year Terms

Further to our last report, the proposed rule change in relation to two year terms for elected officials was submitted to the Fair Work Commission and has now been registered. This means that for the 2020 calendar year, there will be no PFA elections and that officeholders who were elected in 2019 will now hold office until the next scheduled elections in September 2021.

Quorums

In September 2019 the Federal Council considered a proposed rule change in relation to quorums for Special Federal Council meetings. The proposal was to amend Rule 31 that relates to the quorum for any meeting of the Federal Council or the Federal Executive.

As it stood Rule 31 stated that “the quorum at any meeting of the Federal Council or the Federal Executive shall be one half of the persons entitled to attend the vote.”

The PFA found itself in a situation where a Special Federal Council held by teleconference was declared invalid as there were insufficient delegates present on-line or in person to reach a quorum. Following legal advice, it was determined that proxies count towards voting rights, however, don't count towards attendance at the meeting and therefore the quorum.

The amendment was passed and now reads:

“The quorum at any meeting of Federal Council, or the Federal Executive shall be one half of the persons entitled to attend and vote, or vote by proxy pursuant to clause (c)(1) of Rule 30, provided that there shall be at least one quarter of the members then holding office on the body concerned present in person at all times during the meeting.”

Elections

The PFA elections were conducted at the September 2019 Federal Council meeting. We subsequently received the Australian Electoral Commission Post Election Report, in which they identified two rules that they consider to be difficult to apply and interpret. The PFA was required to respond advising of any action that would be taken.

At the November 2019 Executive Meeting it was determined that a full review of the PFA rules be conducted early in 2020 with the aim of updating and modernizing the PFA rules as outlined in Vision 3, Strategy 2 of the PFA Strategic Plan. The focus would be on Rules 13, 20 and 21 as they relate to the PFA Elections.

As reported earlier, the PFA elections are now not scheduled to take place again until September 2021.

Proposal for update of PFA Rules

Earlier this year, and taking the opportunity to further modernise the PFA rules, the PFA Executive moved a motion to authorise the CEO to submit to the Fair Work Commission a set of proposed amendments that would generally modernise and to remove rules that had been in place for the purpose of establishing the WA and QLD Branches. The PFA has recently received advice from the Fair Work Commission that they consider the proposed amendments to be capable of certification under Section 159 of the *Fair Work (Registered Organisations) Act 2009*. The proposed amendments will now be presented to a Special Federal Council meeting for consideration before formally being submitted back to the Fair Work Commission for final approval.

VISION 4

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

ANZCoPP

The PFA continues to be represented and plays an active role on ANZCoPP by President Mark Carroll.

The PFA raised a number of issues in that forum during the year including:

- Meritorious Service Awards for police and other emergency service workers;
- Vehicle borne attacks;
- Police reserve force;
- COVID-19;
- PPE procurement;
- Federal Politicians Police Awareness Program;
- Medical staff in watchhouses and cell complexes;
- Bravery awards;
- Cross border issues; and
- Professionalisation.

ANZPAA Professionalisation Forum

PFA CEO Scott Weber represents the PFA in this Forum.

Central points of discussion over the reporting period included the following:

- Priorities during COVID-19 Pandemic;
- Education and Training Products Review; and
- Police Training Package Schedule of Work.

The Professionalisation Forum also deals with issues arising from the PSIRC.

Public Safety Industry Reference Committee (PSIRC)

The Public Safety IRC is responsible for the national training package qualifications relevant to police, defence, firefighting, fire investigation, emergency services (including operations, response and leadership), disaster recovery, biosecurity, aquatic search and rescue and community safety.

The PFA continues to be represented on this committee and is currently the Chair.

National Police Memorial Company

As reported earlier, the PFA has continued to work closely with the National Police Foundation in relation to the Member Wellbeing web portal. In relation to fundraising events, although COVID-19 restrictions have affected the cancellation of the 2020 Century Bike Ride, the Board made the decision to hold a modified version of the Wall to Wall Ride in 2020 and registrations, raffle ticket sales and support for the event generally has been outstanding. A more detailed report can be found in the National Police Memorial annual report.

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 and each year the Committee assesses the names put forward by jurisdictions against the Criteria for Inclusion on the National Police Memorial (NPM).

The NPMCC met in July this year and supported four names to be added to the NPM on National Police Remembrance Day 2020.

Inclusions on the NPM Honour Roll for 2020 are –

Constable Glen Andrew Humphris

Date of death – 22 April 2020

Place of death – Victoria

Cause of death – Motor Vehicle Accident

Senior Constable Kevin Neil King

Date of death – 22 April 2020

Place of death – Victoria

Cause of death – Motor Vehicle Accident

Constable Joshua Andrew Prestney

Date of death – 22 April 2020

Place of death – Victoria

Cause of death – Motor Vehicle Accident

Leading Senior Constable Lynette Rosemary Taylor

Date of death – 22 April 2020

Place of death – Victoria

Cause of death – Motor Vehicle Accident

Please refer to the National Police Memorial Website <https://npm.org.au> for further detail as well as the Victorian Branch Report toward the end of this Report.

It should be noted that this is only the third time that four officers have been killed in the same incident in 217 years, since the first officer killed was on duty in 1803.

Special Constables, John Carroll, Patrick Kennagh, Eneas McDonnell and John Phegan were all murdered by the Clarke Gang of bushrangers in the Braidwood area on the night of the 8/9 January 1867. The Clarke Gang have been described as the most violent and bloodthirsty gang of bushrangers in Australian history.

On Australia Day 2001, Constable Capes, Senior Constable Donald Everett, Senior Constable Philip Ruland and 1st Class Constable David Dewar were killed in a Police Air Support plane crash near Newman. The four officers were on board a Cessna 310 as it was preparing to land at Newman airport around 10pm. The officers were returning to Newman after dealing with a situation at Kiwirrikurra near the Northern Territory border.

In Honour of fallen Colleagues

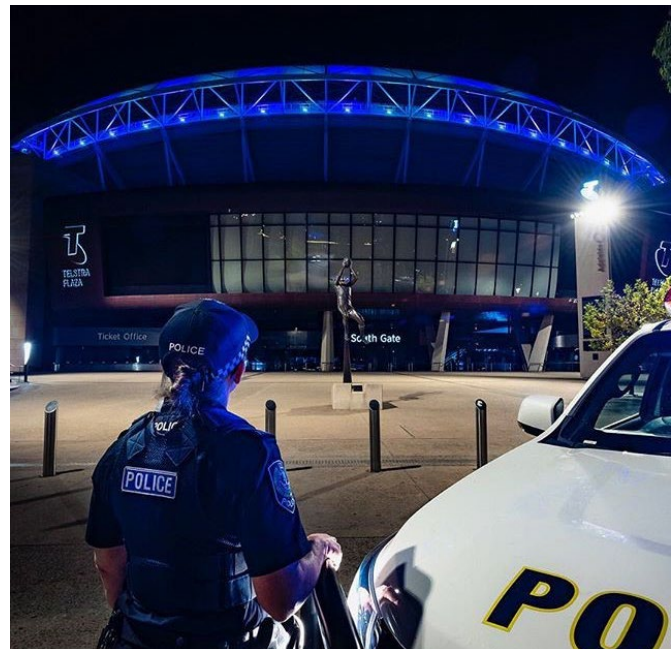
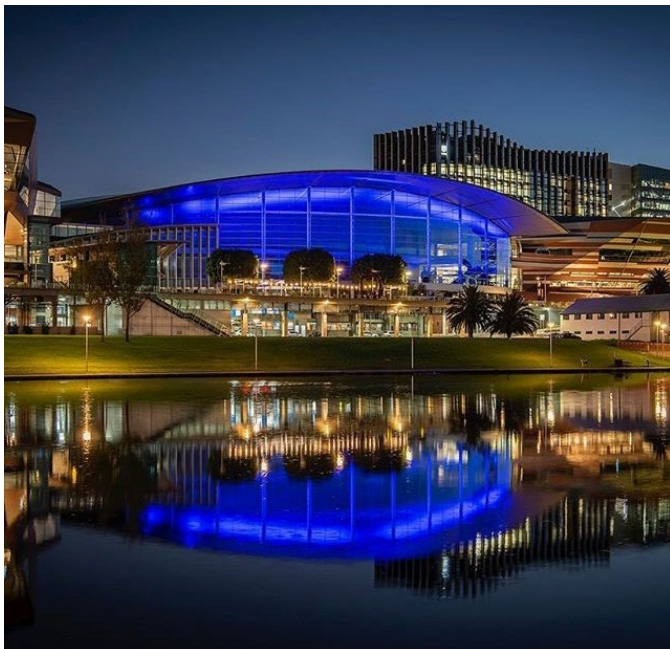
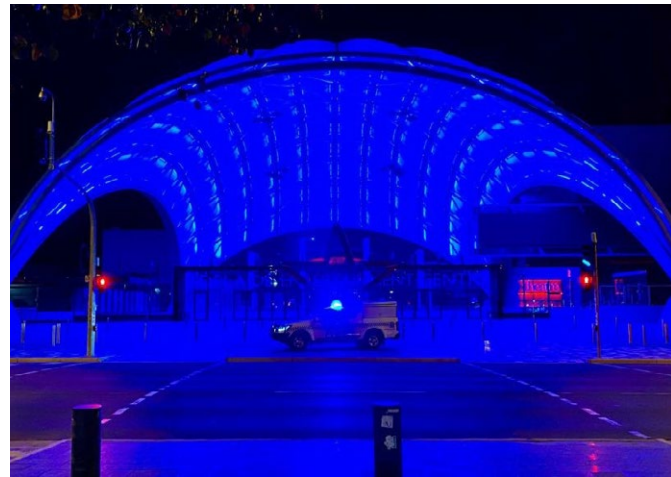
On the evening of Thursday 30th April 2020, the National Police Memorial was lit up blue for five days in honour of our fallen colleagues in Victoria. In addition, the two bridges surrounding the NPM were lit up in Canberra and memorials and other landmarks across the country were also lit up in blue.

[NSW 'Together we Stand' lighting view here](#)



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Northern Territory landmarks lit in blue.



VISION 4

National Police Memorial (top) and South Australian landmarks lit in blue.

Tributes in Parliament

On the 12th May before Question Time commenced the Prime Minister read a Statement of Indulgence where he paid tribute to the four Victorian police officers killed in Melbourne last month.

The Leader of the Opposition also gave a tribute where he opened by saying, “I join with the Prime Minister in paying tribute to these Australian heroes: Constable Josh Prestney, Constable Glen Humphris, Senior Constable Kevin King, Leading Senior Constable Lynette Taylor. Hold on to their names—four names that were joined together as members of Victoria Police, four names that were joined in duty, in service, in honour. But they should never have been joined together in this way these four Australians who signed up to protect us, these four Australians who were just doing their jobs on an ordinary day on an ordinary stretch of the Eastern Freeway, four Australians who went to work but never came home, four Australians with family, with friends, with workmates”.

Police Week 2019

Once again, we were pleased to have Police Bank as our major sponsor.

As part of the PFA's Strategic Plan, the idea to develop a national Police Week was identified. The 2019 Police Week took place from Saturday 14th September to Sunday 29th September. It was book-ended by the Annual Wall to Wall Ride for Remembrance and National Police Remembrance Day.



Whilst the PFA took the main coordinating role for the Week's events, they were not all run by the PFA.

The Wall to Wall Ride for Remembrance and the Remembering Mates Century Bike Ride were conducted by the National Police Memorial charity with all proceeds going to police legacy organisations. Brief reports on these two events will be provided in this report, but for more detail, go to the NPM Annual Report.

