



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

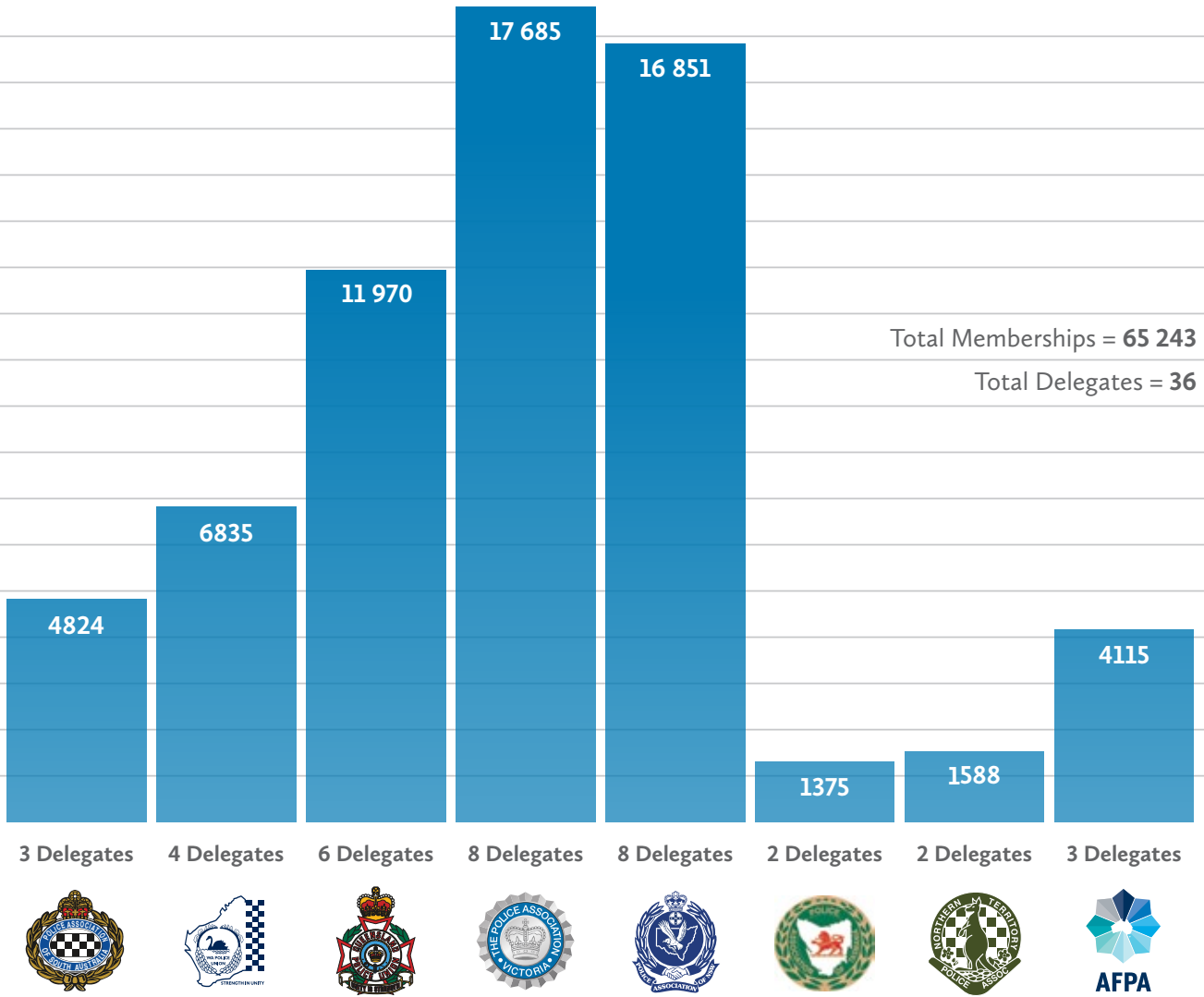


**POLICE FEDERATION
OF AUSTRALIA
ANNUAL REPORT
2020–21**

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AFFILIATES



MEMBERSHIP Nos. @31/12/20 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)
	Alex Caruana (Australian Federal Police Association)
	Tony King (New South Wales)

LIFE MEMBERS

Leon Kemp	Jon Hunt-Sharman
Peter Alexander	Mark Carroll
Mark Burgess	Ian Leavers
Vince Kelly	John Laird

STAFF

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

MEETINGS CONDUCTED

Federal Council:

16 September 2020 Video Conference

Special Federal Council:

05 March 2021 Video Conference

Executive:

12 October 2020 Video Conference

05 November 2020 Video Conference

16 February 2021 Canberra/ Video Conference

13 May 2021 Canberra/Video Conference

22 July 2021 Video Conference

Industrial Planning Committee:

27 October 2020 Teleconference

10 March 2021 Canberra/ Video Conference

29 June 2021 Canberra/Video Conference

Women's Advisory Committee (WAC):

Due to COVID-19 Restrictions, no face-to-face meetings were possible over the reporting period.

PRESIDENT'S REPORT



Police stellar in COVID-19 response — but it's time to move forward

I can't remember a more challenging 12-month period for police since I graduated from the Fort Largs Police Academy in 1986. The COVID-19 response and its associated burdens have taken an enormous toll on members across the country. The response has impacted on policing in ways we would never have thought possible. It certainly presented challenges we hadn't seen in our profession.

Every single Police Federation member has shown extraordinary resilience and patience throughout the past year, while dealing with the impact on police work and resources. Whether it was guarding state borders (with the great assistance of the ADF) or carrying out extra duties related to the pandemic, members have faced — and continue to face — extraordinary challenges.

Without the critical input of police officers, this country would not have been able to function. As I often say publicly — we are the first line and the last line, and the COVID-19 response reaffirmed that adage.

Our members' courage and expertise has been first class. They have remained on guard and ready in an extremely unpredictable environment. In their capacity as essential workers, their dedication and exceptional resilience will no doubt be drawn on again before this whole situation is over.

But there's a critical point to emerge from all this — and it hasn't been spoken about often enough. At the very beginning of all this, in March 2020, I told a media pack that crime does not stop during a pandemic. Front-line cops don't have the luxury of "working from home." It turns out we've had much more than the usual crime — including pandemic-related crime — to deal with over the course of the last 18 months.

Whether it be border closure enforcement, hotel quarantine, testing facilities, stay-at-home-orders or QR code enforcement — there is barely a challenge PFA members haven't been called upon to undertake. For some members, that has even meant the postponing or cancelling of annual leave and great uncertainty about their personal and family lives. But every police union in the country should be clear on one thing: as the nation transitions back to normal life, it is imperative that police officers are fully relieved of the COVID burden and allowed to return to their regular duties.

President's Report

Department strategies across the country — which have conscripted police officers directly into COVID-19 roles — are simply not sustainable and they need to change. We accepted that some of these strategies were somewhat justified at the outset of the pandemic, but we were very clear that they are inappropriate as long-term measures.

Members all across the country have been stationed in medi-hotels around the clock and assigned to surveil business operators and their customers to monitor things like QR-code and other COVID-related compliance. Those not assigned to COVID duties have been left short-staffed and struggling to respond to public need and victim-related crime on the front-line — all across the nation. So, we consider it inappropriate for members to be standing guard in hotel lobbies while critical police matters demand their response on Australian streets and neighbourhoods. Simply — many COVID duties are not roles for sworn police officers and this kind of deployment has to be reviewed all across the country.

Some of the deployment strategies have been provably unsustainable. Most days, members did indeed inform their unions of the personal cost to them and their families. The onus is, after all, on state and federal governments to fund and resource their police officers, who put themselves in harm's way for the sake of community safety.

Tragic loss of police life

The entire Australian police family was deeply saddened by the loss of QLD Senior Constable David Masters in June 2021. Senior Constable Masters, 53, was laying road spikes to stop a stolen car at Burpengary when he was struck just after 3:00am on Saturday.

Jurisdictional borders play no part in the sorrow that follows such a needless police death. Across Australia, we feel the pain equally.

On behalf of the entire Police Federation of Australia, I offer our deepest sympathies to the Masters family and David's colleagues.

National Police Bravery Awards 2021

Unfortunately, the 2020 awards ceremony was not held owing to COVID-19 restrictions. This year, members have been able to nominate an individual for both the 2020 and 2021 awards. Regrettably with the unfolding COVID-19 pandemic situation across jurisdictions including the latest outbreak in the ACT, the 2021 National Police Bravery Awards ceremony will not proceed.

President's Report

2021 PFA Report

As always, I encourage all PFA members to read this entire report. It covers, in great detail, the PFA's role in putting forward members' cases, not only to government officials, but also to police departments across the country.

The challenges of 2020/2021 have been enormous, but I've been around long enough to know there will be a whole new set of obstacles to overcome within the next 12 months — and we're ready for them.

I'd like to thank PFA CEO Scott Weber and Office Manager Debbie Martiniello for their outstanding work in maintaining the federation as a strong, professional and influential organisation. I also thank all PFA staff, the executive and the state branches.

Of course, there would be no federation without its members. The PFA membership comprises more than 65,000 sworn police officers across the country. This is the cornerstone upon which we can continue to have such a powerful influence negotiating with police departments and government representatives.

I thank all PFA members for their incredible support.

Mark Carroll
President

CHIEF EXECUTIVE OFFICER'S REPORT



It is with pleasure that I prepare my third 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 outlined above, this reporting period has been dominated by the ongoing COVID-19 pandemic and as we compile this report, greater Sydney, Melbourne and more recently Canberra remain in lockdown with a range of restrictions occurring across the country.

It's a testament to the work of our members, that whilst there have been some criticisms over the past 12 months of the police response, overwhelmingly the public's support of its police has been very strong. We saw in the *Roy Morgan Image of Professions Survey 2021* that public attitude dropped dramatically in police ethics and confidence in the police due to police being the face of social distancing. As we've pointed out on numerous occasions though, our role is to police the laws, not make them. This makes it very difficult in the COVID world maintaining strong community support and involvement whilst enforcing health restrictions. As highlighted by the PFA President, police have been taken away from their core duties which has resulted in the community needs not being met and more police numbers being needed.

The following pages outline in detail, the amount of work that still goes on, often behind the scenes in support of our, now in excess of 65,000 members.

Whilst we have been prevented from conducting most of our meetings on a 'face to face' basis, we have managed to continue to engage with Branches, Members and other relevant parties, with every meeting conducted over the past 12 months, having some form of video or teleconference component.

As a result, the PFA upgraded its video conference facilities in its boardroom ensuring all meetings were run smoothly and with the latest technology.

I trust that you will find the following report informative and gives a precise picture of the PFA's activities during this difficult time for all.



PFA Staff

VISION 1

Influence and power at the national level

Engagement with the Federal Parliament

Due to the COVID-19 pandemic, the PFA 2020 Federal Council was held in September via Zoom video conferencing and many events over the Annual Police Week and throughout the rest of the year were significantly affected by the necessary COVID-19 restrictions.

However, over the course of the year, the PFA has managed to maintain its relationships with various ministers, shadow ministers, parliamentary committee members, cross benchers, senators and backbenchers from all parties.

PFA Pre Election Campaign

During the year we commenced the development of a pre-election document in case an early election was called. That draft document has been continually updated and refined after ongoing liaison with Branches and the Executive.

It now appears that a federal election will not be held before early 2022 however the PFA is well placed to provide all political parties with a key list of issues that we will be seeking their commitment to in the lead up to the election. Further detail on the PFA pre election campaign will be reported in the PFA's 2021-22 Annual Report.



Parliamentary Submissions

During the reporting period the PFA made numerous submissions to parliamentary inquiries. They included:

Vision 1

Parliament inquiry into the expansion of ACLEI's jurisdiction and the corruption vulnerabilities of law enforcement agencies' contracted services

The Parliamentary Joint Committee on the Australian Commission for Law Enforcement Integrity has announced an inquiry into the expansion of ACLEI's jurisdiction and the corruption vulnerabilities of law enforcement agencies' contracted services. Submissions are due by 08 October 2021. At the time of compiling this report the PFA is currently researching this issue with a view to making a submission.

For Terms of Reference [click here](#).

Inquiry into housing affordability and supply in Australia

The House of Representatives Standing Committee on Tax and Revenue is calling for submissions to this inquiry by 13 September 2021. At the time of compiling this report the PFA is currently researching this issue with a view to making a submission.

For Terms of Reference [click here](#).

Inquiry into Road Safety

The Joint Select Committee on Road Safety has announced an inquiry into road safety which will be required to report to parliament before 01 July 2022. At the time of compiling this Annual Report we are undertaking research into the issue with a view of the PFA making a submission to the inquiry.

For Terms of Reference [click here](#)

Inquiry into the Adequacy and Efficacy of Australia's Anti-money Laundering and Counter-terrorism Financing (AML/CTF) Regime

The Senate Legal and Constitutional Affairs Committee has announced an inquiry into the adequacy and efficacy of Australia's anti-money laundering and counter-terrorism financing regime. Submissions are due by 27 August 2021 and at the time of compiling this Annual Report we are undertaking research into the issue with a view of the PFA making a submission to the inquiry.

For Terms of Reference [click here](#)

Family Law Amendment (Federal Family Violence Orders) Bill 2021

On 13 May 2021, the Senate referred the provisions of the Family Law Amendment (Federal Family Violence Orders) Bill 2021 to the Legal and Constitutional Affairs Legislation Committee for inquiry and report by 29 July 2021. The PFA put forward a submission to this inquiry which closed 18th June 2021.

The PFA strongly supported the intent of the Bill however asked the Committee to consider issues surrounding police training and resourcing. The PFA recommended that any training, additional resourcing or technology upgrade requirements for state and territory police as a result of this Bill, be funded by the Federal Government.

Vision 1

The PFA also noted Report 7 of 2021 by the Parliamentary Joint Committee on Human Rights and anticipated that the Committee would address any unintended consequences concerning human rights.

To read the PFA submission 18 June [click here](#).

The PFA was invited to appear at the public hearing 14 July 2021 alongside the Queensland Police Union. Due to COVID-19 restrictions this took place via video conferencing.

To read a copy of the hearing transcript [click here](#)

To read a copy of the Committee report tabled on the 29 July 2021 [click here](#)

Mental Health and Suicide Prevention

As reported in previous years, the PFA has made numerous submissions outlining recommendations to improve the mental health and wellbeing outcomes for police officers as well as outlining our views of the role Commonwealth, state and territory governments have, to address such issues. These concerns were voiced in 2018 in the PFA's submission to the Senate Education and Employment References Committee for the *Inquiry into the role of Commonwealth, state and territory Governments in addressing the high rates of mental health experienced by first responders, emergency workers and volunteers*.

On the 10 December 2020 the House of Representatives established the Select Committee on Mental Health and Suicide Prevention calling for submissions for the *Inquiry into Mental Health and Suicide Prevention*. This inquiry, coming about due to the changing landscape of mental health after the COVID-19 pandemic and the bushfires.

The PFA's March 2021 submission included recommendations focusing on; progressing presumptive legislation, the provisional acceptance of claims and workers compensation for police and other first responders who have psychological injuries, improving superannuation and the continuation of government support for the Blue Hub Project as well as recommending a Blue Card for eligible police and former police with similar benefits to the White Card for Defence Force personnel.

To read the PFA submission 24 March 2021 [click here](#).

The Committee presented an interim report on the 15 April 2021, [click here](#) to view. The final report set to be delivered by 01 November 2021.

Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Bill 2020

Whilst the majority of police jurisdictions do not fall under the Fair Work Act, Victoria Police and the Australian Federal Police do operate under that Act.

Vision 1

The PFA therefore made a submission to the Education and Employment Legislation Committee strongly supporting the AFPA's submission, sharing concerns of unintended consequences for our industry, specifically relating to the impact these changes may have on police bargaining.

To read the Education and Employment Legislation Committee report 12 March 2021 [click here](#).

To read the PFA submission 05 February 2021 [click here](#).

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

Following on from the PFA's August 2020 submission and providing evidence at the August 2020 hearing the PFA was invited to put forward a supplementary submission in 2021. In this submission the PFA reiterated the importance of interoperability across public safety agencies and how such interoperability is dependent on comprehensive and robust education and training systems to prepare personnel to perform effectively together in emergencies.

To read the Parliamentary Joint Committee on Law Enforcement report released in June 2021 [click here](#).

To read the PFA 05 February 2021 supplementary submission [click here](#).

Commonwealth Integrity Commission Bill 2020 (the draft Bill)

The PFA put forward a submission on the 12 February 2021 in support of the AFPA's submission. Of concern in our submission, we raised the inconsistencies between the Commission's Law Enforcement Division and the Public Sector Division and our concern over how police from other jurisdictions could find themselves subject of an investigation through Joint Taskforces and sought information on what protocols were in place to ensure 'double jeopardy' did not occur.

To read the PFA submission 12 February 2021 [click here](#).

To view the Attorney General's Department November 2020 Fact Sheet about the CIC [click here](#)

Review of Surveillance Legislation Amendment (Identify and Disrupt) Bill 2020

The PFA in its submission to the Parliamentary Joint Committee on Intelligence and Security (PJCIS) strongly supported the Bill. We saw the Bill as a means of tackling the criminal use of encryption, anonymising technology and the dark web and allowing the appropriate police powers to keep up with the evolving criminal threats as crime is increasingly being transferred to the digital world.

To read the PFA submission 12 February 2021 [click here](#).

Vision 1

Review of Critical Infrastructure Bill and launch of Statutory Review of Security of Critical Infrastructure Act 2018

The Parliamentary Joint Committee on Intelligence and Security (PJCIS) commenced a review into the Security Legislation Amendment (Critical Infrastructure) Bill 2020.

For over a decade the PFA has been campaigning for a Public Safety Mobile Broadband (PSMB) capability for police and emergency services agencies. In our submission we identified that since the beginning of the debate around PSMB there have been numerous technological advances seeing the development of further sophisticated equipment and communities also having access to ever increasingly sophisticated technology.

The PFA believes that critical infrastructure, underpinned by effective legislation, is a crucial component of a PSMB capability. For this reason the PFA supported the intent of this Bill.

Hearings of this Committee have been ongoing and the PFA has been monitoring the transcripts.

To read the PFA submission 12 February 2021 [click here](#).

Intelligence Oversight and Other Legislation Amendment (Integrity Measures) Bill 2020

On 12 February, the PFA put forward a submission to the Parliamentary Joint Committee on Intelligence and Security (PJCIS) in support of the intent of the above Bill.

To read the PFA submission 12 February 2021 [click here](#).

Exposure draft Mutual Recognition Amendment Bill 2020

The Deregulation Taskforce at the Department of Prime Minister and Cabinet invited submissions on the Exposure Draft Bill and the proposed Automatic Mutual Recognition scheme more broadly.

Whilst the PFA did not make a submission to this inquiry it did participate in an AMR national roundtable. The information and insights collected in these consultations was provided to the PMC's Deregulation Taskforce.

To read more the progress of AMR, please visit the [Deregulation Taskforce's AMR webpage](#).

To read the Exposure Draft Legislation Consultation Paper [click here](#).

In July 2021, the Commonwealth Parliament passed the Mutual Recognition Amendment Bill 2021 (the Bill) and the AMR scheme was implemented in NSW, Victoria, ACT and NT on 1 July 2021. Other jurisdictions were expected to progressively enter the AMR scheme, pending the passage of legislation in each state.

Vision 1

Inquiry into the Crimes Legislation Amendment (Economic Disruption) Bill 2020

The PFA has been a long-term supporter of the Proceeds of Crime Act to target and disrupt serious and organised crime, having been involved in the debate and development of legislation around Unexplained Wealth provisions, since 2007.

Therefore, the PFA was pleased to take the opportunity to put forward a submission to this inquiry to provide specific support for Schedule 7 of the Bill, providing the Minister with alternative avenues to fund operations of state and territory police forces in activities that are consistent with Section 298 of the Proceeds of Crime Act 2002, in particular for crime prevention and law enforcement measures.

With numerous areas of enhanced law enforcement cooperation that could be fostered through this Bill the PFA applauded the governments bipartisan approach that has existed for many years in enhancing legislation to allow police and other agencies to target serious and organised crime both in Australia and overseas.

To read the PFA submission 24 September 2020 [click here](#).

The Committee released a report on November 2020 recommending the Senate pass the Bill.

To read the Committee report [click here](#).

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

As reported in the PFA Annual Report 2019-20 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 put forward a submission in March 2020 and following on from this submission accepted an invitation to appear at the Hearing for this Inquiry on the 21st September 2020. The PFA reiterated concern regarding the possible development of a standard for private contracted security and detection dogs, that could have the potential to be imposed as a defacto standard on the operation of police dogs and their handlers and could cause confusion as a benchmark for dog handlers. This being of particular concern if not fully understood in the context of some future commission of inquiry.

The Committee released its report February 2021 stating the private sector patrol and detection dog standard was expected to be released for public comment in early 2021. As at the time of writing this report it has not been released.

To read the Committee report [click here](#).

To read the PFA submission March 2020 [click here](#)

To read the September 2020 hearing transcript [click here](#).

Vision 1

Inquiry into the Australian Government's Response to the COVID-19 Pandemic

As reported in the PFA 2019-20 Annual report the PFA put forward a detailed submission to the Inquiry into the Australian Government's Response to the COVID-19 Pandemic in June 2020.

In this reporting period the COVID-19 pandemic continues to put considerable pressure on police resources with ongoing outbreaks and lockdowns as we have witnessed most recently in July 2021 across New South Wales and Victoria.

The Committee have released two Interim Reports; the first in December 2020 [click here](#) the second in February 2021 [click here](#).

For PFA submission 4 June 2020 [click here](#).

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

Inquiry into Public Communications Campaigns Targeting Drug and Substance Abuse

Having made a submission to this inquiry in January 2020 and providing further evidence to this inquiry in October 2020 at the public hearing in Canberra, the PFA was invited to provide a supplementary submission in January 2021.

The PFA recommended to the Committee that the Australian Institute of Criminology (AIC) be funded to undertake research into the various drug rehabilitation programs on offer, including their success rates against recidivism rates, and whether drug rehabilitation programs provide good value for money when compared with public awareness campaigns. Further, that the AIC be funded to research a possible system of regulation or accreditation of drug rehabilitation programs, particularly those programs that are linked to the criminal justice system via parole or diversionary programs.

To view the PFA supplementary submission January 2021 [click here](#).

The Committee's Report was tabled 12th May 2021. They made four key recommendations:

1. That the Australian Government implement a new public communication campaign that will support law enforcement agencies' efforts to reduce current and future illicit drug demand;
2. That a public communications campaign should have certain characteristics, including:
 - targeted messages to different cohorts;
 - a national schools' element;
 - information on addiction treatments;
 - using both quantitative and qualitative measures for efficacy; and,
 - a long-term approach of at least 3–5 years;

Vision 1

3. That the Australian Government ensure that law enforcement bodies have a strong, equal voice in developing policies and strategies to reduce illicit drug demand, including drug treatment services; and
4. That the Australian Government support research into the efficacy of addiction treatment programs in reducing drug-related crime recidivism.

To read the full Committee report [click here](#).

The Royal Commission into National Natural Disaster Arrangements

As reported in the 2019-20 PFA Annual Report in response to the catastrophic bushfires of 2019-20, the Royal Commission into National Natural Disaster Arrangements was established on 20 February 2020. The PFA made a detailed submission on the 28th of April 2020.

In this current reporting period, the Commission released its full report on the 28th October 2020. After 10 years of the PFA being at the forefront of debates about the concept of a PSMB capability, the Royal Commission into National Disaster Arrangements made a recommendation for its establishment.

The Report made two important recommendations for communications upgrades for police and public safety –

Recommendation 6.3 Interoperable communications for fire and emergency services across jurisdictions

State and territory governments should update and implement the National Framework to Improve Government Radio Communications Interoperability, or otherwise agree a new strategy, to achieve interoperable communications across jurisdictions.

Recommendation 6.4 Delivery of a Public Safety Mobile Broadband capability

Australian, state and territory governments should expedite the delivery of a Public Safety Mobile Broadband capability.

In April 2021 the Government announced the signing of a contract to develop a feasibility trial for the National Public Safety Mobile Broadband program. The PFA will be keenly following the development, delivery and maintenance of Public Safety Mobile Broadband (PSMB) to support emergency responders.

To read the full report [click here](#).

To read the PFA's submission April 2020 [click here](#)

Vision 1

Telecommunications Legislation Amendment (International Production Orders) Bill 2020

The PFA made a submission 30 April 2020 in support of the intent of the legislation.

The Committee report was released May 2021 [click here](#) to view.

The PFA was pleased to see the Bill pass both Houses on 24 June 2021, having been a long-time supporter of legislation that further enhances the ability to prevent, detect, investigate and prosecute the perpetrators of serious crimes.

Inquiry into Illicit Tobacco

As reported in the PFA's 2019-20 Annual Report, the strong growth of the illicit tobacco market in Australia, controlled by serious and organised crime, is a matter of major national concern for Australian police forces, therefore on the invitation of the Committee the PFA made a submission on 29 November 2019 and following on from this provided further evidence to the Hearing held in December 2019.