The PFA either ran or worked with other organisers on all other events.

10th Annual Wall to Wall: Ride for Remembrance – Saturday 14 September 2019

The Wall to Wall Ride for Remembrance was held on Saturday 14 September. Not only is this event always the first on the Police Week calendar, this year the ride celebrated its 10th Anniversary. A total of 2,277 riders registered for the event making it the biggest event in its 10-year history.

From humble beginnings, the *Wall to Wall Ride* is now the largest event on the national police calendar. In this 10th year almost 2300 riders came together at the National Police Memorial in our nation's capital to remember fallen colleagues, raise money for police legacies and promote safe and legal motorcycling.

In 2010, the inaugural *Wall to Wall Ride* saw 524 riders come to Canberra to take part. It was seen as a major achievement by the two officers who began it all, New South Wales Assistant Commissioner Mick Corboy and then Inspector Brian Rix from Victoria. Over the years the ride has grown with almost 16,000 people taking part. There are 27 riders who have participated in all 10 rides.

Delivering the Commissioner’s Dedication at the National Police Memorial, Mick Corboy explained, “We recognised that this place, this sacred place was where we need to gather and remember our mates, our fallen comrades whose memories are enshrined forever here.

“Remembering our mates. That has become the call sign for those that leave their special and honoured walls of remembrance. They ride for hours, days or weeks to make the trek to this special place and to honour the courage, the commitment, the dedication of those fallen colleagues and ensure our actions keep them alive in our hearts and the hearts of their families forever.”

The laying of batons on the memorial has become an integral part of the *Wall to Wall Ride* commemoration. Created by retired NSW Superintendent Stan Single, made from wood representing each state and territory, each states’ baton carries the names to be added to the National Police Memorial and are delivered to Canberra by riders.

“They represent the soul of the event,” Mick Corboy said. “They carry not only the names but notes of love from broken families. They have become a symbol of this ride and how special it is.”

This year a 10th year commemorative baton was created by Stan Single. Inside the baton was a letter from Prime Minister Scott Morrison. The PM, the son of a policeman, praised the riders and their solidarity in remembering those who have lost their lives. “I hope you find some peace and comfort in this pilgrimage, knowing that our community is grateful for everything that has been given to keep us safe.”

The baton will be housed in the foyer of the PFA building in Canberra, a symbol of the significance of the *Wall to Wall Ride for Remembrance* to Australian police.

Wall to Wall Ride Committee Chairman, Senior Sergeant John Laird told the riders the ride has not been without its accidents and tragedies. “Last year Senior Sergeant Vic Kostuik was killed as he made his way to the wall with the Victorian contingent. Today provides us an opportunity not only to remember Vic and the 794 names on this wall, but the many thousands that we have collectively worked with who are no longer with us.”

John Laird encouraged riders to visit the National Police Memorial website and read some of the stories of the unsung heroes.

“If you follow the deaths from the first recorded death, the murder of Constable Joseph Luker, right through to those names added this year, it paints a very vivid history of not only Australia’s policing, but our country’s own history,” said Senior Sergeant Laird. (<https://npm.org.au>)



Prime Minister Scott Morrison’s letter inside the 10 year commemorative baton.

Every rider and pillion who take part in the *Wall to Wall Ride* pay registration fees. Over the 10 years more than \$1 million has been raised for police legacies by the riders.

Iconic Australian singer/songwriter John Schumann composed the song *Graduation Day* as part of the Police Federation of Australia's mental health and well-being campaign. His performance of the song was a poignant and moving end to this year's ceremony. ([You can download a copy of the song at www.pfa.org.au](http://www.pfa.org.au))

The *Wall to Wall Ride for Remembrance* ceremony is a time for reflection. A time for remembering mates. It will take place again on September 12, 2020. We hope you can join in this special event at the special place that is the National Police Memorial.

How each jurisdiction was represented.

2,277 registered riders took part in the 10th Anniversary Ride. They came from every state and territory. Some rode for just a few hours to get to Canberra. Others took over a week.

Here is where they came from.

AFP/AusPol	184
NSW	1111
Northern Territory	33
Queensland	323
South Australia	117
Tasmania	48
Victoria	439
West Australia	22

480 more riders than in 2018

Each state and territory baton is laid on the Memorial as part of the service. This year the batons were laid by:

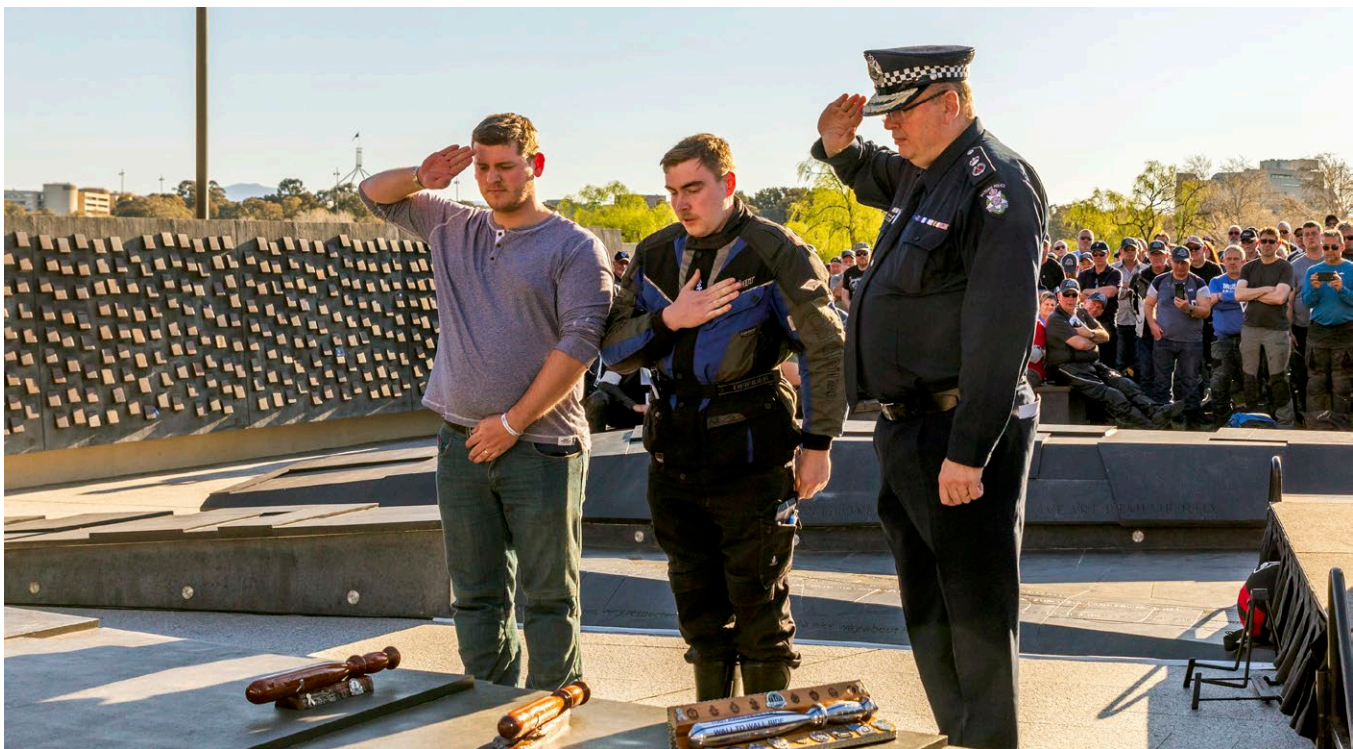
NSW	Gail Proctor accompanied by Acting Commission Gary Worboys
VIC	Police legatee – Matthew Patterson accompanied by Victoria Police Commissioner Graeme Ashton
QLD	Sonya Leeding & her children Hudson & Grace, accompanied by Assistant Commissioner Mike Keating
SA	Detective Senior Sergeant Peter Hore accompanied by South Australia Assistant Commissioner Noel Bamford
WA	Commander Alan Morton
TAS	Fiona Carver & her children Samantha & Luke accompanied by Tasmania Police Commissioner Darren Hine
NT	Senior Constable 1st Class Craig Hamilton
AFP	Legatee Jack O'Donohue accompanied by AFP Commissioner Andrew Colvin



VISION 4



Wall to Wall.



VISION 4

Wall to Wall.

2nd Annual Remembering Mates Century Bike Ride 2019 – Sunday 22 September 2019

As with the Wall to Wall, this event is conducted by the NPM charity, with the support of the PFA.

The Remembering Mates Century Bike Ride was celebrating its second year and is slowly growing in popularity. Rides were conducted in WA, ACT, VIC and NSW with 137 riders taking part. Like the Wall to Wall, all funds raised go to the respective police legacy organisation in that jurisdiction. You are likewise encouraged to visit the ride's website and to support the events' sponsors. <https://policeweek.org.au/century-bicycle-ride>

AXON Innovate

2019 Police Week also partnered with the Axon Innovate Policing conference held in Melbourne on 24-26 September. <https://global.axon.com/innovate-2019-apac>

PFA Women's Advisory Committee Meeting

The WAC met in conjunction with Police Week on Tuesday 17 September.

A more detailed report on WAC activities is contained later in this report. [To go straight to that section \(click here\)](#)

PFA Executive Meeting

Likewise, the PFA Executive met in conjunction with Police Week on Tuesday 17 September.

Police Health Board Meeting

The Police Health Board also met in Canberra on Wednesday 18 September, to help celebrate Police Week.

Federal Council Meeting

The Police Federation of Australia once again held its Federal Council meeting in Canberra to coincide with Police Week. This year the PFA's Women's Advisory Committee (WAC) and National Executive met on Tuesday 17 September. Those meetings were followed by a function hosted at Parliament House by the Parliamentary Friends of Police Group and the Annual PFA Federal Council meeting was on Wednesday 18 September.



[L-R] Chris Hayes MP, Member for Fowler, Labor convenor of the Parliamentary Friends of Police, Mark Carroll, PFA President, Minister for Home Affairs Peter Dutton MP, Scott Weber, PFA CEO, Shadow Minister for Home Affairs, Senator Kristina Keneally and Llew O'Brien MP, Member for Wide Bay, Coalition convenor of the Parliamentary Friends of Police.

In conjunction with these meetings the PFA's Lawyers Network also met to discuss pertinent legal issues occurring in policing across Australia and New Zealand. This meeting involves many of the lawyers who represent the respective police associations and unions as well as members across our two countries. It has become a very valuable meeting for the exchange of information and ideas for lawyers working in the policing space.

2nd Annual National Police Bravery Awards

The 2nd Annual National Police Bravery Awards was held September 18th at the National Museum of Australia. Senior Constable Mark Turner and Senior Constable Linda Farrand both from the Northern Territory were recognised for their exceptional bravery and each presented with the award by the Minister for Home Affairs the Hon Peter Dutton MP at the gala dinner. [To read Linda and Mark's story click here.](#)

The National Police Bravery Awards has been specifically developed as “an award for police by police” and while the recipient will not receive a medal, the award will transcend all state and jurisdictional divides.



VISION 4



National Police Remembrance Day 2019

National Police Remembrance Day services were held across the country on 27 September and culminated in the twilight service at the National Police Memorial in Canberra, which saw the Governor General, General Hurley (Rtd) delivering the keynote address.

Royal Australian Mint Commemorative Coin for the 30th Anniversary of the Police Remembrance Day

And for something completely different, the PFA worked with the Australian Mint to strike a distinctive \$2 coin to mark the 30th Anniversary of National Police Remembrance Day. The coin that was released in September to coincide with Police Week.