In the 2020-21 reporting period the PFA wrote to the Assistant Minister for Customs Community Safety and Multicultural Affairs, the Hon Jason Wood in February 2021 endorsing the contents of the Committee's final report released in November 2020 and encouraged the Government to support all recommendations. The PFA also recommended a Round Table with the key representatives from the Commonwealth, state police and other key stakeholders and giving the Australian Criminal Intelligence Commission (ACIC) a prominent roll, in any strategy developed due to the involvement of serious and organised crime. The PFA also supported the work of Crime Stoppers Australia in such campaigns.

To read a copy of the PFA's submission November 2019 [click here](#) and for the December 2019 hearing transcript [click here](#).

For a copy of the Committee's final report released in November 2020 [click here](#).

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. After providing a submission to this inquiry on 30 June 2020 the PFA was invited to give evidence at the hearing on the 23 September 2020.

To read the PFA Submission 30 June 2020 [click here](#).

To view the September 2020 hearing transcript [click here](#).

To read the Committee report released November 2020 [click here](#)

Retirement Incomes Review for Treasury

[\(See below report in Vision 2\)](#)

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. As reported last year, Car Hero Plus continues to offer members the following benefits:

- 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. The PFA has progressed draft Regulations, Determinations, Artwork and Letter of Patent for the meritorious service medal. Letters of Support from The Council of Ambulance Authorities and Australian Fire & Emergency Council (AFAC) have been received. ANZCOPP again endorsed the proposal and the PFA and AFP Recognition and Ceremonial have now completed a submission to the Federal Government to approve.

Superannuation

Retirement Incomes Review for Treasury

As reported in the 2019-20 PFA Annual Report the PFA made a detailed submission to the Review on 03 February 2020. The final report was provided to the Government in June 2020 with the Report released publicly on 20 November 2020.

To view the full report [click here](#).

To read the PFA’s submission February 2020 [click here](#).

Vision 2

Taxation

Salary Packaging

The PFA has lobbied the Australian Government for a number of years to provide the same fringe benefits tax (FBT) concessions that apply to hospital and ambulance service employees, particularly as it applies to the FBT exempt cap, that applies to those employees.

When the *Tax Laws Amendment (2004 Measures No. 2) Bill 2004* was passed, it provided FBT and deductible gift recipient status changes for public ambulance services.

While we accept that it is clear from well-established legal precedent that Government organisations fulfilling a government function cannot be characterised as public benevolent institutions (PBIs) or charities, the special FBT gross benefits exemption per employee provided to ambulance services arose because of an adverse court finding in the Ambulance case concerning a wrongful, yet pre-existing, practice undertaken by the ambulance services. The benefit was not originally bestowed by a specific Government policy decision it was merely partially maintained after the Ambulance case decision. Specific statutory amendment was needed to achieve the FBT relief for the ambulance services.

We argue that a similar amendment should be made for police and that the same FBT concessions as ambulance services and public and non-profit hospitals should be available.

Member Mental Health and Well-Being

Beyond Blue National Mental Health and Wellbeing Study of Police and Emergency Services (2016 – 2020)

The third and final phase of the National Mental Health and Wellbeing Study of Police and Emergency Services was completed in 2020. To view the final report (2016-2020) [click here](#)

Productivity Commission Inquiry into Mental Health

The inquiry final report was handed to the Australian Government on 30 June 2020 and publicly released on 16 November 2020.

The report discussed a number of the key influences on people's mental health, examined the effect of mental health on people's ability to participate and prosper in the community and workplace, and implications more generally for Australia's economy and productivity.

For a copy of the Final Report [click here](#).

Vision 2

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

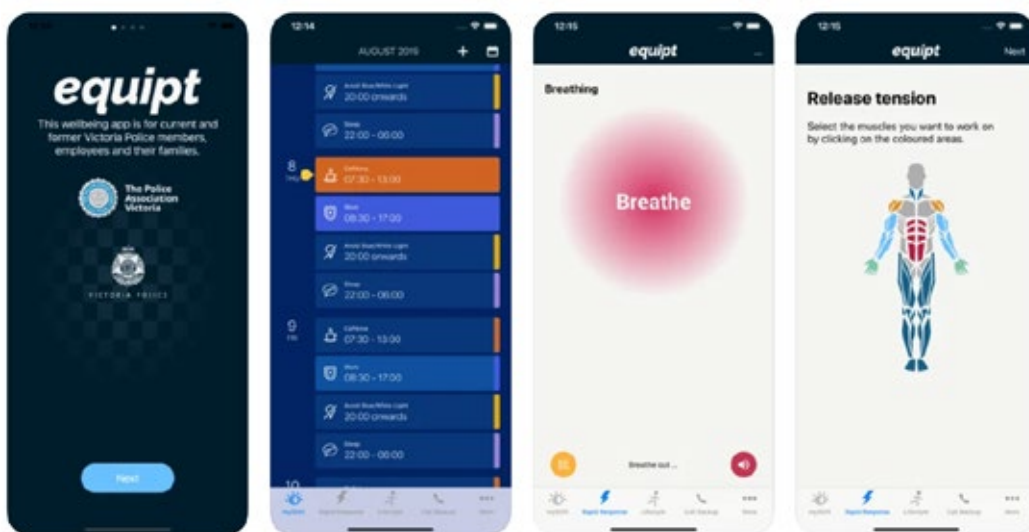
The PFA has continued to work with the National Police Foundation in support of member's mental health and well-being.

During this reporting period the Foundation has commenced to finalise its POCA II proposal and has been successful in obtaining ongoing funding from the Federal Government's Proceeds of Crime Account for the funding of a POCA III program.

Equipt App

Since its launch in 2016 the *Equipt* app continues to be consistently used by officers in Australia and New Zealand. 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 – June 2021 [click here](#) and July 2021 [click here](#).



Charles Sturt University Research

COVID-19 Member Survey

As reported in the PFA Annual Report 2019-20, Charles Sturt University successfully gained a research grant to identify the nature and extent of work stressors associated with the COVID-19 pandemic, specifically in first responders.

The PFA in conjunction with Charles Sturt University's Workforce Wellness Research Unit designed a member survey to better understand the mental health and stress of frontline workers. The findings from this COVID-19 survey will add to the knowledge of the impact COVID-19 has had on frontline service staff and organisations.

The survey was distributed to members in October 2020 and closed in November 2020.

Vision 2

To read the Charles Sturt University Workforce Wellness Research Report on the negative mental health impacts of COVID-19 on frontline workers released in June 2021 [click here](#).

The PFA is also working with Charles Sturt University – Centre for Law & Justice – PHD Research by Charissa Chew-Moriarty in 2021 on a follow-on study from the mental health and wellbeing survey. This study *Emotional First Aid and Police Officers: Examining the role of family members* is seeking the voluntary participation of family members of police officers through interviews to facilitate a level of understanding and a social based solution to emotional unwellness suffered by police officers.

Presentation by Employers Mutual Limited (EML) to PFA Executive

EML made a presentation to the May 2021 Executive meeting around a Career Transition Project they are working on, particularly to support members having to leave policing due to a physical or psychological injury.

The PFA is keen to continue to liaise with EML as this project develops, as such a transition for members generally, has a very debilitating impact on their health and well-being.

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
- Drug and alcohol testing of officers
- Deaths in police custody

Awards and Agreements Database

During 2021 and as part of the overall PFA website redevelopment project the PFA Awards and Agreements Industrial Database will undergo redevelopment. It will be further tailored to benefit Industrial Planning Committee (IPC) members and key research staff with access to all current police service awards and agreements readily available online through the database. Key features of the database will still 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.

Vision 2

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; on 27 October 2020, 10 March 2021 and 29 June 2021 with Victoria Branch President and PFA Treasurer, John Laird as Executive Sponsor. Due to the COVID-19 pandemic meetings have been held via either teleconference or video conference.

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

- Vaccination roll-out
- Hotel quarantine and COVID-19 shifts
- Mandatory disease testing
- Leave entitlements including special leave provisions
- Fatigue management
- Police resourcing
- 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
- PTSD
- Mental health and wellbeing
- Workers' compensation
- Parental leave
- Superannuation
- Retirement
- Discipline provisions
- The age of criminal responsibility

The IPC continues to drive 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 2

PFA Research Network Group (RNG)

The PFA Executive formally approved the establishment of the PFA Research Network Group in 2021. Made up of representatives across the branches, the aim of this group is to collaborate on specific research projects, reduce duplication, assist smaller branches, and better share information and knowledge on key issues within policing. In early 2021 the PFA worked to develop a shared online space within the PFA industrial database for the group to use. The Executive also approved an internship through Western Sydney University with the PFA welcoming Rachel Stace. Rachel is currently conducting research into the following:

- Drug driving and recommendations to improve legislation
- The age of criminal responsibility
- Industrial relationship protections for police officers at protests

In conjunction also with the IPC the PFA continues to collate comparative information on a range of topics on behalf of branches which recently included: body worn video cameras, police assaults, fatigue management, discipline proceedings, officers injured at work and away from work, tenure, quarantine staffing, transfers, retirement of officers, tasers, rosters and COVID-19 entitlements.

VISION 3

Financial
Strength in
conjunction
with best-
practice
governance

PFA's Governance Program

As has been reported previously, 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 early 2021, the course underwent a significant rebuild to streamline the learning process for officeholders. The Course continues to be of significant value to the PFA and Branches by eliminating travel or costly face to face course providers.

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

Reporting Obligations to the ROC

Early in 2021, the Registered Organisations Commission (ROC) invited the PFA, along with a small number of other registered organisations, to participate in a working group to provide input for a planned ROC Web Portal that will be developed for Registered Organisations and their Branches to report changes of officeholders, annual returns of information and other reporting obligations. At the time of writing this report, one meeting by video has already taken place and it is hoped that the portal will be able to be tested later in 2021. In the meantime, the PFA continues to send a monthly list of Branch officeholders to the relevant representative in each Branch for confirmation.

The ROC has continued through 2020 and 2021 with their on-line education strategies in various formats and we highly recommend Branches take part. To receive information, please subscribe to the ROC's electronic news service on the following link: <https://www.roc.gov.au/website-information/email-updates> . There are also various fact sheets, templates, podcasts and webinars available at www.roc.gov.au/education .

PFA Rules

Proposal for update of PFA Rules

During 2020-21, the PFA Executive and Federal Council moved motions authorising the CEO to submit to the Fair Work Commission a set of proposed amendments that would generally modernise and remove rules that had been in place for the purpose of establishing the WA and QLD Branches. The Fair Work Commission has now registered those amendments on 21 June 2021 and the new rules are available on the PFA, FWC and ROC websites www.fwc.gov.au/documents/documents/organisations/registered-orgs/200v/rb-200v-r2021-35-effect-2021-06-21.pdf .

VISION 4

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

ANZCoPP

The PFA continues to be represented and play 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
- COVID-19 and increased demand on police services
- Superannuation
- Professional development
- Mental health and member well being
- Procurement

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
- Blood borne viruses
- Police training packages

The Professionalisation Forum also deals with issues arising from the PSIRC (see Report below).

The PFA also takes this opportunity to farewell Katherine Van Gurp who resigned from her position as ANZPAA CEO in July 2021. The PFA wishes her all the best and looks forward to a continued relationship with her in her new role with the AFP.

Public Safety Industry Reference Committee (PSIRC)

The PFA continues to Chair the Public Safety IRC, which 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 [Public Safety Industry Reference Committee | Australian Industry Skills Committee \(aisc.net.au\)](https://www.aisc.net.au)

Vision 4

National Police Foundation

As earlier reported, the PFA continues to work closely with the National Police Foundation in relation to the Member Wellbeing web portal and its two key fundraising events for police legacy organisations, the Wall to Wall Ride for Remembrance and the Remembering Mates Century Bike Ride.