“These coins not only commemorate the 30th anniversary of Police Remembrance but serve as an everyday reminder of the sacrifices made by Australia’s police forces”, said Mr MacDiarmid, CEO of the Royal Australian Mint.

The coin design resembles a police badge, incorporating St Edwards Crown (often referred to as the ‘Queen’s Crown’) in the centre, and the seven-pointed Commonwealth Star (also known as the Star of Federation), which represents the 1901 Federation of Australia. The star is surrounded by a wreath, which represents victory. The blue and white chequered pattern known as a *Sillitoe Tartan* (commonly known as ‘dicing’) is used by police forces throughout Australia and is displayed on uniforms and vehicles. This coin design unifies all of Australia’s police forces in a spirit of solemn remembrance and gratitude.



PFA CEO Scott Weber said, “On this Remembrance Day, it’s a way that we pay tribute to the families, the colleagues and the members that have been gone before. With this 30-year anniversary of police Remembrance Day and the special minting of the \$2 coin, this is a real way for the community to reflect on all that police officers do. When you use that coin and when you look at that coin, remember the police officers that are out there on the street right now keeping you safe”.

The coin proved extremely popular for police and the wider community and recorded huge sales at promotional events.

[A YouTube tribute for the release of the coin is available at https://youtu.be/5z4DoLxCdcs](https://youtu.be/5z4DoLxCdcs)



2020 Wall to Wall

Due to the evolving restrictions across jurisdictions pertaining to COVID-19 the NPM Board in August informed the PFA that this year's ride take place as a virtual ride, with satellite rides in each jurisdiction with a smaller service being conducted at the NPM live streamed to riders across the country. To ensure safety is paramount the batons will still be transported to Canberra for the national ceremony.

In relation to fundraising in conjunction with the Wall to Wall ride, raffle tickets have been made available on-line to purchase until midday Saturday 12th September 2020. Providing the chance to win a Yamaha MT-09 motorcycle, and to support Police Legacies. <https://www.raffletix.com.au/walltowall2020>

PFA Federal Council Meeting

Date: Wednesday 16th September. This meeting will take place by video conferencing.

PFA Executive Meeting

Date: Tuesday 15th September. This meeting will take place by video conferencing.

PFA Women's Advisory Committee Meeting

Date: Tuesday 15th September. This meeting has been deferred to a later date in 2021 when all participants can meet again in person.

National Police Bravery Awards 2020 Preparations

Due to the evolving COVID-19 environment the decision was made to defer the National Police Bravery Awards 2020 event which had been scheduled to take place at the National Museum in Canberra on Wednesday 16th September to a date yet unset to 2021.

Century Bike Ride 2020

As a result of COVID-19, acting upon current ACT restrictions, and listening to advice concerning active social distancing and duty of care to all participants and the community the National Police Memorial board supported by Commissioners and Deputy Commissioners has decided to: **Cancel the 19 September 2020 100km bicycle ride around Canberra precinct and the memorial service at the National Police Memorial.**

Being conscious that the ride is symbolic to many, and in the spirit of the Century Bike Ride, remembering the fallen, catching up with mates and in the capacity of safe cycling, this decision has not been made lightly. But more to the point of keeping everyone safe.

National Police Remembrance Day 2020

Due to COVID-19 restrictions the 2020 National Police Remembrance Day ceremony will be live steamed from Canberra on the afternoon of Tuesday 29 September 2020.

Presentation to National Police Legacy Conference

Due to COVID-19 restrictions this years National Police Legacy Conference scheduled for 6-8th August in Melbourne was cancelled.

The PFA Women's Advisory Committee

In this reporting period the PFA WAC met September 2019 during police week. Scheduled meetings for 2020 have had to be deferred to 2021 due to the evolving nature of COVID-19. This included the deferral of the strategic planning day to such a time in 2021 where participants can attend in person.

For the last two years AFPA president Angela Smith has been the executive sponsor and chairperson of the PFA WAC. As mentioned at the start of this report, Angela announced her retirement in July 2020. Angela has progressed and championed numerous issues that support all members over these years and the PFA thanks her for the commitment and support she has provided to the WAC.

50/50 Recruitment discussion paper

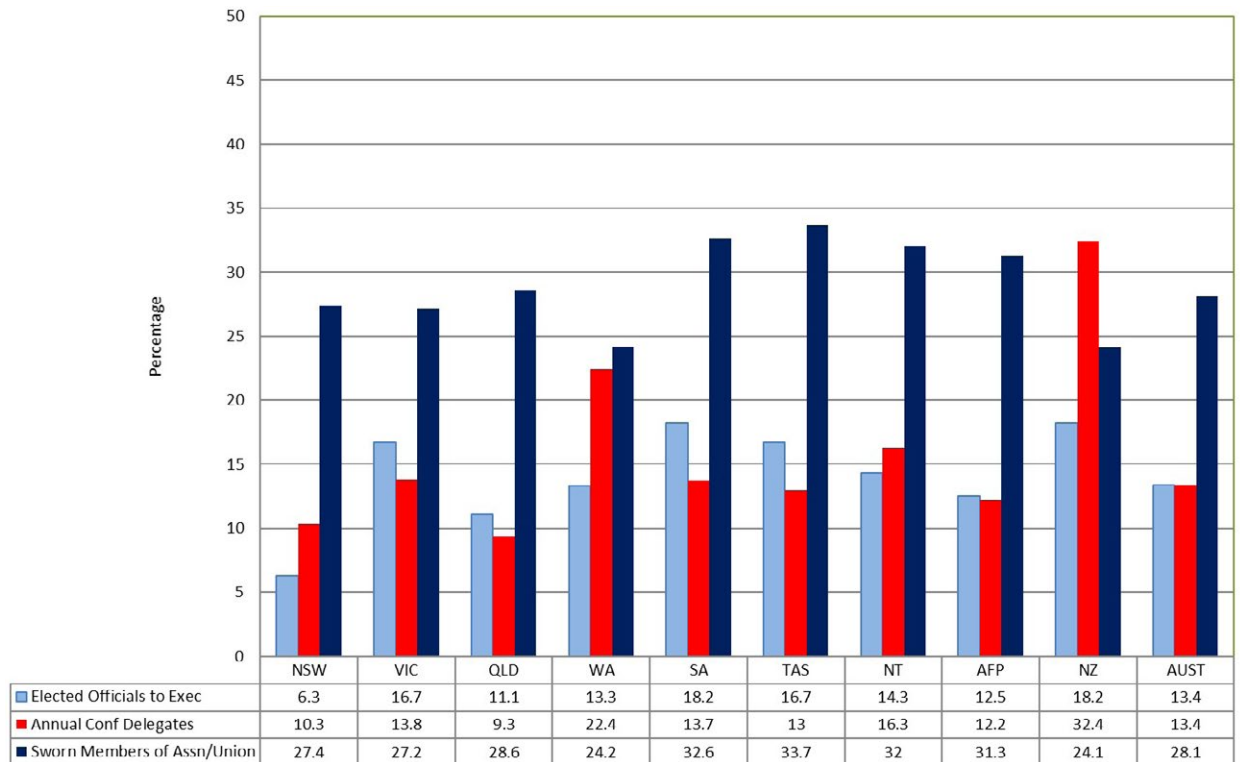
On behalf of the WAC the AFPA are preparing a 50/50 recruitment discussion paper. The background of the paper questions whether quotas are effective and whether they are viewed as positive. The paper is to have a broad perspective and look at the number of women in police forces and on union boards.

September 2019 WAC Meeting

Issues discussed included:

- 50/50 recruitment;
- Retention policies;
- Update on the professional development program subcommittee; and
- Flexible work arrangements.

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.

International Council of Police Representative Associations (ICPRA)

The PFA continues to play an active role with this group however COVID-19 has impacted on participation at the planned ICPRA Conference in Scotland in 2020, with the event cancelled and rescheduled for June 2021.

Teleconferences have been held on the 6th March, 5th of July and the 24th of August discussing ICPRA issues.



VISION 5

A collaborative approach by a highly skilled, professional team

E-News

To keep branches informed the PFA has coordinated communication with branches over the COVID-19 period delivering special COVID-19 electronic newsletters up to twice weekly from March 2020.

The PFA has also delivered a regular ENews in this period.

CONCLUSION

In times of such hardships in many businesses and the wider community, I am pleased to be able to report, that the PFA membership has continued to grow. The past 12 months has seen a growth of a further 1,017 additional members to 64,122, which is testament to the work our branches do on the ground representing our members on the front line.

As reported by PFA President Mark Carroll, Angela Smith resigned as AFPA President on the 30th July 2020 and will return to policing in the AFP on the 31st August. I concur with Mark, when he said that Angela was a role model to many of our female members and on behalf of the PFA staff, we wish her all the best in her future policing career and acknowledge the roll she played both on the PFA Executive and also as the sponsor and chairperson of the PFA Women's Advisory Committee. At the same time, we welcome Alex Caruana onto the PFA Executive as the AFPA Branch President.

The foregoing report paints a very comprehensive picture of the issues that have confronted the PFA and its branches over the past 12 months. As earlier stated, this was an unprecedented year for not only national, but major international issues all of which have an impact on policing and saw our members as pivotal to Australia's response.

What is pleasing, is in our liaison both nationally and internationally, Australia's police are regarded as some of the best and most professional police forces in the world, and as pointed out in the President's Report, there were many surveys conducted across the country by various groups, that support that claim.

I was also pleased to be able to report on the continued vital role that the PFA is playing, along with the National Police Memorial Co, in the mental health and well-being space for members. There is no more vital role that PFA and its branches can play than ensuring that the welfare and mental health support for our members is paramount.

Those issues were never more important, than when in April this year, it was with great sadness that we learnt of the deaths of our four Victorian colleagues. We will all have a chance to pay our respects to those brave officers at both the Wall to Wall Ride and National Police Remembrance Day this year. I also note the loss of our New Zealand colleague, Constable Matthew Dennis Hunt, who was murdered in Auckland in June.

The Report also highlights the numerous other high-profile issues that we encountered during the past 12 months including the Black Lives Matter protests around Aboriginal Deaths in Custody. It was important that during those debates independent data from reputable agencies like the Australian Institute of Criminology, showed that many of the claims made in the protests regarding police, were not supported by the evidence.

The foregoing report goes into great detail about our response to both the unprecedented bushfires and the COVID-19 pandemic. The police response to both incidents has been widely acclaimed and from those experiences, our members have provided the PFA and Branches with a series of well researched recommendations from their front line experiences, to the various Commissions of Inquiry and Parliamentary Committees reviewing both matters.

Together we highlighted this year again the PFA collective approach from all the Branches, Executives and Delegates for the great good of all members. We highlighted the PFA being the National Voice of Policing to Governments, Police Forces, and the Community. The Executive of the PFA has been at the forefront of leadership and direction on all policing issues and thank you for your wisdom and guidance. Thank you for all the support from Branches, Branch Staff and Members that has been occurring throughout the year, especially the staff that have done great research and assisted with the information for numerous fact sheets/matrixes for the use of all.

To the staff of the PFA, Debbie, Kathleen and Amanda thank you for your ongoing support and tireless diligence in the roles that you perform. Staff assistance to members continues every single day, with courtesy and respect and I thank them for their ongoing efforts. The flexible working arrangements that we have all had during COVID-19 has taken its toll but again PFA staff have performed sensationally and we will continue to do so. We look forward to the next year which will hopefully be better but we all will as Executives, Delegates, Members and Staff rise to those challenges.

Scott Weber

Chief Executive Officer

AFFILIATES' REPORTS



SOUTH AUSTRALIA BRANCH

Enterprise bargaining

The SA Branch successfully negotiated an interim pay deal with the government for 2018-19. Those outcomes will be included in the next enterprise agreement.

I am pleased to announce that the full enterprise agreement negotiations with government and SAPOL are now (September) nearing completion.

Notwithstanding the impact on the economy owing to COVID-19, the South Australian government publicly stated its intention, which was to continue to bargain in good faith for modest wage increases for public-sector employees.

The association has undertaken negotiations with government on that basis.

Discussion has already taken place on a broad range of issues. Negotiations continue with the intention to finalize an offer in the coming months.

2019-20 bushfire crisis

Emergency services around the country responded to last summer's horrific bushfires with exceptional courage.

SA branch members were no exception.

I visited members in some of the affected areas on Kangaroo Island and in the Adelaide Hills during the peak of the crisis.

The fires demanded the best of our members' skills. They did what they always do in dire circumstances – act to protect the community, often at risk to their own personal safety.

We ensured that those members had ready access to welfare assistance both through the association and SAPOL.

We also worked with SAPOL on the provision of special leave for members who suffered personal and property losses from the fires.

Members outstanding leaders in COVID-19 world

The ongoing COVID-19 pandemic represents one of the greatest challenges police have faced in generations.

A large proportion of the Australian workforce has, under instruction, been working from home.

But that option does not exist for most members.

The community looks to us for our presence and leadership, and we have delivered it on the front line with calm and restraint.

It's a difficult task, at a time when our own levels of personal frustration are understandably high.

In the early stages of the fight against the pandemic, we saw police officers around the country exposed to acts which deserve no other description but sub-human.

Around the country, several reports emerged of individuals deliberately coughing and spitting at police officers.

Local news footage here in Adelaide captured an offender spitting in the face and eye of one of our members during an arrest. The vision rightly angered the association and indeed the public.

We all know that crime does not stop – even during a lockdown. It is a time for co-operation among organizations with the greatest responsibilities in this crisis. That includes the relationship between the association and SAPOL.

I have maintained a constant dialogue with Commissioner Grant Stevens and specifically emphasized members' protection, safety, and welfare.

Further, the capacity of the association to deal with every-day industrial issues has never been – and never will be – compromised by any pandemic. Our ability to deal with standard industrial issues has remained completely intact.

Though we had to make some changes to the way we operated in the early stages of the pandemic, it was never at the expense of service to members.

COVID-19 border checkpoints

Police officers have been guarding the SA-Victoria borders for the last six months in a battle to keep COVID-19 out of our state.

I travelled the state during July to visit these members, seeing first-hand the scale of this monumental task.

A once-in-a-generation operation, it was being carried out in icy cold conditions by cops and army members all over the state. It is also a Herculean logistical effort – one which deserves massive praise.

What shone through during my visits was just how committed our members were to ensuring the success of the operation.

They were, and are, receiving great support from the Australian Defence Force, too.

Poor sentencing is poor messaging

It doesn't get much more serious than failing to stop at an RBT site and, then, driving straight into, and over, a copper and fleeing. But that extraordinarily violent act played out last year, and Senior Constable Sam Petts might well have lost his life.

To speak to Sam, as I have, and to hear his story is to understand his rethink of the very career he committed himself to 20 years ago.

And the courtroom sequel only validated his rethink.

Offender Aman Quensier got nothing more than a two-year suspended prison term and a good-behaviour bond. So, for all the physical and psychological damage he caused Sam – and grief he imposed on Sam's wife and children – he never saw the inside of a jail cell.

It behoves all of us, but particularly lawmakers and the judiciary, to reflect on the message these appallingly lenient sentences send.

As police officers, we know exactly what message potential offenders would have taken from the Petts case.

Outcomes like that deliver neither justice nor deterrence and greatly diminish confidence in our legal system.

Last year we ran a successful campaign to strengthen the legislation surrounding assaults on police officers. We wanted stronger laws and harsher penalties – and we got them, with overwhelming support from the community.

Now it is up to the judiciary to deliver on that community expectation.

SA Parliament Crime & Public Integrity Policy Committee

In June I made an in-person submission on behalf of the Police Association to the state parliament's Crime and Public Integrity Policy Committee.

Though the association has always supported the concept of an ICAC, we have always stressed that police corruption should not be confused with police discipline.

Our view is that the current *ICAC Act* does just that.

Since the introduction of the act in 2012, we have seen a disturbing trend in which the mental health of members has deteriorated once they have been the subject of an investigation.

We have also had to devote significant resources to legal funding. Where we have been successful in defending members, it has been difficult to recoup the costs.

The association believes that funding should be made available for public officers. It is plainly unfair that the ICAC can receive significant millions of dollars of taxpayer funding and use those funds to pay for the legal services of the best senior counsel, while the examinee is left in the dark about whether any financial support or reimbursement will be forthcoming.

This places any person summonsed to the ICAC at a legal and financial disadvantage. It is entirely unfair, is a blight on our justice system, and should be amended by parliament as a matter of urgency.

Ultimately, we believe there should be a root-and-branch review of the *ICAC Act*, with a view to limiting the types of conduct the ICAC can investigate.

Extended-hours roster trial

The Police Association and SAPOL have consulted on agreed protocols in the extended-hours roster (EHR) trial, as per clause 28 of the *South Australia Police Enterprise Agreement 2016*.

In October 2017, the trial was placed – and was to remain – on hold until the March 2020 implementation of stage two of the district policing model. The COVID-19 pandemic and the *Emergency Management Act* declarations lengthened that delay.

SAPOL indicated that it had previously presented three options for extended hours to the Western District work group. The work group supported the six-on, four-off rapid-rotation roster.

The trial, within the Western District (response teams), begins on November 5, 2020 and runs for 30 weeks (three full rotations of the 10-week roster).

The trial roster has a 23 per cent flexible shift allowance (FSA), unlike the current response roster with 21 per cent. A minimum 10-hour break between rostered shifts applies, as does a paid meal break.

Professor Drew Dawson will oversee the trial. He is internationally recognized in the fields of sleep and fatigue research, organizational psychology and human behaviour, and the human implications of hours of work.

Tragic loss of police life

The SA police community suffered a crushing loss earlier this year, with the untimely death of Detective Chief Superintendent Joanne Shanahan.

A major crash claimed her life and injured her husband, former sworn member and now general counsel to the commissioner, Peter Shanahan.

Joanne was a highly accomplished police officer who had given more than 38 years' loyal service to policing.

The Police Association is proud to have counted Joanne among its members and, for those who worked with Joanne or knew her personally, the pain of losing her was intense.

Her death added to the pall of grief which already hung over the Australian police community after the loss of four Victorian police officers conducting a traffic stop just days earlier.

We offered the Police Association Victoria our support, and it promptly reciprocated. In these tragedies, jurisdictions are irrelevant.

Mark Carroll

Branch President



WESTERN AUSTRALIA BRANCH

Industrial Agreement for police officers

Since the last report, the WA Police Union's main focus has been working on a replacement industrial agreement for our Police Officer Members.

At the time of writing last year's report, we had rejected two offers from the State Government.

The Board of Directors rejected a further two offers before agreeing to put a Fifth and Final Offer to a ballot of Members. The offer included:

- \$1,000 per year pay increase for 2019/20 and 2020/21;
- Three additional non-accruable leave days;
- Two days Respite Leave to be taken as a temporary break from the extraordinary workplace challenges associated with policing; and
- Three comprehensive and collaborative reviews on the key issues of Rostering, Deployment/Tenure and a review of Prosecutors' roles and responsibilities.

Ultimately, the offer was rejected by the Members with 62 per cent voting for the offer which did not meet the threshold of 65 per cent as set out in our rules.

This entire negotiation process has been infuriating for our Members. We engaged Government in February 2019 in order to reach an early outcome. The McGowan Government has provided disrespectful offers which have caused lengthy delays and frustrated the process.

Following the rejection, we began to pursue an arbitrated outcome and then COVID-19 hit.

The McGowan Government pulled a cheap political stunt by providing our Members with the \$1,000 pay rises in March, in what can only be described as perplexing and disappointing.

For the WA Police Union and our Members to be advised Government was providing them with a pay rise via a media release is about as disrespectful as the \$1,000 they offered. At no stage in negotiations had Government indicated or mentioned that this course of action was being considered.

With no sign Government was going to provide our Members with an additional 40 hours accruable annual leave we were seeking, we were left with no option except to file to end bargaining in April.

After 15 months of negotiations, in May the Union filed for arbitration in the WA Industrial Relations Commission.

In July, we reached in principle agreement with the Government to proceed with a partial arbitration solely on leave provisions. This means that all aspects of the agreement other than leave provision would be registered in the WA Industrial Relations Commission as an industrial agreement with pay increases back dated to 1 July 2019.

At the time of writing this report, we were still waiting to register the agreement in the WAIRC. Once this is done, we will have a better idea on when the partial arbitration will take place however, we fully expect that the hearing will be held later in the year, potentially even early in 2021.

Given this new agreement is due to expire in June 2021, we could very likely be in the position of arbitrating on the leave provisions while negotiating a new replacement agreement. This is yet another sign of how long and drawn out this process has been.

Police Compensation Scheme

As the other Branches are well aware, WA is the only state in Australia that does not have a compensation scheme and we have been unsuccessfully petitioning for a Police-specific Compensation Scheme for decades.

WAPU wrote to the Police Minister outlining our preferred scheme in August 2017 appealing for a compensation scheme for officers who suffer a work-related injury or illness which precludes them from continuing in service. This scheme must include:

- A lump sum separation payment to cover loss of future earnings;
- A dignified departure process; and
- Retraining or redeployment without loss of salary.

We are yet to see any draft legislation from the Police Minister and we still hold out hope this legislation could be enacted before the rise of parliament however, time is fast running out for this to occur.

With the State Election to be held in March 2021, we are renewing our push for this scheme to be implemented and hope the Government will deliver on its promise before our Annual Conference in November.

COVID-19

Like other Branches, 2020 has been dominated by COVID-19 and it has changed the way we live and police.

Our major concern as soon as the crisis worsened was the occupational safety and health of our Members.

We were grateful that the WA Police Force gave us magnificent access to the command centre. This allowed us to feedback the complaints and issues from frontline officers across the State. The WA Police Force has been very approachable and did everything possible to address our concerns and those of Members.

We attained some very valuable conditions to help protect our Members as well as their families.

The State Government heard our calls loud and clear for priority testing and harsher penalties.

We were the first police officers and police auxiliary officers in Australia to be granted access to priority testing for the virus, if exposed in the workplace.

We successfully lobbied the State Government to expand the Assault Public Officer legislation to capture those vile individuals who claim they are infected with COVID-19 and threaten, deliberately spit, cough, sneeze or wipe bodily fluids on emergency services workers during this crisis. We were again the first in Australia to be granted this additional legislation.

Changes were also made to the mandatory testing for infectious diseases provisions to allow for the testing of offenders who potentially exposed police to diseases such as COVID-19. Previously, the testing only covered blood borne diseases. The WA Police Force, in particular Assistant Commissioner Gary Budge and his team, must be congratulated for formulating and advocating for these amendments to protect our people.

The protections were not just limited to officers. The families of police benefitted with free flu vaccines for all police officers, police auxiliary officers and families residing with those officers this year. The WA Police Force also funded accommodation for Members exposed to the virus to avoid risk of spread to families and provided alternative work arrangements for workers and their families who have medical conditions which made them more susceptible to the virus.

The biggest risk for our Members are associated with the hard border. Police officers are front and centre at airports and on the ground at road blocks and given the majority of cases in WA are associated with travellers our Members are at risk of contracting the disease.