Both events were impacted by COVID restrictions in 2020 and the Foundation and the PFA are closely monitoring COVID restrictions to determine whether the 2021 events can be safely conducted. If COVID-19 restrictions don't allow for the events to go ahead in the full format, a down-scaled version of the Wall to Wall will take place with live video streaming of the Memorial Service, as was done in 2020. A more detailed report can be found in the National Police Foundation Annual Report on the website npm.org.au

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 is due to meet on Thursday 5 August. Nominations for inclusion on the NPM Honour Roll for 2021 are –

SURNAME	GIVEN NAME	RANK	JURISDICTION	DATE OF DEATH	CAUSE OF DEATH	AGE AT DEATH
MASTERS	David	Senior Constable	Queensland	26 June 2021	Killed during traffic stop	53
FOSTER, VA	Kelly	Senior Constable	New South Wales	2 January 2021	Drowning	39
CURSITER	Michael James	Detective Senior Constable	Western Australia	6 November 2020	Coronary Artery Atherosclerosis	53
BLACKBURNE	Michael	District Constable	Tasmania	8 May 1849	Accidentally shot	40
DOODIE	William	Constable	Tasmania	18 March 1863	Drowning	54
LUCAS	George	Constable	Tasmania	9 October 1829	Murdered	approx 37
HAUTH	Ferdinand Christopher	Constable and Boatman	Tasmania	24 November 1869	Drowning	32
RAINSFORD	Edward	Chief District Constable	Tasmania	24 December 1854	Injuries suffered from a fall from a cliff	42
HUGHES	Richard	Constable	Western Australia	15 June 1901	Small Pox	37
WILLIS	George Michael	First Constable	Victoria	29 March 1949	Respiratory illness	38

Please refer to the National Police Memorial Website npm.org.au for further detail.

Vision 4

Police Week 2020

The 2020 Police Week events were significantly impacted by COVID-19 Restrictions.



11th Annual Wall to Wall: Ride for Remembrance – Saturday 12 September 2020

As reported above, the PFA worked closely with the National Police Foundation to run a scaled down version of the Wall to Wall Ride for Remembrance, which was held on Saturday 12 September. A total of 1,385 riders registered for the event which, considering the restrictions in most states and territories at that time was considered to be a very significant participation rate. Satellite rides took place in some jurisdictions where it was possible and in others, ceremonies were held at their State Police Memorials. Registrations from each jurisdiction were as follows:

- AFP/AusPol 90
- NSW 619
- Northern Territory 17
- Queensland 260
- South Australia 98
- Tasmania 19
- Victoria 266
- West Australia 16

Restrictions also meant that transporting the batons to Canberra for the ceremony came with its own challenges. The Batons, engraved with each jurisdiction's logo alongside the Wall to Wall Ride Logo, are housed in each Police Commissioner's Office throughout the year. They have a hollow centre allowing for the names of any fallen members in the past year to be inserted and carried by their jurisdiction's riders to Canberra.

As many jurisdictions could not be present in 2020, AFP Commissioner Reece Kershaw laid the Victorian Baton first. That baton carried the names of –

- Leading Senior Constable Lynette Rosemary Taylor
- Senior Constable Kevin Neil King
- Constable Joshua Andrew Prestney
- Constable Glen Andrew Humphris

who were all tragically killed in a traffic incident on 22 April 2020. Their names were subsequently added to the National Police Memorial on National Police Remembrance Day 2020. The Victorian baton was transported under Victorian police escort from the Victorian Police Commissioner's office to the NSW border at Albury where it was officially handed over to a representative of the NSW Police Commissioner, to ensure its safe transport to the service.





Vision 4

Special mention was made of SA Rider Bob Stewart who transported the Western Australia, Northern Territory and his own South Australian baton to Canberra while acknowledging that he would be required to self-isolate upon return to South Australia.

In addition, Senior Sergeant Chad George from NSW also undertook to transport the QLD baton from the QLD border to Canberra.

The total Wall to Wall Ride donation to Police Legacy organisations for 2020 was \$117,023.62. This brings the total donations since the first Ride to almost \$1.2 million.

3rd Annual Remembering Mates Century Bike Ride 2020

The Remembering Mates Century Bike Ride is likewise conducted by the National Police Foundation with the support of the PFA. Sadly, due to the nature of the event and the restrictions at the time, the 2020 Century Bike Ride was cancelled.

PFA Women's Advisory Committee Meeting

Due to COVID-19 Restrictions the PFA WAC Meeting which would normally be held in conjunction with the PFA Executive meeting in September was postponed until 2021.

PFA Executive Meeting

The PFA Executive met by Video Conference on Tuesday 15 September.

Federal Council Meeting

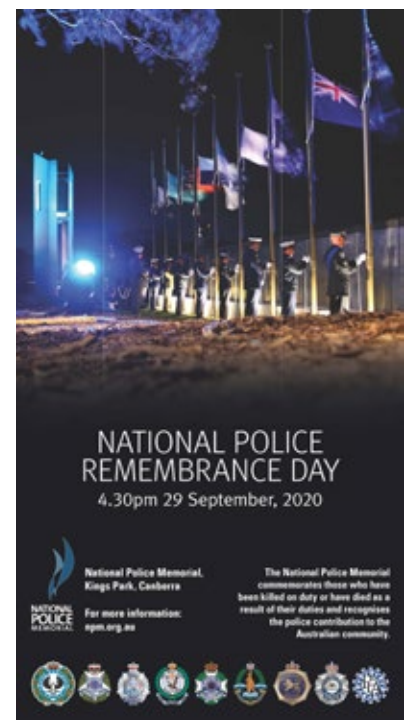
The Police Federation of Australia held its Federal Council meeting by video conferencing on the 16th September. The 2020 Lawyers Network Meeting was cancelled due to the COVID-19 Restrictions.

3rd Annual National Police Bravery Awards

The 3rd Annual National Police Bravery Awards dinner was cancelled and it was decided that the 2020 winner would be announced at the 2021 event.

National Police Remembrance Day 2020

National Police Remembrance Day services were held across the country on 29 September. In Canberra the attendee numbers were fewer at the memorial due to COVID-19 border restrictions and quarantine regulations. It was not possible unfortunately for representatives from every jurisdiction to attend the service.



Vision 4

Police Week 2021

As earlier reported, at the time of compiling this report a range of COVID-19 lockdowns and restrictions are in place in various states which have significantly impacted planned 2021 Police Week activities.

2021 Wall to Wall

The 2021 ride in Canberra has been cancelled due to ongoing COVID restrictions.

However, a small service, with a limited number of invitees, in line with ACT Health advice, will still be conducted at the National Police Memorial at 4pm on Saturday 18 September, which will be live streamed to the various satellite rides that are being conducted across some jurisdictions (dependent on local COVID-19 health restrictions and advice).



Registrations will still be taken for those who will be involved in satellite rides and the Yamaha raffle and merchandise sales will continue and any funds raised will be donated to the police legacy organisations as per other years.

PFA Federal Council Meeting

At the time of writing this report the PFA's Federal Council meeting scheduled to be held in Canberra on Wednesday 22nd September will now be held as a video conference due to COVID-19 restrictions.

PFA Executive Meeting

The PFA Executive meeting likewise scheduled to be held in Canberra on Tuesday 21st September, will now be shifted to a video conference format.

PFA Women's Advisory Committee Meeting

The PFA Womens' Advisory Committee scheduled to be held on Tuesday, 21 September in Canberra, has been cancelled due to COVID-19 restrictions.

National Police Bravery Awards 2021 Preparations

At the time of writing this report, the 2021 National Police Bravery Awards set to go ahead on the evening of Wednesday, 22 September 2021 at the National Museum of Australia, has been cancelled due to COVID-19 restrictions.

Century Bike Ride 2021

The Remembering Mates Century Bike Ride scheduled for Saturday, 25 September 2021, has been cancelled due to COVID restrictions.

Vision 4

National Police Remembrance Day 2021

National Police Remembrance Day ceremony is scheduled for Wednesday, 29 September 2021 (COVID-19 restrictions permitting).

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 switched to a teleconference on the 7th with the PFA invited to make an online presentation on this day.

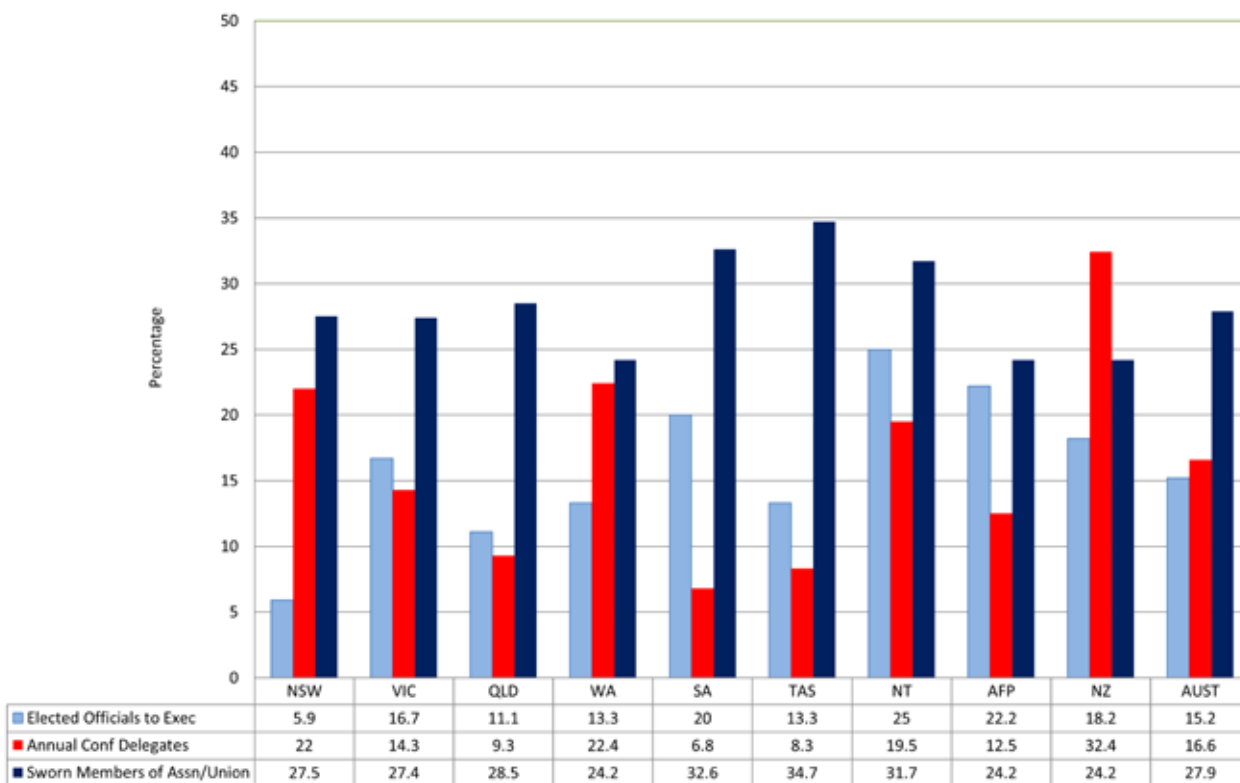
The PFA Women’s Advisory Committee

Following on from Angela Smiths retirement NTPA president Paul McCue took over as executive sponsor and chairperson of the PFA WAC in 2021.

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 will look at the number of women in police forces and on union boards.

Womens Representation – Percentage of Women in Union Positions (August 2021)



* 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.

Vision 4

International Council of Police Representative Associations (ICPRA)



The PFA continues to play an active role with this group and has participated in numerous teleconferences over the reporting period with the ICPRA Executive meeting every three months. COVID-19 has brought considerable challenges across the world and its impact on police officers remains at the forefront of organisational considerations.

For the first time in its 101-year history, police officers were represented, in their own right, at the International Labour Conference in 2021. To read the April 2021 ICPRA press release regarding the announcement of police officers being represented at the ILO [click here](#). Due to COVID-19 the ILO meeting had to shift online with the PFA participating in the June teleconference.

The PFA continues to monitor policing issues at a global level through ICPRA. EuroCOP provides the PFA with regular updates and the PFA continues to publish a regular ICPRA ENews, providing member organisations with a snapshot of key policing issues. ICPRA remains a strong and supportive international network.

VISION 5

A collaborative approach by a highly skilled, professional team

E-News

The PFA's last E-News was delivered in May 2021 with the Executive deciding that the PFA achievements be detailed at the Federal Council meeting.

CONCLUSION

Thoughts and prayers to our colleagues that have paid the ultimate sacrifice to protect us and the community. Queensland Senior Constable David Masters was murdered during a traffic stop. Senior Constable Masters was aged 53. New South Wales Senior Constable Kelly Foster VA drown whilst trying to save another person drowning. Senior Constable Foster was aged 39. Western Australia Detective Senior Constable Michael Cursiter who died of a Coronary Artery Atherosclerosis after arresting an offender that involved a vehicle and foot pursuit. Detective Senior Constable Cursiter was aged 53. Never forgotten, always remembered, HASTEN THE DAWN.

Whilst the past 12 months have been a tumultuous time for many organisations, the membership of the PFA has grown by another 1,121 members to now be 65,243. As a point of interest, the 2000-01 Annual Report shows that the PFA had 43,793 members, indicating an increase of 21,450 in the past 20 years averaging, over 1,000 additional members per year. A testament to the good work being done by our Branches right across the country.