In August 2020, the WA Police Force seconded 400 police officers from across the metropolitan area to Operation Tide which manages the State's COVID-19 response.

This secondment has made staff shortages on the frontline even more dire and we desperately need an investment from the State Government to replace these officers as we anticipate they will be seconded to Operation Tide for potentially 12 months, maybe longer if the hard border falls.

PAO Industrial Agreement

In August 2020, we provided our log of claims to Government for a replacement agreement for our Police Auxiliary Officer Members.

The current PAO agreement is due to expire in November 2020 and we are hopeful of a speedier resolution compared to what has transpired for police officers.

Light It Up Blue

In September 2019, we remembered and honoured fallen colleagues of the WA Police Force. To coincide with National Police Remembrance Day, we arranged for a number of locations around the State to be illuminated blue as part of our Light It Up Blue campaign.

As the sun set, Optus Stadium and Matagarup Bridge, Elizabeth Quay, Fremantle Prison and Bunbury's Koombana Bridge shone blue. A bright display of blue coming from the end of Adelaide Terrace looked stunning against the glow of the city thanks to the WA Police Headquarters.

We believe this is a very visual statement which helps to honour the 85 officers – brave men and women – who made the ultimate sacrifice for the community. It also helps to promote the importance of Police Remembrance Day to the broader community.

We are planning this to occur each and every year and already have some new venues on board for 2020 including State Parliament House.

Changes to the Board

The past 12 months has been a number of changes to our Board of Directors.

Following the resignation of George Tilbury in August 2019, in accordance with our rules, the Board has appointed Sergeant Jon Groves to the vacancy for the remainder of the term. Jon came second in a by-election for another board vacancy just prior to George's resignation and with his wealth of Union experience was a standout choice.

In September 2019, Brandon Shortland resigned as Vice President and a Union Director. After calling for expressions of interest, the Board appointed Sergeant Alicia Curchin to this vacancy. She was selected from the 10 applications and during her 20 years as a police officer, Alicia has been involved with WAPU as a long term Branch Official and assisted the Union in working groups and as a subject matter expert.

After filling all vacancies on the Board, Paul Gale was elected as Vice President in December for the remainder of the term.

In May 2020, Mike Green retired from the WA Police Force and therefore resigned his position on the Board.

After another call for expressions of interest, the Board appointed Senior Sergeant Graeme Macey to fill the vacancy. Graeme was selected from the nine expressions of interest received for the position and it was again pleasing to see such interest in joining the Board from the membership.

Graeme is the Officer in Charge of the Mirrabooka Police Station and was previously a Union Director from May 2014 to November 2015.

Conclusion

Once again, the Industrial Agreement has dominated the reporting year and is likely to dominate the next 12 months given we are going to partial arbitration while potentially negotiating for a replacement to the new agreement.

We have a State Election in March and we will be putting our energy into ensuring we get the Police-specific Compensation Scheme our Members deserve and need. In addition, we will be actively lobbying for more police numbers as our Members are crying out for more troops on the frontline.

Harry Arnott

Branch President



QUEENSLAND BRANCH

COVID

The COVID pandemic that began to significantly impact Australia in early 2020 has prompted an unprecedented modern policing response, with Queensland Police enforcing around the clock border restrictions and community compliance of almost daily evolving health directions. QPU members have been stationed in some of the most remote parts of the outback ensuring the integrity of the restrictions contending with bitter cold, seasonal bug infestations and the duty of keeping bio security perimeters on high risk indigenous communities. We have proven to be flexible, responsive and dynamic in getting the job done and maintaining compassion and community respect. The border work designed by the QPS with input from the QPU has been a model replicated by other jurisdictions.

Fires and flood

This bushfire response spanned over almost four months during 2019 and in many circumstances entire communities had to be evacuated at short notice sometimes placing Police Officers at great risk to rescue members of the public confused in the fast moving firestorms. The initiative of Police in coastal towns and regional communities saved numerous lives.

Only months before large sections of Central West Queensland were devastated by flood. In Townsville many police had their own homes significantly damaged and still continued to respond to assist their communities. The Queensland Police Union provided each officer with \$1,000 to assist with expenses, formed clean-up teams to clear debris from officers homes and worked with all levels of government to ensure our police families were housed and had access to get repair work done. There are still police in Townsville waiting for reconstruction work on their homes to be completed.

Enterprise Bargaining

In November 2019 the Queensland Police Union had its ninth Enterprise Bargaining Agreement Certified and it delivered significant benefits to our members including a 2.5% pay increase in the first year and a further 2.5% in July 2021, allowances were achieved for plain clothes police along with police prosecutors and sergeants. The QPU also negotiated the removal of the Constable Development Program that was linked to paypoints ensuring constables can now receive 30 automatic payraises over the first 15 years of the job (two payraises a year). However the curse of COVID and the economic crisis it brewed for the State finances prompted the Government in June 2020 to suspend all Public Service pay increases, reinforcing the stance by introducing legislation to postpone the EB Agreement scheduled payraises set for July 2020.

Deferral negotiation

The Queensland Police Union was determined to obtain the best outcome possible despite the deferral and entered into negotiations with the Government. Through this process QPU Members were given a \$1,250 one off payment to recognise their frontline efforts during the COVID pandemic, also an extra two weeks leave, members retiring had their Defined Benefit Superannuation payout rates, annual leave and long service leave balances preserved at the original Enterprise Bargaining rates.

QPU advocacy also secured Presumptive Legislation recognising Post Traumatic Stress Disorder as a workplace injury which will mean faster access to paid treatment for psychological injuries.

The Management Development Program (MDP) will be abolished and the QPU will have input into a redraft of the replacement program.

Rest Day rostering on Public Holidays is also to change. This arrangement will allow for a Rest day to be rostered on a public holiday and if that happens, the member will receive an additional day off that can be accrued and used within 12 months of the public holiday worked.

At the end of the deferral in July 1, 2021 the original negotiated EB and its benefits will be reactivated, providing a 2.5% payrise and a further 2.5% will be added again on January 1, 2022. Effectively two pay rises in six months.

Christmas Eve public holiday

In late 2019 the Queensland Premier declared a public holiday would come into effect for the first time starting at 6pm through to midnight on Christmas Eve 2019. The Queensland Police Service did not want to give any benefits to members for their certified entitlements that extend across a Public Holiday. The Queensland Police Union sought clarification from the Industrial Relations Commission and were successful in the benefits being applied.

Legal PTSD precedent

The Queensland Police Union backed a legal claim against third party insurers by a former Senior Constable who suffered significant psychological trauma after attending an horrific motor vehicle accident. It was the first time a case like this had been lodged with the Supreme Court. After a trial the court ruled in the former officer's favour and awarded him just over \$1million in damages, plus legal costs. The Court of Appeal later agreed the compensation was justified and rejected the insurance company's challenge to the decision. This has now set a new legal precedent for all frontline emergency workers.

FBT changes scuttled

The Queensland Police Union gave substantive submissions to a Productivity Commission Inquiry into the prospect of removing Area Tax Concessions and Payments for police that lead to the Federal Government scrapping the proposal.

The QPU argued police rely extensively on FBT concessions to offset the remoteness of postings and to continue to make it attractive for officers to serve in these areas.

Tougher hoorn laws

The Queensland Government has adopted a proposal put forward by the Queensland Police Union to expand existing hooning laws, including shifting the onus of proof onto the vehicle owner if the vehicle is detected hooning and the driver is not identified at the scene. This means if the owner claims they weren't driving the vehicle at the time of the offence, it will be up to them to prove it.

The laws also come with an increased surveillance package for officers to use including night vision cameras and drones. The law change will also enable police to file charges after viewing potential offences recorded on State Government, Council and private CCTV systems.

New Commissioner

In July 2019 the 20th Queensland Police Commissioner was sworn in and Commissioner Katarina Carroll became the first female Commissioner to be appointed. The response from Queensland Police Union Members has been overwhelmingly supportive of the new Commissioner many remarking that "it's like a breath of fresh air" in particular with the Commissioner's willingness to work collaboratively with the QPU on many issues.

Ian Leavers

General President



VICTORIA BRANCH

The past 12 months for the Victoria Police Branch ('the Branch') of the Police Federation of Australia has been underscored by long resource intensive campaigns and activities.

The end of 2019 saw the Branch conclude an enterprise bargaining agreement following more than six months of intense negotiations.

Negotiations took place amid a short period of protected industrial action in December 2019 prior to a settlement being reached, which delivered a 3 percent pay increase per annum for all members over the life of the four-year agreement. The agreement was subsequently approved by the Fair Work Commission and began operation on April 1.

In addition, the agreement provided for long-sought increases to the salaries for sergeants and senior sergeants, paid in two instalments over the life of the agreement, improved weekday shift penalties for all members, and an improved career structure for all PSOs (with in situ promotion for members at our lowest PSO ranks), creating the first real long-term career structure for this cohort of our growing membership.

The agreement also saw a raft of other improvements to terms and conditions, including increased penalties for changes to rosters at short-notice, mandated minimum staffing levels at 24-hour police stations, the removal of performance development assessments for members below the rank of sergeant, a commitment to introduce blended rosters (with shifts of 8 and 10 hours), an Expression of Interest process for the transfer of Highway Patrol members, an increase to paid parental leave from 14 to 16 weeks, and the capacity for members to purchase an additional two weeks' leave.

The agreement also saw the introduction of a clause in our enterprise agreement that introduces the right for members to disconnect off-duty. This inclusion recognises the need for police officers and PSOs to have time away from their duties, and for the first time, puts an onus on the employer to provide for proper rest and recuperation between shifts. The Branch hopes that this provision heralds the reversal of what is becoming an increasing trend towards members working more unpaid overtime, incidental work and greater levels of disturbance between shifts that is uncompensated.

With an in-principle enterprise agreement being struck just prior to Christmas and with arrangements to have the agreement endorsed and certified, the Branch then immediately pivoted to respond to the rapidly emerging bushfire emergency in far-east and north-east Victoria – the worst fire season in Victoria since the devastating Black Saturday fires of 2009.

A state of disaster was declared on January 3rd and many significant fires were finally contained by early March, but not before there was enormous devastation to wide tranches of the state. At the peak of the fires entire townships had to be evacuated which involved large numbers of our members working with the other emergency services personnel and the ADF.

At one stage the township of Mallacoota was cut off entirely. This required unprecedented evacuation by sea, using ADF and Water Police vessels jointly deployed. In response, Victoria Police mobilised hundreds of our members, which necessitated the Branch to mobilise and provide wellbeing and industrial support for members on a large scale. Issues encountered by the Branch included limited availability of personal protective equipment, logistical challenges, and the need to address urgent health and safety concerns raised by members deployed in high-risk situations.

Sadly, the response to this natural disaster highlighted deficiencies in the emergency management and logistics arrangements adopted by Victoria Police which became increasingly evident during this acute and sustained crisis. These issues have been raised by the Branch both internally and as part of our response to the Bushfire Royal Commission in the hope that policing agencies can learn and grow from this experience.

In April, the Branch, like all states and territories, commenced preparation for a viral epidemic that quickly became a global pandemic – COVID-19.

Just as the bushfire response subsided, a series of Covid-related policing operations were quickly ramping up.

The Branch was immediately met with similar issues experienced in the bushfire crisis with its immediate focus on the provision of personal protective equipment to members. This was quickly followed by advocacy that led to a range of initiatives to support Victoria Police maintain its operations by focusing on health and wellbeing of our members. The achievement of paid pandemic leave, the development of effective exposure management processes, the provision of priority accommodation for infected members so they could safely self-isolate, priority Covid testing for members, and free parking for city-based officers were just a few of the issues requiring urgent consideration by the Branch. We are largely pleased with our combined effort with Victoria Police and the Victorian Government that has enabled the vast majority of members to operate during this pandemic without contracting the virus despite working in high-risk operational settings.

This has occurred despite our members' involvement in 24-hour enforcement activities focused on the COVID effort. This included a presence to remedy security efforts at hotels that housed people in mandatory quarantine, together with the challenging operation to secure more than 3000 residents in nine high density public housing estates in Melbourne's inner north.

While undertaking this work the Branch supported members by providing on-site health and safety assessments, wellbeing support, and a 24/7 advice hotline. All of this has, of course, occurred while the Branch has been operating remotely with 100 percent of staff working from home to support our members.

Sadly, despite promising early signs in combating the virus, Victoria experienced a second wave of infection that has prolonged our members' exposure while enforcement activities have escalated. At the time of writing our members are involved in continuous roadblocks that separate the metropolitan area of Melbourne from regional Victoria. They are also working alongside ADF personnel as part of a 500-strong taskforce undertaking Covid compliance checks.

The PFA BlueHub Mental health initiative that is being piloted for members in Victoria as well as for Melbourne-based members of the Australian Federal Police, is progressing well with the launch of the Victorian trial imminent.

The past 12 months has seen us secure clinical service providers to support Phoenix Australia, the primary service provider for the program. Phoenix Australia has also completed work to enable centralised research and reporting of members using the service having put in place a structure to allow for the diagnosis and referral of members with mental health issues to specially trained clinicians at satellite locations across the state.

The view remains that if the trial is successful, the 'one-stop-shop' model that BlueHub offers members with mental health injuries, should be used as a model for potential expansion across all States, thereby benefitting members of every branch of the PFA. This would become a significant and positive national program towards improved assessment and treatment of mental health-related injuries for our members.

In October 2019, Victoria Police and the Branch jointly launched a Veteran's Benefit Card for use by police veterans after their employment has ceased with Victoria Police. The card is designed to provide some recognition for former members and provide access to discounts and benefits that we hope will grow in time under the stewardship of the relatively new entity named, Police Veterans Support Victoria.

Following significant advocacy by the Branch, our members have commenced training in the use of longarm rifles to support general duties operations in regional Victoria and as part of centralised units that can be deployed to support operations in Metropolitan Melbourne. The Branch hopes this additional capability, that was achieved following strong advocacy by the Branch prior to the last state election, will deliver an expanded armed offender and counter-terrorism response for all Victorians.

The *Victorian Royal Commission into the use of Police Informers* has continued throughout the year with a large number of our members called to provide evidence at the Commission. The Branch has facilitated legal and wellbeing support for these members who have been called before the Royal Commission to account for their efforts in quelling serious organised crime in Victoria during a dangerous period in Victoria's history nearly 20 years ago. The provision of this support remains an integral feature of the Branch's work which it has also provided to other members called before other significant public inquiries being conducted at the same time by the Independent Broad based Anti -corruption Commission and the Coroners Court of Victoria. These inquiries, some of which commenced in the previous year, were resolved in the past 12 months and required the Branch to provide public advocacy and support for the members concerned.

Tragically, on the 22nd of April 2020 the Branch lost four members when they were killed by truck in a collision on the Eastern Freeway after they had intercepted a speeding motorist. The tragic loss of these fine members, Constable Glen Humphris, Senior Constable Kevin King, Leading Senior Constable Lynette Taylor and Constable Joshua Prestney, represent the largest loss of policing lives from a single incident in Victoria Police history. Their passing during a global pandemic has made the Branch's task to appropriately honour their sacrifice and enable their colleagues to mourn their loss, all the more challenging.

The Branch fully intends to arrange and participate in a memorial service with full police honours for our four fallen members once COVID restrictions allow.

The Branch has also commenced the process of exploring the potential for wholesale improvements to be made to improve the archaic discipline system used by Victoria Police. We are currently involved in discussions with relevant stakeholders towards this objective. It is hoped that this work will culminate in an overhaul of the current system towards one that is fairer, more efficient and promotes the professional interests of our members.

John Laird

Branch President



NEW SOUTH WALES BRANCH

100 years of serving NSW Police

This year 2020 marks the 100th anniversary of the formation of the Association. We had originally planned to hold a number of functions and a gala dinner, which have been postponed and will now take place in 2021. We have been publicising the centenary and added a dedicated section to our website at 100years.pansw.org.au

The Coronavirus Pandemic

It is sadly ironic that in 1920 the Spanish flu pandemic was still impacting Australia and now 2020 it is the Covid 19 pandemic, following on, in quick succession, from the horrific bushfires of 2019/20.

When the NSWPF was appointed as the lead agency for enforcing public health orders, it meant an Olympic -style response had to be planned in a few short days. It was obvious to us that public safety was paramount, and yet many of our members were thrust into roles for which they weren't, at the outset, properly equipped.

Association organisers were on call at all hours of the day and night, prioritising work health and safety to achieve the necessary standards. They visited the quarantine hotels to ensure members were provided with proper PPE, suitable meals, and had access to priority COVID-19 tests if needed.

We resolved a range of issues relating to RBT SOPs, prisoner handling and rosters.

On the industrial front, we sought and obtained paid accommodation for officers required to self-isolate and who choose to do so away from their family members.

Our crisis communications increased our social and digital media reach during the COVID-19 Pandemic. We strategically targeted our communications to make sure our messaging was accurate, up-to-date, timely and relevant.

At its peak, our Information Organising Centre received hundreds of phone calls, a large stream of email inquiries and dealt with almost 200 individual requests in a single week.

All this was accomplished while allowing for relocating a majority of PANSW staff to remote work, in accordance with the NSW Government's policy. This has seen many personal and organisational challenges. Nevertheless, with the support of the Executive, continuity of service to the members has been maintained.

I wish to acknowledge the great work of NSW Police throughout the coronavirus pandemic. Through the opening phases of COVID-19, the NSW Government turned to our members to police restrictions that have, as stated by NSW Health Minister Brad Hazzard, contributed to avoiding, at minimum, over 700 deaths.

Recently, New South Wales police have been deployed to 34 full-time checkpoints on the NSW-Victoria border where they're carrying out their duties with diligence and professionalism, despite tough and at-times freezing conditions.

Spike in spitting

Being on the frontline of a deadly pandemic has not only increased members' workload – by 30% in some areas of the state – it has exposed them to extra risks including the potential of being infected by individuals coughing at or spitting on them.

We lobbied the Police Minister for a specific COVID-related penalty after a spike in incidents of deliberate spitting and coughing. On 9 April 2020, I was pleased to stand beside NSW Health Minister Brad Hazzard as he announced a hefty \$5,000 fine to stamp out this reprehensible behaviour.

Perseverance and continuity

These are extraordinary times and extraordinary measures are required.

Whilst COVID-19 severely impacted on our elections and our Biennial Conference, we were keen for the democratic process to continue.

After working with the Commonwealth and State regulators, the PANSW Biennial Conference was held by video conference for the first time in our 100-year history on 18 May 2020. The conference dealt with essential and urgent matters, and was then adjourned, part heard, to be continued within the following 12 months by which time it is anticipated that restrictions on gatherings will be lifted.

During this challenging period, the NSW Branch of the Police Association has continued to advocate for improvements to the pay and promotional prospects of NSW Police, while prioritising their health and safety during the current pandemic.

Fighting for a payrise during a pandemic

A significant focus of the PANSW during the past year has been on securing a fair and respectful pay offer for our members. At the time of writing, our case for an increase to salary and salary-related allowances is before the NSW Industrial Relations Commission (IRC).

There has been an enormous amount of work done on the 2020 Award, as this brief recap shows.

We started initial discussions in August 2019 and served our Log of Claims with the Commissioner of Police on 6 December 2019, well before the current Award was due to expire on 30 June 2020.

We commenced informal negotiations with the NSW Police Force (NSWPF) on 10 March 2020 but were restricted by the lack of Government-approved bargaining parameters.

Following numerous high-level meetings without real progress the Association took pre-emptive action in the IRC on 21 May 2020. We sought to end the delays and force the government to commence formal negotiations for a new Award.

A week later, the NSW Government announced a 12-month wages freeze on the entire public sector, citing financial hardship due to COVID-19.

We didn't take this announcement lightly. The influence we brought to bear on lobbying the cross-benches in the Legislative Council (Upper House) of the NSW Parliament was successful and the Pay Freeze regulation was defeated on 2 June 2020.

Even though the Government has persisted to pursue its push for a Pay Freeze, the pushback at Parliament was a significant victory. I've consistently argued that our members are the first line of defence for our community. Just because we're in the middle of a crisis period it does not lessen the importance of securing a fair Award.

New South Wales police have been doing a steadfast job on multiple frontlines including the 2019/20 Summer bush fires and now the COVID-19 pandemic. We firmly believe our members deserve a pay rise in line with the Government's wages policy.

Consequently, the Association undertook the enormous task of compiling a strong brief of evidence to present to the IRC within a short period of time. This vital work, including evidence dealing with changes in the work of police, and productivity/efficiency improvements.

On 13 August 2020, our application for an increase in salary and salary-related allowances for NSW Police Officers commenced in the IRC.

Disappointingly, at that time the NSWPF opposed any pay increases being backdated to 1 July 2020 (the commencement date for the new award).

Our next hearing date before the IRC is not until 6 October 2020. We are currently engaged in a media campaign to raise public awareness of and support for our case. I also continue calling for the opportunity to sit down at the bargaining table, thereby alleviating the need for the IRC case.

In the meantime, we have signed a memorandum of understanding with the NSWPF to preserve a range of vital 'Non-Award' conditions. They include continuing benefits under the existing Death & Disability Scheme and associated insurance policies, exemptions for police officers and former police officers relating to workers' compensation benefits and associated entitlements, etc.

Whilst there is no predicting the outcome of the court case, we're striving to achieve a fair and just Award for our members.

A new promotions system

In my last report I briefly outlined the Promotions Review being undertaken by the NSW Police Force after we made it clear that it was time for a new promotions system.

The Commissioner had sought to finalise this review by December 2019. However, we were not prepared to settle for a compromised system in order to meet deadlines.

The Police Promotions Steering Committee, on which the Association is represented, met on a monthly basis during the COVID-19 pandemic.

A great body of work went into developing a broad concept document that outlined the formal promotional process and the key concepts of the Career Development elements.

The new promotions process will use a Capability Framework including:

- Focus capabilities
- Complementary capabilities
- Police specific capabilities.

Once NSW Parliament passes legislation to enable the new system, the new promotion process will commence. It will consist of four steps.

Step 1: Individual Capability Appraisal

This is a rank-based process that assesses an officer's ongoing performance and suitability for the next rank.

Step 2: Technical & Operational Knowledge Assessment

The TOKA is a computer-based assessment. Questions are designed to test an officer's operational readiness for promotion to the next rank.

Step 3: Submit a CV and respond to targeted questions

Officers who have successfully completed Step 1 and 2 are deemed suitable to apply for positions that are advertised for promotion.

Step 4: Interview and assessment

Officers who are successful with their CV and application will be interviewed by a panel, which will assess their capability for the role.

A fair and equitable promotion process has long been a goal of the Association. Throughout this review, our role has been to advocate strongly on behalf of our members and to ensure no members were disadvantaged in the process.

Assaults on police

We have continued to highlight attacks on our members and call on the judiciary to support NSW Police by handing down adequate sentences to anyone who assaults a police officer in the executive of their duty.