Congratulations to the re-election of Mark Carroll President of Police Association of South Australia and Alex Caruana President of the Australian Federal Police Association. Well done and well deserved.

The foregoing indicates the breadth of issues that the PFA undertakes on behalf of and with the strong support of Branches. Whilst COVID has restricted our travel movements, we have also maintained strong relationships with our colleagues in New Zealand as well as our international colleagues via the International Council of Police Representative Associations (ICPRA). The PFA stays a strong supporter and influence in that Association by virtue of our role as the Australasian representative on the ICPRA Executive.

As also indicated in the above report, the PFA is a strong partner of the National Police Foundation which is conducting work on member mental health and well-being as well as running important national events such as the Wall to Wall Ride for Remembrance and the Remembering Mates Century Bike Ride. The PFA was the instigator of the formation of the National Police Memorial Co., now the Police Foundation and has been instrumental in the raising of the almost \$1.2 million dollars for police legacy organisations through the Foundation.

Conclusion

During the next 12 months there will be a federal election. As identified earlier in this Report, the PFA has refined a detailed list of issues that we will be putting to all political parties in the lead up to that election and we will be advising members of any commitments given by those parties to ensure that we are well informed of each party's policy positions on key policing issues.

The 2021-22 reporting period appears to be starting the same as last year, deep in the ongoing COVID pandemic. A great deal of pressure and expectation has been placed on police over the past 18 months and the PFA and its Branches have continued to strongly support our members. That support will continue.

I take the opportunity to again thank all the Branches, the PFA Executive and Delegates and in particular the PFA staff. Debbie, Kath, Amanda and our new intern Rachel have not only supported me, but I know have also been pillars of strength for the Branches and Executive. Nothing is a trouble to them and on behalf of all members I thank them for their on going contribution. For all the difficulties that the past 12 months has thrown at us, they have been up to the challenge.

I said at the conclusion of my Report last year that we look forward to the next year in the hope that it will be better than the 2019-20 period. Let's hope that the next 12 months does overcome the COVID issues and continue to move forward. Regardless, we have proved that the Executive, Delegates, members and staff are able to rise to any challenges they are confronted with. We have certainly proved that over the past two years.

Scott Weber APM
Chief Executive Officer



SOUTH AUSTRALIA BRANCH



Members overwhelmingly endorse new enterprise agreement

Negotiations on our new enterprise agreement were completed in the second half of 2020.

Throughout the process of enterprise bargaining, I am always impressed by the way our delegates rally around the various workplaces, developing new initiatives and allowances for different sectional groups when the need arises.

A genuine feature of these initiatives over time has been the support our delegates have provided for them — even if those initiatives occur in areas different from the ones the delegates represent.

Perhaps not broadly understood is that the conditions of an existing agreement don't just automatically roll over into the new one. Every single aspect of the existing agreement must be re-negotiated.

This landmark agreement gave our members pay rises of two per cent each year for the next three years and a host of flexible working arrangements. The most significant changes will allow day shift officers to work condensed weeks — four 10-hour days — and transition to part-time, if they wish, in areas of the department that can successfully accommodate the moves.

The agreement also means a range of existing allowances will be increased by 2 per cent a year, along with several new allowances. Other initiatives include allowing a portion of long- service leave to be cashed out, increasing time-off-in lieu provisions and allowing some annual leave to be taken in one-hour increments.

Civilians will be introduced in many traditional police roles. Protective security officers will be used in areas including summons and warrant deliveries, hospital guards, triple-zero operators, crowd management and prisoner transport.

Our members overwhelmingly endorsed the new agreement with a 94% yes vote, with official ratification coming in March this year.

Police Journal Centenary

Last October, the Police Association of SA's flagship publication, the *Police Journal*, turned 100 years old.

South Australia Branch

It's an extraordinary achievement for the association, longstanding journal editor Brett Williams, and everyone involved in the production of the publication. I'm often asked this question about our journal: "Why continue to publish a hard copy when you can just direct readers online?" The answer is that members still love getting the journal delivered directly to their homes. (It is also available online, for readers who prefer that option.) And I've always believed a publication loses something special when it stops production of hard copy.

In today's feverish 24-7 online news cycle, there is something unique about a tactile publication.

And although there is a heavy member focus, it is not just a publication for police officers. The SA public and, indeed, national and overseas audiences from many professions and walks of life, enjoy reading the journal. The fact the association published the very first issue of the *Police Journal* in October 1920 makes it one of the longest-running publications in the state.

It has also been so instrumental in many of our campaign successes. The 2015-16 *Protect Our Cops* campaign and the 2019 push for stronger laws and harsher penalties (covering assaults on police) are two recent examples. Some of the *Protect Our Cops* journal coverage even became a catalyst in state parliament during debates on our push to regain lost entitlements. And the coverage of our public rally – featured in the December 2015 issue – will forever serve as a historical reminder of exactly what we achieved that day. The *Police Journal* coverage of these campaigns helped make them all the more effective and, ultimately, successful.

SA government delivers extra PSOs

The SA government announced in June that it would allocate funding for 114 extra SAPOL protective security officers to relieve some of our members of COVID-related duties. This includes extending the employment of the existing 54 PSOs gained this financial year — taking the total to 168 extra PSOs.

This development came on the back of a letter I wrote to Premier Steven Marshall urging his government to take action. We also addressed members in a video message outlining the action we were taking to get an outcome on this issue. We will continue to monitor critical staffing shortages and, if necessary, will not hesitate to extend our campaign for additional PSOs if needed.

Association intervention on Hindley St patrol shortages

A spate of horrific violence in Adelaide's Hindley Street put SAPOL management on notice to act urgently lest the public might hold it responsible for the carnage. And they'd have a fair claim, based on one very specific reason: SAPOL's district policing model.

South Australia Branch

Hindley Street is the centre of Adelaide's nightlife and party district, and that comes a certain reputation. But one thing the public could always count on was a strong police presence there. Cops on the Hindley Street beat protected the public and the street's businesses – and their visual presence acted as a strong deterrent.

SAPOL's new policing model left city police officers high and dry. In turn, it left the public vulnerable and businesses thoroughly fed up. It was supposed to lead to increased efficiency without compromising service delivery. But the harsh reality is Hindley Street and surrounds have become one of the model's huge casualties. Nobody in good conscience could claim the precinct is safer than it was before the district policing model.

SAPOL finally recognised the need for urgent action last February, and re-established foot patrols in Hindley Street, Rundle Mall, Rundle Street and the surrounding entertainment district – but it must continue to monitor the situation. The association has highlighted many times that the public will not accept a policing model that fails to facilitate well-resourced first-response patrols.

Mark Carroll
Branch President



Way out



Baggage claim



Airline lounge

WESTERN AUSTRALIA BRANCH



Industrial Agreement for police officers

The WA Police Union's two years of sustained campaigning, lobbying and negotiating, which included participating in a partial arbitration process, delivered a new and improved Industrial Agreement for our Members.

In March 2021, the WA Industrial Relations Commission handed down their decision, the headline upgrade being their award of two more rest days. Police officers can use these two additional leave days at any time, and crucially, they do not require programming in advance. However, these extra rest days expire annually, and consequently, they do not accrue year on year.

Both the State Government and the WA Police Force had argued WAPU Members should not receive any additional leave, so while the umpire's decision could have been better, it did improve the status quo. Other better working conditions WAPU secured under the agreement included:

- expanding Country Development Allowance eligibility to all police officers for relieving and operational deployment in regional WA
- boosting the Civilian and Pregnancy Clothing Allowance
- acquiring overtime payments for officers who do not get a 10-hour break between duty periods;
- increasing bereavement leave to three days annually
- obtaining 10 single-day sick leave absences annually with a certificate from a health practitioner
- achieving five days cultural leave for Aboriginal and Torres Strait Islander officers annually
- securing WA Police Force superannuation contributions on up to 12 weeks unpaid parental leave.

In the hearing during the partial arbitration process, WAPU presented evidence from a range of Members – both active and retired – across the ranks with expertise in policing's various fields. Their testimony was central to WAPU's argument policing is unique, demanding and sometimes traumatic, which the WA Industrial Relations Commission's Senior Commissioner accepted in his ruling.

In April 2021, WAPU began the process for a replacement Industrial Agreement 2020 for police officers when we served the WA Police Force's Commissioner of Police with our log of claims.

Western Australia Branch

In June 2021, the WAPU Board considered the WA Police Force's first offer, which disappointingly ignored most of our claims, addressing only the length of the agreement and the pay increase. The WAPU Board rejected the offer and resolved to continue negotiating. It is WAPU's position that before we put an offer to our Members, the WA Police Force must strongly consider our claims.

In July 2021, the WA Police Force presented WAPU with their second offer, which our Board discussed.

At the time of writing this report, WAPU has filed an application with the WA Industrial Relations Commission to assist the process of securing an improved offer.

Industrial Agreement for police auxiliary officers

In August 2020, WAPU supplied our log of claims to the State Government for a replacement Industrial Agreement for our police auxiliary officers Members.

The WAPU Board rejected the WA Police Force's first offer in December 2020. In January 2021, the WA Police Force presented WAPU with their second offer. The WAPU Board held a Special Meeting at which they resolved to put the offer to a ballot of our police auxiliary officer Members. The WAPU Board gave their in-principle agreement to the offer, which preserved the effective date as Monday 2 November 2020. In February 2021, the process for an agreement ended when 77 per cent of WAPU's police auxiliary officer Members who responded to the ballot accepted the offer.

In April 2021, the Western Australia Police Force Auxiliary Officers Industrial Agreement 2020 was registered at the WA Industrial Relations Commission. The agreement came into effect on Wednesday 21 April 2021, and it expires on Monday 1 November 2021.

Police Compensation Scheme

A Police Compensation Scheme has been on WAPU's list of objectives for a long time, and 2020 will go down as the year in which our Members heard they will finally receive the protections they need and deserve.

Mark McGowan, Premier of Western Australia, announced the long-awaited scheme in his address at the official opening of the 84th WAPU Annual Conference in November 2020.

The most frequently asked question our Members have directed to the Board since they took office in November 2018 has been: where is our police-specific compensation scheme? Now WAPU's Members have the answer to the question they have been asking for years.

Western Australia Branch

The proposed scheme comprises:

- an exit payment of up to \$235,971
- a payment of \$16,518 for vocational support and retraining
- maintenance of all current work and non-work-related medical entitlements.

This landmark decision and changes to the medical retirement process will enable medically retired police officers to honourably end their service to our community, and hopefully, secure meaningful employment in another sector.

COVID-19

Like every other branch, COVID-19 dominated WAPU's operations over the last 12 months. The coronavirus pandemic has changed the way we go about both our personal and professional lives, but amid all the upheaval, one thing that has remained the same is our fantastic policing.

WAPU Members have been at the coalface of our State's COVID-19 response, and their service has been outstanding. We have experienced several snap lockdowns and the ensuing requirement for the rapid assembly of vehicle checkpoints at multiple sites. Our Members have been redeployed from police stations to the COVID-19 taskforce, Operation Tide, which has created more gaps at other locations.

WAPU's concern during the coronavirus pandemic has been the occupational safety and health of our Members. As WAPU reported last year, 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 our Members.

Light It Up Blue

WAPU created Light It Up Blue in 2019, and we have continued to remember and honour our fallen colleagues of the WA Police Force with our innovative, visual tribute across the state.

To coincide with National Police Remembrance Day on 29 September, WAPU organise the blue illumination of several famous sites. As the sun set on Tuesday 29 September 2020, Optus Stadium, Matagarup Bridge, Elizabeth Quay, Fremantle Prison and Bunbury's Koombana Bridge were just some of the many well-known locations that participated in our Light It Up Blue initiative.

WAPU believes Light It Up Blue is a bold statement that honours the 85 officers – brave men and women – who have made the ultimate sacrifice for our community. Also, Light It Up Blue helps WAPU to promote the importance and significance of Police Remembrance Day to the public.

Western Australia Branch

We are planning for 2021 Light It Up Blue to be the best yet, and we have secured some new venues, including Kings Park with the support of the Botanic Gardens and Parks Authority.

Member Z

WAPU continues to provide legal and welfare support to Member Z, our Member charged with murder stemming from a critical incident involving police in September 2019.

The decision to charge Member Z sent shockwaves through not only the WA Police Force but also the broader community. WAPU has stood by Member Z since their arrest in February 2020.

On behalf of WAPU, I want to thank Linda Black and her team for their work representing Member Z. WAPU have the utmost faith in Linda's ability, and all of our Members should know their colleague is receiving the best possible legal representation.