Every injury takes a toll. We are sick and tired of not being backed up by the courts and government for simply doing our jobs.

As a result of maintaining constant pressure, the Premier announced a Parliamentary committee inquiry into assaults on members of the police force last year. That inquiry has now commenced. It will examine the current incidence of assaults against police and recent trends. A separate NSW Sentencing Council process will examine sentencing for assault offences against NSW police. The PANSW is currently preparing a detailed submission in which we will be seeking meaningful change on behalf of our members.

The spirit of the Blue Family

Whilst the bushfire crisis that occurred during the summer of 2019/2020 has been overtaken by COVID-19, its impact on the Blue Family should not be overlooked.

A number of members who were directly affected by these fires have received assistance from the Association.

In recent times we have significantly increased the benefits provided to our members and their families under the PANSW Welfare Assistance Scheme. Our dedicated Member Support Coordinator works in collaboration with the Executive, branch officials, and branch welfare officers to strategically support members.

Sixty-one Branch welfare officers have been trained to date. Unfortunately, training for the next cohort has been delayed by COVID-19.

Significant wins

During this period, we've had some wins and averted potential problems which I believe are worth reporting.

Income Protection for officers over 60

The Association is particularly proud of having secured income protection insurance for officers aged over 60. We had been fighting a long time to ensure officers over 60 and up to the age of 65 were not excluded from access to income protection should they be unable to attend work due to injury or illness.

We worked cooperatively with the government to get this anomaly fixed. On 2 April 2020, the Police Minister announced the government would meet the cost of the insurance, which is a huge relief to older members of the force who are moving towards the later stages of their careers.

Prisoner Transport Dispute

We also ran a significant dispute regarding prisoner transport by police officers. We have successfully advocated for the implementation of numerous trials utilising Corrective Services NSW, AVL, and other solutions.

These measures have significantly reduced the burden on our members and freed up time for performing more proactive duties.

Right to return to work defended

We were forced to defend two members on the eve of their medical discharge from the NSWPF. Both members were keen to return to work but were denied the opportunity by the Commissioner. Through our intervention and advocacy in the IRC, both members are currently undertaking return to work plans, with a view to returning to full duties.

Insurance risk averted

As an Association, we are constantly vigilant for anything that could negatively impact on members' lives.

One example is the Treasury Amendment (Putting Members' Interests First) Bill 2019, which would have prevented superannuation funds from providing default insurance to members under 25 and for members with account balances below \$6,000.

If passed, this bill would have put at risk critical insurance coverage for police officers who face a higher risk of injury, illness, and death.

The PANSW actively sought to get Police exempted from this bill. We engaged in dialogue with various federal politicians and also personally addressed advisors to Minister Peter Dutton MP and Deputy Prime Minister Michael McCormack MP.

Subsequently, the Federal Government removed the Bill from the legislative agenda. Whilst the danger has passed, we will remain vigilant on behalf of our members.

Partnerships that benefit members

The PANSW continues to diversify income streams to minimise risk including establishing partnerships with organisations like Police Health, Bupa, and Police Bank that provide significant member benefits.

We're constantly looking for ways to provide enhanced value and a better member experience from the initial contact at the Academy. To this end, we continue to support the Police Shop at the Goulburn Academy where all profits are re-invested in amenities for those that use the Academy.

During this reporting period there has been generational change within the PANSW's senior staff, bringing new enthusiasm and increased diversity of views to key leadership positions. It bodes well for our future.

I look forward to serving the men and women of the NSW Police Force who continually demonstrate their professionalism in these most difficult of times.

Tony King

Branch President



TASMANIA BRANCH

Everyone would agree the last 12 months have been unique. The pandemic has thrown up many new challenges. Regardless of the new normal we have tried to remain focussed towards the issues that existed before COVID19.

Workers Compensation

Firstly, September 2019 saw the removal of 'step down' provisions contained within Tasmania's Workers Rehabilitation and Compensation Act for police. After years of advocacy regarding the unfair burden this provision placed on our members, our current Liberal Government successfully legislated for their removal.

Safe Staffing Levels

At the commencement of 2020 and after much lobbying to Tasmania Police a commitment to institute safe staffing levels was made. This commitment will take full effect at the completion of recruiting an additional 125 officers to Tasmania Police.

Enterprise Bargaining

As I write this report, we are about to commence negotiations as part of our Enterprise Bargaining Agreement. Albeit these are challenging financial times it is the aim of the PAT to seek redress regarding the pay freeze our members took in 2014. Our members accepted an 18 month pay freeze to ensure the return of the sworn establishment numbers that were cut by the previous Government. Since that time our members have gone above and beyond to protect the community whilst watching state service staffing numbers and wages increase. We are well aware of the challenge ahead of us but we believe we have a sound strategy to achieve this, regardless of the pandemic and its effect on the state budget.

Roster Review

As a result of consistent advocacy from the PAT, Tasmania Police commenced a review of its shift worker rosters, both 24 and non 24 hour. The review identified key attributes a shift worker roster should have built into it; the roster needs to be forward facing. That is to say it moves from day to afternoon to night shift. 10-hour shift lengths were acknowledged as the optimum for mitigating fatigue and overtime. Reduce night shifts to groups of 3 or 4 to best mitigate the negative effects night shift has on circadian rhythms. As a result of this review and research a number of roster trials were conducted around the state. We are currently awaiting the evaluation of this review.

Worker Health and Safety – Vehicle suitability

I note that in our 2016-17 Branch Report, previous PAT President Pat Allen wrote about the issue of risk assessments as they relate to police vehicle selection and suitability. At the time a Provisional Improvement Notice had been issued to Tasmania Police by a workplace Health and Safety Representative (HSR). Tasmania Police disputed the notice and requested the work health and safety regulator appoint an inspector to review the notice which led to the PIN being modified such that the requirement to undertake a risk assessment was removed on the basis that Tasmania Police had already undertaken such an exercise. Subsequently, the PAT took expert legal advice and challenged the decision of the inspector through the courts in 2017. In late 2020 the Magistrate presiding over the matter, now termed *Cashion v Hull* found that Tasmania Police had failed to appropriately discharge their duty under *Work Health and Safety Act* and ordered Tasmania Police to display the provisional improvement notice within the workplace, consult with workers in the vehicle selection process and provide to the HSR copies of risk assessments that had been undertaken.

Given the contrived nature of the court order the work health and safety regulator appealed the decision in the Supreme Court of Tasmania to correct a number of legal errors contained within the Magistrates order(s). On 23 June 2020 the Supreme Court issued reasons for judgement and fresh orders compelling Tasmania Police to respond to the Provisional Improvement Notice that had been issued in 2017.

Worker Health and Safety – Firearms in Court

The PAT over many years raised with both Tasmania Police and the Department of Justice the issue(s) of security arrangements within Magistrates' Courts throughout Tasmania. On all occasions both work health and safety duty holders were keen to lay blame for remediation of the issues at the feet of the other.

Throughout 2019 the PAT worked closely with the work health and safety regulator and presented their case concerning the inherent safety issues affecting our members. This proactive work resulted in the regulator forming a reasonable belief that there existed numerous contraventions of the *Work Health and Safety Act* by the principal duty holder and person with management and control over the affected workplace(s).

In February 2020 the regulator issued an Improvement Notice effectively against his employer the 'Crown in Right of State of Tasmania – Secretary, Department of Justice'.

The regulator found that the Secretary Department of Justice had failed in their primary duty of care to our members to maintain a safe system of work and to provide facilities that provided workers and others safe access and egress to the workplace(s).

The regulator found that workers and other persons within court premises are exposed to the risk of physical injury, assault and dangerous, disruptive or prohibited objects, as defined in the *Court Security Act 2017* (Tas). Such exposure being caused through the lack of effective security arrangements concerning the exercise of powers and performance of functions of security officers, appointed under s4 or engaged under s5 of the *Court Security Act*, to ensure the safe and efficient management of court premises. The regulator found that such contravention(s) was / were not limited to the provision of safe entry and egress to and from court premises by workers and others including but not limited to security screening arrangements and capability to detect and prevent entry into or onto court premises of all dangerous, disruptive or prohibited objects including the safe storage of such items which might from time to time be seized, secured or surrendered and the existence of uncontrolled physical and psychological risks to the health and safety of workers and others within the court premises, a workplace for the purpose of the *Work Health and Safety Act*.

The regulator directed the Secretary Department of Justice to:

- Reviewing and ensuring that the means of entry and egress to and from court premises are without risks to the health and safety of any person arising from physical or psychological hazards.
- The implementation of effective security screening arrangements, such as airport style security body scanning and 3D-capable CT (computed tomography) equipment, sufficient to detect, disrupt and prevent all dangerous, disruptive or prohibited objects from entering into or onto court premises. Including the implementation of safe and secure storage facilities concerning the storage of such items that might be seized, secured or surrendered under the *Court Security Act*.
- The implementation of effective incident response capability by security officers, appointed under s4 or engaged under s5 of the *Court Security Act*, to ensure workers and others in or on court premises are not exposed to the risk of physical and psychological injury. This includes the development and implementation of and training in the application of dynamic risk assessments and effective incident response protocols to ensure the court premises are without risks to the health and safety of any person.

The regulator who took on the challenge of dealing with systemic failures in the safety management system(s) employed with Magistrates' Court throughout Tasmania resigned from his position in March 2020. And, regrettably the PAT have recently learnt that the Improvement Notice that had been issued in February had been cancelled by the current acting regulator with no explanation whatsoever. Consequently, the PAT are considering their options and are contemplating a legal challenge to the decision of the acting regulator – as the safety concerns of our members who are attending these workplaces on a daily basis remain an issue.

Colin Riley

Branch President



NORTHERN TERRITORY BRANCH

The Northern Territory Branch of the Police Federation of Australia (PFA) wish to acknowledge the tireless work of police across all jurisdictions in what has been one of the most challenging and resource intensive years in our history.

We have seen once again police officers called on by all State and Territory governments to do extraordinary things in very trying times. It is the police, along with other frontline agencies, who are on the frontline of a world pandemic. Their lives are literally on the line, to keep us all safe.

Additionally, here in the Northern Territory (NT), the year has dealt challenges beyond what we expected, including a critical incident (police shooting) where one of our colleagues was charged with murder just four days after the shooting.

Coupled with the worst performing economy in the nation, and debt levels projected to exceed \$8 billion dollars, there are more challenging times ahead.

COVID-19 response

The unprecedented Coronavirus (COVID-19) pandemic came with barely a warning, requiring immediate action. The NT, driven by the response from the Federal Government, chose to implement some of the earliest and strictest border and biosecurity restrictions in the country. Our remote communities were deemed highly vulnerable, and this required a significant resource deployment to over a dozen internal biosecurity points alone.

It saw our Police, Aboriginal Community Police, and Auxiliaries step up to the plate, in a manner never seen before. Police demand for personal protective equipment (PPE) and hand sanitiser outstripped supply, with extraordinary requirements for a policing presence at local supermarkets to quell potential unrest for food and other essential supplies.

Cancellation of leave, boosting of core frontline policing, and a temporary change to 12-hour rosters were all swiftly implemented following restrictions announced by the NT Government. The Northern Territory Police Association (NTPA) was briefed early on to work through the industrial issues as best as possible, given the tight timeframes.

Concerns arose from some of our permanent remote members regarding the *Biosecurity Act* restrictions, and their inability to come and go from the remote communities as needed. Exemptions were put in place to allow members to apply, on a case-by-case basis, to leave the community for non-operational reasons, and Divisional officers worked hard to provide alternatives for additional supplies for those members.

Like all jurisdictions, the policing response is predicted to last for a prolonged period of time, possibly years, with ongoing requirements to boost the frontline. The initial staffing of the emergency Biosecurity and Border control points occurred with the assistance of the Federal Police and defence personnel. These arrangements have essentially ended, with the last remaining Federal Police leaving in September 2020.

Concerns are held that NT police resources are already stretched to breaking point and that current COVID-19 commitments requires members to regularly work overtime with many already suffering fatigue. In order to provide a sustained response, we are lobbying for members to access essential down time and regular recreation leave. The NTPA is concerned that due to the demand on resources this will be delayed until there is an increase in police numbers, through increased and ongoing recruitment.

NT Economy

Historically, the Northern Territory has operated in a boom and bust cycle. The NT has a relatively small economy which is characterised by natural resources, tourism, defence and our sizeable public sector. The NT economy continues to lag behind all other states and territories and has reached record debt of 8.2 billion dollars. Despite increased debt and a decline in GST revenue from the Federal Government, the economic impact of COVID-19 is yet to be fully realised. On 1 July 2020, our members, along with other NT Government public servants, received a 2.5% salary increase as per our EB agreement. This increase was followed shortly thereafter by the NT election on 22 August 2020.

Police shooting – Yuendumu

On Saturday 9 November 2019 Constable Zachary Rolfe was involved in a police shooting at the remote community of Yuendumu, some 300kms north west of Alice Springs. The NTPA immediately provided support to Constable Rolfe and his family, along with the other members directly involved.

What followed was unprecedented public misinformation, condemnation and vilification of the police members involved via unfiltered social media reporting. This was followed up with irresponsible public commentary, including from the Chief Minister Michael Gunner. Just 4 days later, in what was a defining moment for our membership, Constable Rolfe was arrested and charged with murder.

The following day the Northern Territory Independent Commissioner Against Corruption (ICAC) Commissioner Kenneth Fleming QC made the conscious decision to attend a rally in Alice Springs driven by the Black Lives Matter movement, where he held court with the microphone to make inflammatory and biased comments.

This outrageous behaviour from a senior independent public figure disgusted our membership, and although the NTPA demanded his resignation, Mr Fleming arrogantly refused, only to later announce he would step aside from oversight of the investigation after public outrage.

Since the incident, the NTPA has received ongoing reports from members that while undertaking their duties, they are being subjected to verbal and physical abuse, directly related to the Yuendumu events. The effect on police moral, particularly in our Alice Springs region, has been devastating, with concern held for the ongoing wellbeing of members.

The case is currently before the courts, with the committal hearing having taken place from 1 to 4 September 2020.

New Police Commissioner

On 11 November 2019, the NT Police appointed Mr Jamie Chalker APM as the new Police Commissioner, just two (2) days after the Yuendumu shooting. Commissioner Chalker APM holds more than two decades of NT policing experience, including first-hand knowledge from working at remote police stations. With this being the first local NT Police Commissioner for some time, there are high expectations of him to provide a realistic and measured response to the issues of remote policing particularly. However, since his commencement the world has faced extraordinary challenges meeting the policing response to the COVID-19 pandemic and this continues to be the case today.

Legislation

The NTPA was supportive of several changes being introduced to the Return to Work Legislation Amendment Bill in June 2020, which deemed Post-Traumatic Stress Disorder (PTSD) as a disease.

However, we do not believe the changes went far enough and will continue to lobby government to introduce full presumptive legislation for police officers with PTSD.

The NTPA continue to lobby government on a raft of legislative improvements, particularly relating to assaults on police, attempts to take a firearm and the archaic discipline processes faced by our members.

Election

With a struggling economy and a lack of pre-election policy and costings, it was thought the recent NT Government election would see NT Labor lose their majority government status.

However, with the current pandemic response, and former County Liberal Party (CLP) Chief Minister Terry Mills forming his own conservative party, Territory Alliance (effectively splitting the conservative vote), NT Labor have retained majority status following the election on August 22.

The Opposition CLP have increased their seats, providing a stronger opposition in the coming term.

Future

With large debt and a struggling economy, it is expected that the next four (4) years in the Territory will be tough. We anticipate that COVID-19 will continue to see increased pressures placed on our members go above and beyond their duty to serve and protect, expected to do more with less. We know we are not alone in this difficult task and would like to thank our fellow Associations and Unions across Australia for their support and hard work.

Paul McCue

Branch President



AUSTRALIAN FEDERAL
POLICE ASSOCIATION BRANCH

2019-2020 has been an interesting year for the Australian Federal Police Association (AFPA) in several different respects. Some have also been apparent in other jurisdictions, while others were unique to the AFPA.

The first half of 2019-2020 was business as usual, with the AFPA maintaining and building on our efforts from previous years. In late 2019, we saw a change in AFP Commissioners, from Commissioner Andrew Colvin to Commissioner Reece Kershaw. Before Commissioner Kershaw's commencement, we paid him a visit where he openly told us of his plans for a 'new' AFP. Over the years we have seen the AFP become stagnant, and resemble more of a public service department with a law enforcement element than a police force. At the time, Commissioner Kershaw said he wanted to put the 'P' back into 'Policing'; this was a position that we welcomed. He also became a member of the Association, further strengthening the relationship between the AFPA and the Commissioner's Office.

We gave Commissioner Kershaw some time to find his feet, and he made immediate changes that resonated well with the membership and improved the morale within the AFP overall. The everyday issues that members have to contend with were still there, but it seemed that the ship was back on course. In saying that, there is still a lot of work to be done within the industrial relations space to ensure our members are well supported and looked after.

The AFPA faces challenges that our state and territory counterparts do not have to contend with. ACT Policing comes under the ACT Government's framework, while the National cohort comes under the framework of the Federal Government. This is a challenging environment to operate in, as we saw firsthand with the recently introduced cannabis legislation. It is now legal for members of the community to grow four cannabis plants at their homes and smoke cannabis within private premises. We strongly opposed this legislation and cannabis remains a prohibited substance under Commonwealth legislation. We took the matter to the Federal Government, and they agreed that the laws are problematic.

Unfortunately, the laws passed through the ACT Legislative Assembly. On the one hand, we now have the local government saying cannabis is legal and decriminalised. On the other hand, we have the Commonwealth continuing to view cannabis as an illicit substance, and expecting AFP and ACT Policing officers to uphold the Commonwealth legislation. It is a legal minefield for our members to navigate through, and we will take this matter into the 2020 ACT election as a commitment to have the legislation repealed.

Just as we were dealing with the cannabis legislation, the bushfires around New South Wales (NSW) and the Australian Capital Territory (ACT) commenced. During this time, we reached out to the AFP and suggested that members in Sydney and Canberra, who were impacted or had family impacted, be given miscellaneous leave to attend to the situation. Commissioner Kershaw embraced this idea, and we had some very grateful members who were able to attend to their family and properties.

During the summer, the ACT and south coast of NSW was hit hard by the bushfires and the resultant extremely poor air quality. At its peak, the ACT and Canberra had the worst air quality in the world, even worse than China and India. The air was filled with smoke, making visibility extremely low and affecting people's health. Little did we know that this was the start of our journey into 'home offices' and remote working.

In early 2020, the world as we knew it changed. Still suffering from the bushfires, we ran headfirst into the COVID-19 pandemic, which posed a whole range of different challenges. We persevered with the 'home office' routine for several months, and I want to thank all the AFPA employees who made the transition and continued to perform their duties. It was a difficult time for everyone, and we have learned some lessons – but the positive outcome was that our business continued as usual, and the membership enjoyed an extremely high-level consistency of service.

During the year, our staff have worked tirelessly to continue to provide effective, efficient, and high-quality services to our membership and I would like to thank them for their efforts. The team have all proven their dedication towards the membership many times over, and have always striven towards making the AFP a better working environment for everyone.

In the media and political space, the AFPA took another step forward. This was evident in the recently passed 'assault first responder' legislation. This legislation had been on and off the table for the past 12 years. This time, we approached the Canberra Liberals (ACT Opposition) and worked with them to develop the legislation. This caught the Government on the hop, and unsurprisingly, they then got their act together. Now, after working with both sides of the Government, and receiving tri-partisan support, we have the legislation platform that has been lacking in protecting police officers and other first responders. The legislation needs some fine-tuning, especially as the penalty for assaulting a police officer is the same penalty for a common assault. This will be another thing we take into the ACT Election. I would like to take this opportunity to thank Mrs Giulia Jones MLA from the Canberra Liberals. She was instrumental in getting this legislation passed and while in Opposition, continues to push for better outcomes for the AFPA and ACT Policing members.

The AFPA is still fighting hard for better accommodation across ACT Policing. Gungahlin Police Station is a police station that was better suited to the 1970s, while ACT Policing's Winchester Police Centre, City Police Station, and the Traffic Operations Centre are well passed their use-by-date. This is another agenda that we will push in the 2020 ACT Election.

In mid-June, we held a Special National Council via videoconferencing. It was a first for the AFPA, and it worked quite well. Again, we learned some valuable lessons which we are happy to share with other Associations and Unions. The purpose of the Special National Council was to vote on some rule changes and to bring our convenors and delegates up-to-speed on *Operation Recognition* which is our enterprise agreement bargaining campaign.

In mid-July, then AFPA President Angela Smith decided the time was right to relinquish the position. This was a personal choice by Angela, and I thank her for the past four years she held the office of President. As a result, I was elected to the position of President, and I thank the AFPA's Executive Committee for having confidence in me.

Throughout the year, we have focussed on the AFPA's Enterprise Agreement bargaining campaign. Engaging Mr Peter Lewis from Essential Media in 2019, we started the education process, concentrating especially in the areas of workplace bargaining, industrial action, the government's bargaining framework, and member expectations. The AFPA is hamstrung in this environment due to the government's bargaining framework, which locks in a maximum of two per cent pay rises per year and no enhancements or improvements. We have continuously lobbied the Federal Government on this matter. Still, given the current financial situation that Australia finds itself in, there seems little appetite to remove the AFP from this framework.

We have also continued to lobby the Federal Government on matters such as the proposed AFP wage freeze, the 45-week Comcare impairment wage cut, and the removal of the AFP from the government efficiency dividend.

Throughout all of this, the AFPA is punching well above its weight. We have an excellent relationship with the AFP Commissioner, and the effects of this are beginning to filter down into lower and middle management. We are starting to influence the AFP in positive ways, always putting the welfare of members at the forefront. We can support both the members and organisation at the same time in achieving excellent outcomes, and we have seen what good can be achieved. Our relationship with media agencies continues to improve, and we are often asked to comment on significant matters relating to the AFP and ACT Policing. It is a pity that the ACT Government doesn't follow the same lead.

Our relationship with the AFP has become a relationship with a common cause – the best outcome and support for members. This doesn't always eventuate, but we will continue to fight for our members and support them however we can. It has taken a while for the AFP to see that our best intentions are towards supporting the membership and supporting the organisation on the political front. It's much sensible, efficient and purposeful to work together towards a solution, rather than being at continuous loggerheads over matters. This relationship will continue to develop and hopefully flourish.

This year has been very challenging, and I envisage the environment will continue to be challenging while we negotiate a new Enterprise Agreement and continue to lobby Government on the Agreement's framework. The financial challenges caused by COVID-19 and the bushfires will be extreme and something that we need to be mindful of moving forward. It may take years for Australia to financially recover.

I extend to all the AFPA staff, former and current, my thanks and appreciation for their commitment and dedication to the members and to the AFPA. Our ability and resilience have been second-to-none, and I look forward to a successful 2020-2021.

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