Member Z's trial is set to start on Monday 4 October 2021 in Perth.

Board changes

The WAPU Board has experienced several changes in roles and personnel over the last 12 months.

In February 2021, I took on the role of Acting President in the absence of Harry Arnott.

In December 2020, the WAPU Board appointed Senior Constable Christine Frey to a Metropolitan Director position following the resignation of Debra Hutchinson. Also, the WAPU Board elected Senior Sergeant Brad Bird to a Metropolitan Director position after the resignation of Jon Groves.

In June 2021, the WAPU Board appointed Detective Senior Sergeant Lindsay Garratt to a Metropolitan Director position for the remainder of the term following the resignation of Jason Mora.

In July 2021, WAPU notified our Members of the Police Federation of Australia – WA Police Branch Election E2021/97, and nominations opened on Wednesday 4 August 2021.

All 15 WAPU Board positions are open, with the breakdown being the Metropolitan Region (11), Northern Region (one), Central Region (one), Eastern Region (one) and Southern Region (one).

Mick Kelly
Acting Branch President



QUEENSLAND BRANCH



State Government and Covid-19

Following the onset of Covid-19 and the ensuing economic uncertainty for the state and country, the Queensland State Government indicated a wage deferral for public servants.

The QPU's immediate priority was to seek protection for members who retired during the wage deferral period so they would not be disadvantaged in relation to their Defined Benefit Superannuation. The negotiating team secured a commitment that the payout rates, annual leave, and long service leave balances would be assessed on the original Enterprise Bargaining rates.

The QPU also negotiated a \$1,250 payment from the State Government for every Queensland police officer to acknowledge the extensive commitment from all levels of the Service to the ongoing Covid-19 response, and the QPU secured two weeks additional leave to be classified as Covid-19 leave that must be taken by 30 June 2022.

At the end of the deferral period on 1 July 2021, the 2.5% pay increase originally negotiated via enterprise bargaining was paid, and a further 2.5% will be added again on 1 January 2022. These two pay rises in six months came about due to the QPU's focus on providing the best remuneration, resources, and regulation possible for our members.

Service Delivery Redesign Project

The Queensland Police Service propose to fundamentally change the way that Queensland police operate, and they initiated the Service Delivery Redesign Project (SDRP) to come up with a new service delivery model to be implemented. The overall aim of the project is to review how finite policing resources are to effectively respond to increasing calls for service, and to adjust the policing response accordingly.

The QPU initially supported the concept of the SDRP and a new policing model because any attempt to improve the conditions of frontline police is to be commended. However, when the first trial of the SDRP was rolled out in early 2021, the QPU quickly identified considerable issues of concern such as a lack of staff, a lack of engagement with staff, the deskilling of investigators, fatigue management issues, development and relieving issues, and a failure to overcome human resources concerns.

Queensland Branch

Given the magnitude of the project and its goal to completely redesign service delivery throughout the state, the QPU advocated for a pause of the rollout to properly re-engage with members to ensure its success. The Queensland Police Service acquiesced and put the rollout of the SDRP on hold in order to gain a better understanding of the issues with the proposed model. They have committed to further reviews of rostering and resourcing, training and support, development and upskilling opportunities, and tasking and coordination before the model is trialled around Queensland. The QPU is looking forward to reviewing a finetuning of the processes prior to this occurring.

Supreme Court finds promotions panels unlawful

In July 2021 the Supreme Court delivered a landmark decision in favour of the QPU and all Queensland police who apply for promotion. The action came after the QPU received numerous complaints from members about the lack of transparency in selection panels, and an overriding belief that candidates were not being approved based on merit.

The court delivered an indictment on the way the QPS promotions system has been operating. It was found that 2019 decisions to appoint members to Inspector positions were not by fair or equitable measures, and thus not in accordance with the *Police Service Administration Act*. The court found that the QPS mechanism for promotion was thus unlawful.

It was further noted that an applicant's ability, aptitude, skills, knowledge, and experience should be taken into account, and that promotions should not be generic but rather merit based and fit for a specific position. This is common sense when considering the different skillsets required for different positions, such as the disparate requirements for an officer in charge of legal services in comparison to an officer in charge of a patrol group in a remote locality.

A declaration was issued by the court, which advises that the Queensland Police Service's processes are affected by errors of law. This points to the need for a long-overdue overhaul of the promotions procedures, to ensure this flawed system is replaced with a process that is transparent, equitable, and fair for all.

National Youth Crime Symposium

Responding to members' experiences of the increasing intricacies of youth crime, and in particular serious recidivist offenders, the QPU compiled a list of proposals to present to the State Government with a view to improving the effectiveness of the police response to matters involving repeat offenders, and to enhance community safety for all. The proposals were well received, and a Queensland Police Service Youth Justice Taskforce was soon established.

Buoyed by the impetus and recognising that a multi-disciplinary approach is required, the QPU decided to bring other Government Departments, organisations, and stakeholders to the table by hosting a National Youth Crime Symposium.

Queensland Branch

Held in April 2021, the symposium brought together 100 delegates and twenty-nine presenters with a broad spectrum of interests, experience, and expertise.

A sense of optimism pervaded the symposium as themes emerged and specific solutions were discussed amidst a general feeling of common goodwill in the interest of working towards real and lasting change.

The overwhelming consensus from the symposium was that the body of work to divert and reduce youth offending has to be directed at the cohort of identified potential offenders far earlier. Reducing the burden on police thus requires other agencies and players to act sooner and better share their information to ensure effective interventions and diversionary plans are put in place.

Presumptive legislation for post traumatic stress disorder

The Queensland Labor Government made a pre-election commitment to the QPU to introduce workers' compensation reforms to make it easier for members to access treatment for post traumatic stress disorder. After years of behind the scenes advocacy, the legislation was changed in early 2021 to deem post traumatic stress disorder a presumptive workplace injury.

This legislation provides our members with the dignity they deserve when they need it most, by removing barriers that previously delayed treatment and could add to the sometimes debilitating effect of the injury. It enables members to concentrate on their health and recuperation rather than having to fill in forms, attend extra unnecessary medical appointments, and jump through hoops to receive the support they require. It is also a recognition of the rigors of life as a police officer and a welcome show of support from the Government on behalf of the Queensland community.

RIP Dave Masters

In the early hours of 26 June 2021, Senior Constable Dave Masters was laying a tyre deflation device in the path of a stolen vehicle when he was struck and killed. The shock of Dave's death was compounded by the Covid-19 restrictions that placed limitations and uncertainty on the organisation of commemorative events. Despite the restrictions, Dave's poignant funeral and a Guard of Honour at a different nearby venue enabled a show of tribute and support befitting for one who has made the ultimate sacrifice.

Dave's death is a tragedy for his family and community, for Queensland police, and for his extended police family all around the country. It has caused us all to stop and think about what we risk every time we walk out the door to protect and serve the community. It has saddened us, and made us reflect on the job we have chosen. His death reminds us to always support one another, to cherish our loved ones, and to make every day count.

Ian Leavers
General President and CEO



VICTORIA BRANCH



With the Covid-19 pandemic at the forefront of everyone's mind for close to 18 months now, the Victoria Police Branch (the Branch) of the Police Federation of Australia has remained heavily focussed on the myriad challenges our members have endured and continue to confront.

As reported last year, the pandemic erupted before the enormously challenging bushfire crisis across the state had fully ceased, necessitating new and significant policing roles under the rolling State of Emergency declaration. COVID-related policing commitments have had an enormous impact on resourcing, with no area of our membership spared by its impact. An already resource-poor frontline was further decimated as lockdowns, COVID-security operations and enforcement operations commenced to assist the government to manage the crisis. In late June, a 'Ring of Steel' operation commenced around Metropolitan Melbourne, requiring hundreds of members to police hard roadblocks around the clock and in early July a hard border with NSW was established, closing that border entirely.

As these operations were undertaken, 'Operation Tidewatch' commenced, introducing police into the Hotel Quarantine program. The total number of police deployed at any time to dedicated COVID operations has ranged from 500 to 1200.

The pandemic has focused the Branch's attention on the occupational health and safety interests of its members, with the ongoing and timely provision of adequate personal protective equipment to members a key focus. Consultation with the employer regarding health and safety systems of work to meet new policing roles has also consumed significant energy, as our members have been asked to perform work in arenas they've never experienced, nor contemplated.

Within a matter of days of 'Tidewatch' standing up, nine inner suburban public housing towers were shutdown with virtually no notice given to the 3000 plus residents. Again, this placed an enormous strain on police resources. It also caused considerable community angst, and at times outrage, against the Government for the targeted lockdown, but also towards our members who were tasked with enforcing it. With the longest period of recorded lockdown in Victoria, the Branch has been challenged by changing community sentiment towards police, a factor that has required constant attention in order to maintain the important community support our members enjoy.

Victoria Branch

In early August, a State of Disaster was declared by the Premier, which saw even stricter lockdowns across the state and the introduction of curfews across Metropolitan Melbourne. This continued for many weeks, and the ongoing drain on our members has endured, both through the range and nature of police work undertaken.

The branch was instrumental in advocating for a joint deployment with the Australian Defence Force, given the impact of COVID-19 policing on our members and the scale of the state-wide operations.

Different deployments and duties have seen the Branch negotiate a range of allowances and conditions to cater for the bespoke policing operations that our members have been involved in during this period. Many of these operations and requirements simply could not have been foreseen or considered during the formation of an Enterprise agreement. They will however, form the basis for future improvements to the terms and conditions for our members that increasingly contribute to campaign policing events.

The Branch has largely been pleased with the ongoing engagement we have had with the employer throughout the COVID-19 pandemic, and our joint messaging and posture has, for the most part, played a very important role in reassuring our members and the wider community.

The Branch is proud of its record in meeting the emerging needs of its members during this unprecedented event, one that will likely be regarded as one of the most difficult to manage in the history of policing in Victoria.

While supporting our members through this period, the branch has also been operating remotely, with all of its staff working from home at various times. Victoria has experienced five difficult lockdowns and the continuous flux of easing and escalation of restrictions over the period has caused disruption to all Victorian workplaces.

Given the nature of our members' work, the need for continuity of service from their union has never been in question. It was also never in doubt. Our staff rose to the challenge and have been extremely accommodating and resilient. They have worked tirelessly to maintain our support for, and all services to all members, with minimal, if any noticeable disruption.

The PFA BlueHub Mental health initiative that is being piloted for members in Victoria, along with Melbourne-based members of the Australian Federal Police, continued to develop throughout the year towards its formal launch, which took place in July.

On the first weekend of operation after its soft launch, 16 members registered for support, of which 14 currently remain in the workplace while their support and treatment is managed under the program.

Victoria Branch

BlueHub will operate as a PFA pilot from our TPAV office in Victoria and we are confident that this initiative, the first of its kind in Australia, will provide members with access to early mental injury diagnosis and appropriate care, that had been difficult to provide previously.

The first anniversary of the devastating loss of four of our members on the Eastern Freeway in 2020 took place in April, with a small memorial service held, ahead of a formal state memorial on National Police Remembrance Day in September. Their loss continues to challenge all of our members in some way, and their devotion to policing and the community will always be remembered.

The Branch also remains committed to pursuing wholesale improvements to the archaic disciplinary system used by Victoria Police under Victorian Law. We continue to have ongoing discussions with relevant stakeholders towards this objective, and it is hoped that this work will culminate in a complete overhaul of the current discipline system.

We continue to ardently pursue one of the few remaining unsatisfied commitments of the current state Government, that relates to the provision of CED's (Tasers) to all frontline police and PSO members in Victoria. We will continue to advocate for this vital equipment at every opportunity, as the safety of our members and the community is non-negotiable. Compared to our interstate counterparts, the footprint of this vital safety equipment in Victoria is small, something we intend to ensure changes in the not-too-distant future.

John Laird
Branch President



NSW Police Force



NEW SOUTH WALES BRANCH



Like most Branches, for the Police Association of NSW the last 12 months have been uncertain and trying times.

Since the 2020 report, the scale and extent of issues that we, as a Police Association, have collectively had to adapt to and overcome has reached beyond any other period in living memory.

Despite all that has been thrown at us, we continue to achieve.

Coughing/spitting fine

In late March to early April 2020, with the onset of the pandemic, PANSW managed to negotiate a \$5,000 spitting fine, after a member of the public walked into the Coffs Harbour police station coughing and claiming to have COVID while recording it to social media. This incident, along with numerous others, made this a priority for the PANSW to keep our membership safe.

We were pleased to see that following on from our lobbying, the NSW Government moved quickly to pass legislation for a \$5,000 fine. Anyone now caught coughing or spitting on health workers, police, pharmacists, paramedics, or other public officials during the COVID-19 health crisis risk a \$5,000 on-the-spot fine.

IP over 60 – major victory for police officers

Again, with the onset of the COVID-19 pandemic, PANSW were provided the opportunity to lobby for the introduction of Income Protection for our members over 60 who were not previously covered.

During early March 2020, PANSW representatives met with the Commissioner and Minister for Police and lobbied hard for this issue to be rectified, especially due to the times of heightened concerns related to health and safety.

On 1 April 2020, we were able to announce that police officers aged 60 or over will no longer be excluded from access to Income Protection insurance – this is a major and significant victory.

IP over 60 is continuing to roll out and is subject to an MOU.

It was pleasing to see the Government agree to a self-insured scheme for these members. It has been 11 years in the making.

New South Wales Branch

Thumbs Up Campaign

In NSW, the policing of the Covid restrictions throughout early 2020, saw some in the community resisting and Police being harshly criticized by media outlets for enforcing the laws, with the media delighting in the phrase **Police state** being used over and over again.

We needed the support of the Public to do our jobs safely.

This led our Comms Team to initiate the *Thumbs up for Police* campaign. Ads were purchased in major papers and social media was extensively used.

This campaign was a success. After several weeks, the term '*Police state*' disappeared and several like campaigns emerged run by other agencies.

Award 2020

The NSW Police Award expired on 30 June 2020 and despite almost 12 months of lobbying for a new Award, little to no action had been forthcoming from the NSWPF or Government.

With the onset of the COVID-19 pandemic last year, and the economic and political situation in NSW, negotiations for Award 2020 left us with no other option than to prosecute a new Award through the IRC. The PANSW sought for this Award to be in line with the current NSW Government wages policy of 2.5% and led evidence of work value and productivity with testimony received from 34 members.

Finally, on 3 May 2021, the IRC decision was handed down awarding NSW Police Officers a 1.75% increase, backdated from 1 July 2020, based on work value, productivity and efficiency and an element of Covid 19.

This was a very pleasing outcome during a very difficult period.

Award 2021

Following Conference 2020.1 in March this year, a Log of Claims was lodged with the Commissioner of Police on 31 March 2021 and several meetings have been held with the NSWPF and the Government.

On 21 June 2021, the State Government revised its wages Policy back to 2.5%, being 2.04% pay increase and .5% to superannuation guarantee increase.

On 2 June 2021 the MOU, which contains a number of benefits for our member which are outside the Award was signed, guaranteeing these conditions for another 12 months.

We have lodged in the IRC to reserve our position and despite the onset of the 2nd wave of COVID, we continue to advance negotiations to secure a pay deal.

New South Wales Branch

PANSW Centenary – 100 years and beyond

On 7 September 2020, the Police Association of NSW should have been celebrating its 100th birthday, with Life Members, dignitaries, membership, staff and friends, but unfortunately the tragic events of 2020 and the worldwide Covid 19 pandemic caused us to make the difficult decision to postpone this event, to be celebrated on our 101st birthday in September this year.

Unfortunately, this was not meant to be, as at the time of writing NSW is suffering under the second wave outbreak of the dangerous Delta strain of Covid, and our plans for celebration have once again been foiled.

We were lucky enough to be able to hold our 2020.1 Biennial Conference in March this year, where we did a small launch of our Centenary book, authored by Geoff Armstrong, with assistance from former PANSW Librarian, Dorothy Straesser, and our Centenary video produced and narrated by Simon Bouda and Kym McEwen from Channel 9.

I would like to thank our Life Members and Staff who worked tirelessly over the past two years to bring our celebration together and who worked on the Committee.

Promotions System

In early 2019, NSW Police Force commenced a review of the Police Promotion System. For the membership this had always been a priority and was always a hot topic at Biennial Conferences.

PANSW was at the table from the outset. Vice President, Kevin Morton and Assistant Secretary Industrial, Kirsty Membreno headed up PANSW representation in this review. This review quickly evolved into a complete overhaul.

PANSW turned to the membership for valued information and direction with a survey. Our PANSW member Promotions survey provided vital information to us and NSWPF in those early days and continued to be the driving reference point during the entire process.

It gave an insight into the deficiencies with the existing promotion system and provided strong direction of what was needed going forward in a new system.

In October 2020 the new system commenced. It was never envisaged that the New Promotion Process was going to be perfect from the outset. After several rounds, the built-in flexibility of the system / process has enabled minor adjustments to be made with improvements to the system / process.

This is a work in progress, through the Promotions Steering Committee and a 12 month review will be conducted towards the latter part of 2021.

New South Wales Branch

Staffing Campaign

In late 2018, following a prolonged campaign by PANSW (*Back the Blue*), the Government announced that Police numbers would be bolstered by an additional 1,500 police over four years.

This is 1,500 additional blue shirts, coming to commands, not smoke and mirrors of extra public servants to free up police from administrative tasks which occurred with previous staffing increase announcements.

This commitment means that on 1 July 2022, the NSW Police Force will have a strength of 18,345 Police. It is the largest injection of police in 30 years and a significant win for us as police and our communities.

Despite all the trials and tribulations of the State, we are seeing this commitment honoured by the Government.

Prisoner Transport

This is another longstanding issue for our membership. The Transporting of prisoners to and from court is a huge drain on police resources right across the state. Frontline Police performing prisoner transport meant they were away from their communities and not available to respond to calls for assistance or emergencies. Our campaign was for these prisoner transport duties to be given to the subject matter experts, Corrective Services NSW.

In March 2017, NSWPF initiated action in the IRC after the PANSW instructed members to refuse to undertake duties associated with transporting prisoners. The IRC issued orders for the Members to continue the work and for arbitration and conciliation to occur.

From this point we have continued to advocate on behalf of the members and achieve improvements.

In January 2019, the Newcastle Region Pilot or trial program was initiated for 6 months. This trial saw Corrective Services NSW (CSNSW) undertake many of the prisoner transport duties that were previously undertaken by police. This trial ran until June 2020, some 18 months.

Following on from the trial, we now sit on a Committee with NSWPF, working through ongoing issues as they arise, whilst chipping away at the broader issues.

In March 2021, PANSW were informed of a restructure of CSNSW, where they intended to reduce their coverage in Southern and Northern Regions. Following media coverage and lobbying of Politicians, we were advised that the CSNSW restructure was suspended.

New South Wales Branch

In the current COVID situation AVL is utilised more and more, changing the nature of the work Police are undertaking.

This is an ongoing issue as we strive to alleviate our members from these duties.

Mandatory Disease Testing

In May 2021, with the support from both sides of Politics, Legislation enabling the mandatory testing of a person finally passed. This has been a long drawn out matter with numerous Government Committees / Enquiries etc to examine the issue in minute detail.

The Legislation allows the issuing of a Mandatory Testing Order if a police officer or frontline worker has been exposed to bodily fluid as a result of a deliberate action, and the subject of the order will be required to provide a blood sample if there is a risk the worker could contract a disease as a result.

This campaign was commenced by the former president Tony Day as far back as the 1990's and gained momentum again in recent years.

Although the Legislation is not all that we had hoped for, we believe that it is one of the better and more workable pieces of Legislation, which is more effective for our Police and other frontline workers than that which exists in many other States and Territories.

The Legislation has now been passed and we are awaiting implementation.

Optional Disengagement Scheme

In late May 2021, following years of lobbying, PANSW was informed that the Coalition Government had approved the implementation of a stand-alone, Government funded Optional Disengagement Scheme, to be administered by NSWPF.

Details of the scheme will be finalised in coming months, with ongoing consultation between the Government, NSWPF and PANSW, prior to an expected commencement of the Scheme from 1 January 2022.

This scheme is completely funded by the NSW State Government, who have stated that the Scheme will provide payments of up to \$269,000 depending on rank and years of service.

This breakthrough, which the PANSW has lobbied for on behalf of our membership over many years, is an important win and welcome news.

New South Wales Branch

Superannuation Concessional Cap Reform

The Superannuation Concessional Cap issue for NSW Police Officers is one of the PANSW's longstanding issues, that we continue to fight for on behalf of our membership.

Since 2013, PANSW have been lobbying all sides of Government to permanently rectify this anomaly, whereby our death and disability insurance is paid by the Government through our superannuation accounts, affecting our ability to save for our retirement.

A band aid agreement currently exists where the Federal and State Government pay any tax penalty from exceeding the concessional cap incurred by the members. The payment is included on the following years income and affects child support and other Government assistance payments.

The PANSW has a correspondence and actions list dating back to 2013, with the current arrangement imposed in 2016 by the Turnbull Federal Government, with the Treasurer at the time being the current Prime Minister, Scott Morrison. COVID 19 has again impacted on the progress of this issue.

We have recently raised this issue with the Federal Coalition Government, and we are lobbying for this to be permanently rectified, along with concessional tax treatment of the Optional Disengagement Scheme.

Tony King
Branch President



TASMANIA BRANCH



The last 12 months has been a difficult time for the PAT and our members. In October 2020 we lost a close friend and colleague well known amongst the PFA. Rob Cooke, or 'Cooke' as we all affectionately referred to him was a valued member of the PAT Executive and PFA. He had to stand down from his position on the PAT Executive to focus on his health. Unfortunately, Rob succumbed to his ongoing mental health issues taking his own life.

With Rob's passing and recognition that 9% of the Tasmanian Police Officers were currently on open workers compensation claims we have seen a positive commitment and leadership by Tasmania Police to appoint an independent panel to review the Departments Wellbeing and Workers Compensation Framework. The PAT and our lawyers both provided comprehensive submissions to the panel chaired by a practicing lawyer and two mental health specialists. We are eagerly awaiting the report from the panel due in August 2021.

Safe Staffing Levels

In my previous report I announced a commitment by the Commissioner of Police to institute safe staffing levels at all seven of Tasmania's twenty-four-hour police stations. As of one July, this year two stations (Glenorchy and Burnie) have commenced ensuring the agreed safe staffing levels are maintained. It is reassuring that this positive work health and safety initiative has commenced and has achieved 100% compliance. We continue to work with the agency as the remaining stations come on line this financial year with this policy.

Enterprise Bargaining

Our Enterprise Bargaining negotiations have commenced and the PAT continues to be committed to seek redress regarding the pay freeze our members took in good faith in 2014. During the period of the freeze state sector wages grew whilst a number of agencies grew in staff numbers contrary to the commitment our member entered into. As a result of our analysis, we have developed a sound and logical outcome that we will continue to pursue and we are committed to seeking a fair and reasonable outcome for our members.

Tasmania Branch

Roster Review

In my previous report I noted that through PAT advocacy Tasmania Police undertook a review of its current rostering practices specifically as it relates to 24-hour shift workers. At present our 24-hour members work a 5-week roster cycle that includes a 7-day continuous block of night shifts.

Prior to commencing a number of roster trials, a literature review was conducted to ensure the rosters being trialled were sound based on fatigue management principles. Three key themes emerged from that process. Rosters should be forward facing; for example, day shift to afternoon to night shift to minimise fatigue. Our current rosters are not forward facing. No more than 3 nights of night shift should be worked in a row. This is due to how sleep debt is incurred and recovered from. Shift length, the optimal shift lengths are either 8 or 10 hour shifts with adequate breaks between them. As a result of this process a number of trials were undertaken. One trial roster in particular was embraced by those working it. This roster was 6 days on 6 days off. 2 day shifts, 2 afternoon shifts and 2-night shifts followed by 6 rest days. No adverse outcomes were identified for the community or service delivery and those who worked it reported positive outcomes on their personal health and wellbeing. Unfortunately to staff this roster we need to either re think how we deploy staff to 24-hour stations or increase their establishment levels. We are working collaboratively with Tasmania Police in moving forward with this body of work.

Conference 2021

In February 2021 we held our biannual conference with many of my counterparts making their way to Tasmania and getting through our strict border controls. At our conference we received positive commitments from the Liberal Government regarding a number of long-term issues. Most significantly was a commitment to remove police from undertaking court duty in Western District (Burnie & Devonport). This has been a long-term issue for the PAT and has seen commitments from both sides of the political spectrum to remediate. The current commitment is to have police removed from this function on August 15, 2021. This will be a major achievement and see police finally removed from undertaking another government agency's role completely in Tasmania. The Premier also committed to doubling the funding immediately to the department's health and wellbeing initiatives. This is a sizeable investment as we work towards a better understanding of how and why our members succumb to workplace trauma.

Sudden Election

The advocacy landscape we work in became a little more interesting post our conference. Due to a number of political issues unfolding the Premier called an early election; 12 months early. Having planned our strategic activities, particularly as they related to our EB we were quickly adapting to the political landscape.

Tasmania Branch

The election saw the Liberal Government achieve an historic third term. The Liberal government has been highly supportive of our members and the policing portfolio and we hope to continue this during this current term of government.

Significant Policies

Through PAT advocacy to government and the agency we now have a comprehensive relief policy for one-man stations. Prior to this there was a lack of consistency regarding when and how a station would be backfilled should one of the members be absent for a period of time. The PAT saw this as a significant work health and safety risk which has been addressed through the development of this policy which requires immediate backfill for one- and two-person station work areas when the member is absent.

As I write this, we are currently working with a work health and safety specialist reviewing Tasmania Polices draft Fatigue Management Framework. This is a body of work that is long overdue but we prefer to invest our time into making it as comprehensive as possible and compliant with our states *Work Health and Safety Act* of 2012.

Colin Riley
President



NORTHERN TERRITORY BRANCH



Our Northern Territory members continue to service a wide, varied and harsh landscape from metropolitan Darwin to the most remote of Aboriginal communities. Just over 1,600 members serve and protect an area of some 1.4 million square kilometres.

The challenges, highlights and struggles over the last 12 months has seen our members stretched to breaking point with the impact of COVID-19 redeploying members to Operation Crown and border control points (BCP), which has seen a strain on resources just to put vans on the road. At the same time we have been biding our time as we wait for the commencement of the murder trial of Constable Zachary Rolfe.

Our small team of one part time and six full time staff members, along with our Executive Board members and Regional Delegates, have worked hard to serve the members of the NTPA. And I thank them for their dedication and efforts over the last 12 months.

Supreme court – Constable Zachary Rolfe

The Supreme court trial of Constable Zachary Rolfe was due to start on Monday 19 July, with the first week set aside for the Voire Dire. The defence team arrived in Darwin on schedule on July 5, ready to commence with the trial. The DPP represented by NSW based Philip Strickland SC and Sophie Callan SC were unfortunately caught up on a COVID-19 lockdown in Sydney and commenced the Voire Dire via Video Link.

On the initiative of the presiding Judge, four points of law were referred to the Full Court of the Supreme Court for a legal argument.

It was argued by defence that provisions in the *NT Police Administration Act* provided officers with immunity in particular circumstances where they were acting in “good faith” and that it is common ground that section 148B in the form of a defence provides immunity from liability, not from prosecution.

The decision of the Full Court is very important to our members as it will determine with the authority of the Court, the extent of protection of the various immunities NT police members have.

Northern Territory Branch

Despite the trial being postponed on the basis that the prosecutors are currently in lockdown in Sydney, a new trial date has been set for 18 August 2021.

NTPA continues to support Constable Rolfe as he vigorously defends the charges.

ICAC

Michael Riches commenced as the new Commissioner for the Independent Commissioner Against Corruption (ICAC) in July 2021 after Ken Fleming QC announced his retirement and finished in the role on 5 July 2021.

The NTPA have been extremely vocal of the first Northern Territory ICAC Commissioner Ken Fleming QC, who we believe has abused his position and used it as a platform for grandstanding.

In June 2021 the NTPA publicly criticised Mr Fleming after he improperly used the Northern Territory Government Estimate Committee proceedings to threaten a whistle-blower who had exercised their right to lodge a complaint about ICAC.

It is extraordinary how an ‘independent’ investigatory body with wide reaching powers was allowed to behave in the manner it did. The loss of trust and faith in this investigative body by not only police members but the community has hurt the government. Only time will reveal how the next ICAC Commissioner will go.

Youth Crime

Our broken Youth Justice system became the subject of national concern on 15 March 2021 when Current Affair broadcast a special report titled ‘Anarchy in Alice Springs’. The report highlighted the failed outcomes from the Royal Commission into the Northern Territory’s youth detention system which saw youth bail laws relaxed, youth released from custody after four hours if not charged and youth diversion laws which fail to hold youth accountable for committing serious and ongoing crimes. These failed policies resulted in out-of-control youth crime and antisocial behaviour with over 50 per cent of youth on bail committing further offences.

The national outrage and community noise the report generated, finally motivated the government to update youth bail laws. However, lobbying from interested parties saw proposed tough bail laws again watered down, which has resulted in little change. The NTPA will continue to lobby against any proposal to increase the age of criminal responsibility, given our officers continue to deal with many serious offenders under the age of 14.

Industrial Landscape

At the time of publication, we had just opened our member survey which seeks to identify the memberships priorities in the lead up to the 2022 Consent Agreement.

Northern Territory Branch

Earlier this year, the Northern Territory Government released a wages policy of a 4-year wage freeze and offering \$1,000 per annum. With negotiations due to commence in January 2022, the NTPA is extremely disappointed with the Government's position, as effectively it will leave the majority of our members worse off. Significantly, the most recent figures from the Australian Bureau of Statistics (ABS) Consumer Price Index (CPI) data shows a spike in Darwin's cost of living since the quarter to June 30 was 6.1%. Despite these challenges, we will work to the best of our ability to secure the best possible outcome for the membership.

Discipline System

We have previously reported that our Association has been seeking a review of the disciplinary, retirement and appeal provisions of the Police Administration Act since February 2009 (PFA report 2014).

During the last election, Police Minister Nicole Manison, committed the government to reforming Part IV of the Police Administration Act (PAA). This archaic section of the PAA deals with discipline and continues to cause harm to our members. The NTPA sees this as an opportunity to design a fair, transparent and timely discipline system, which is more managerial, and welfare focused. Unfortunately, meetings to date have seen a distinct lack of commitment for innovation or collaboration from the Commissioner of Police and his delegates. This project is ongoing with government hoping to push through new legislation later this year.

COVID-19 response

Despite a decision to prematurely remove resources and infrastructure from the Northern Territory borders earlier this year, we are once again back on the Queensland and South Australian borders. The environment is challenging; however, infrastructure has again been stood up and we are expecting the situation to remain for some time.

In the recent budget allocation we were disappointed with the Government's failure to allocate additional funding to the Northern Territory Police for COVID related resources. In July 2021, the Government's own Estimates Committee reported that the police force overtime budget was \$4m over budget. This report confirmed there are substantial gaps in the workforce which currently rely on regular overtime to meet core frontline policing. We will continue to lobby the government to commit to additional police resources.

Conclusion

It is an honour to represent each of our members, and the collective Territory policing family at a national level. I thank all other affiliates for their ongoing support and advice, and in particular the PFA and QPU for their assistance in the lead up and during the trial of Constable Rolfe.

Northern Territory Branch

We will continue to advocate on behalf of all our members with all sides of politics, the community and the media to ensure the important issues are addressed and that the interests of all members of the Northern Territory Police are represented.

Paul McCue
Branch President



AUSTRALIAN FEDERAL POLICE ASSOCIATION BRANCH



2020-2021 has been a busy year for the Australian Federal Police Association) AFPA with wage freezes, Covid response, an Enterprise Agreement continuation and a high number of our members requiring welfare and industrial relations assistance.

During the year, our staff have worked tirelessly to continue to provide effective, efficient and high-quality services to our membership and stakeholders such as Police Bank and Police Health. This high delivery of service often goes un-thanked and unrecognised by those outside the organisation, and I want to thank each and every staff member of the AFPA for their service and support.

During the year we saw a few staff changes. We farewelled Mr Vince Kelly who decided that after 30 years in the policing environment that retirement was a good option. Mr Kelly has played a large part in making the AFPA what it is today, and I want to thank Mr Kelly, not only for the work he did for the AFPA, but also for his friendship and support over the last 12 months.

We welcomed Megan Wardle and Ashlea Cameron to the Legal and Industrial Team while farewelling Katherine Abberfield and Oliva Turner.

In early 2021, we had the elections for our National Executive, with the vast majority of the previous executive returning for another team. I would like to thank Scott Henderson and Kane Johnson for the dedication, experience and knowledge that they brought to the previous Executive, and welcome Jane McKenzie, Eric Davies and John Hawkins to the current Executive.

2020-2021 saw us continue to build our relationship with the Australian Federal Police (AFP), working collaboratively on welfare and industrial relations issues. Our relationship with Commissioner Kershaw has continued to grow and we are seeing the benefits of working together to achieve outcomes that benefit the AFP, its employees, and our members. We thank Commissioner Kershaw and his Executive team, especially the Chief Operating Officer, Ms Charlotte Tressler, Assistant Commissioner David McLean (Chief of Staff) and Deputy Commissioner Neil Gaughan (Chief Police Officer for the ACT).

The AFPA faces challenges that our colleagues in other associations do not have to contend with. We are a unique model within the police associations, representing both sworn and unsworn employees, along with having close interaction with state and federal governments. This is a challenging environment to operate in, especially when it comes to asking for money towards initiatives – is it a federal issue or a territory issue, or is it a split model between federal and territory government?

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In the ACT, we have experienced some legislative reform that flies in the face of policing. Cannabis has been decriminalised in the ACT for a number of years, but the ACT Government has taken the next step forward in allowing people to grow four plants in their backyards, and made personal possession legal. It hasn't taken long for the criminal elements in our community to work around the legislation, and profit from this legislation.

While on illicit substances, in the backend of 2020-2021, a private members bill was circulated that look at decriminalizing heroin, ice, MDMA and other illicit substances. The AFPA has been very vocal about rejecting this idea from a law enforcement, health and social welfare aspect. Our backs at to the wall on this matter, and the ACT community support is towards supporting the bill. Ultimately, we think it will take some intervention from the Federal Government to quash the bill, but we will continue to oppose it. If this bill is passed and enacted, it will put all Canberra-based AFP officers in a very difficult position. Cannabis is one thing, heroin, ice and MDMA are another thing.

2020-2021 was also taken up with Operation Recognition, and our aim of having the Australian Federal Police (AFP) removed from the Governments Public Sector Relations Policy (formerly the Workplace Bargaining Policy) along with scrapping the financial cuts imposed on the AFP, and finally, making sure that no member is left behind in the welfare environment.

For the first time in the AFPA's history, Operation Recognition enabled direct engagement between the membership and federal politicians from all sides. Via our website, members were able to send their local Member of Parliament (MP) and Senator a pre-populated letter that supported Operation Recognition.

This campaign has been successful, with members meeting with their local MP's, along with AFPA staff meeting with over 15 MP's or Senator's to push our agenda. As we move towards a federal election, Operation Recognition will be at the forefront of our election 'wish list'.

In the media environment, the AFPA continues to grow. We often have media approach us for comments, where previously, we were sometimes an after-thought. Some of the highlights in the media space relate to Operation Recognition and the Member for Indi, Dr Helen Haines MP proposed Australian Federal Integrity Commission Bill 2020. This media event put the AFPA in the same room as a number of high profile politicians and judicial officers, such as Shadow Attorney-General Mark Dreyfus QC MP, Australian Greens Senate Leader, Senator Larissa Waters and the Honorable David Harper AM QC.

On ACT matters, we are still fighting hard to see improvements on ACT Policing accommodation. Prior to the ACT election, we call on all sides of Government to provide ACT Policing with better accommodation after the Traffic Operations Centre in Belconnen had a ComCare improvement notice served on it.

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Credit to the ACT Government, as they have quickly addressed this issue, and we hopefully in early 2022 see a new, fit for purpose centre handed over to ACT Policing Traffic Operations.

Our fight for a new police station at Gungahlin and ACT Policing HQ will continue, and we have started to turn the ACT Government mind towards a new police station for the city area.

Throughout 2020-2021, the AFPA has fought and punched well above its weight. Our relationship continue to develop and provide better outcomes for all involved. We continue to influence the AFP in positive ways, always putting the welfare of members at the forefront.

We believe that we can support both the members and the AFP at the same time because at the end of the day, a strong, well-resourced and funded AFP with happy and supported employees leads to a stronger AFPA.

2020-2021 has been a challenged year, and 2021-2022 will follow suite. The covid pandemic that started in late 2019 and powered on, and will continue to power on until vaccination rates reach a high level and even then, things will be different and changes that we've seen over the past 18 months will become a normal part of life. It may take Australia years to fight off Covid, and it might be a fight that is never one, but just managed.

I extend to all the AFPA staff, former and current, my thanks and appreciation for their commitment and dedication to all our members and to each other. Our successes in 2020-2021 will roll into 2021-2022.

Alex Caruana
President
Australian Federal Police Association



L to R:
Alex Caruana,
Vince Kelly and
Angela Smith.



Police Federation of Australia

Telephone: +61 6239 8900

Facsimile: +61 2 6239 8999

Email: pfa@pfa.org.au

Mail: Level 1, 21 Murray Crescent, GRIFFITH ACT 2603