

# CCHQ 2022

**STRONG ECONOMY. STRONGER FUTURE.**

12 May 2022

Mr Scott Weber  
CEO, Police Federation of Australia  
Level 1, 21 Murray Cres  
GRIFFITH ACT 2603  
Email: [scott@pfa.org.au](mailto:scott@pfa.org.au)

Dear Mr Weber

Thank you for the opportunity to provide the views of the Coalition on important issues facing your members. A response to your questions is attached.

The last two years have been tough for our country.

Despite the setbacks, Australia's economic recovery is leading the world.

Unemployment is at 4%, the equal lowest in 48 years. And the recent Budget included the biggest turnaround in our finances in over 70 years.

There's much more to be done. To build a stronger future, our plan will:

1. Deliver more jobs and working towards unemployment below 4%.
2. Deliver tax relief for workers and small businesses.
3. Invest in roads, rail, water infrastructure and renewable energy technology.
4. Make record investments in health and other essential services.
5. Invest in stronger defence, security and borders.

This election provides a clear choice, with real consequences for Australia.

The alternative at this election is Anthony Albanese and Labor. Labor would weaken our economy and put Australia's recovery at risk. Now is not the time to change course.

Thank you for communicating our response to your members.

Yours sincerely,



Andrew Hirst  
Federal Director

**MORRISON GOVERNMENT RESPONSE TO THE POLICE FEDERATION OF AUSTRALIA 2022**

PFA Proposal	Morrison Government Response
<p>The PFA seeks a commitment to have a representative on the Attorney General Department's First Responder Mental Health Working Group.</p>	<p>The Attorney General's Department's First Responder Mental Health Working Group is made up of representatives from Commonwealth, state and territory workers' compensation policy agencies and regulators, and includes a nominee from Safe Work Australia.</p> <p>Observers may attend with prior agreement of the Chair, obtained through the Secretariat.</p> <p>The Coalition encourages the PFA to write to the Secretariat of the Working Group and make a request to attend a future meeting, or meetings, as an observer.</p>
<p>The PFA, with the support of the Police Association Victoria and the Australian Federal Police Association, who are part of the pilot, requests the Government expand the BlueHub program's funding to include all police nationally.</p>	<p>The Morrison Government welcomes further discussions regarding outcomes of the BlueHub pilot program ahead of the pilot's conclusion, and opportunities nationally to ensure that police have access to appropriate treatment and support services.</p> <p>The Morrison Government has worked with the states and territories to conclude Australia's first ever National Agreement on Mental Health and Suicide Prevention. The Commonwealth and all state and territory governments have also signed bilateral agreements that will provide significant funding to implement initiatives under the National Agreement in their states.</p>
<p>The PFA supports the National Police Memorial charity's continued work on Police Officer Mental Health and Wellbeing programs and initiatives and calls on the Federal Government to also continue to support this important campaign through continued funding under the Proceeds of Crime Account.</p>	<p>The Morrison Government has been a strong supporter of the Police Officer Health and Wellbeing programs and initiatives, utilising POCA funds where appropriate. However, the Confiscated Assets Account established under the Proceeds of Crime Act 2002 is not a suitable source of funds for ongoing commitments, as the balance of the Account varies considerably due to the uncertain timing of asset confiscation activities.</p>

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<p>The PFA seeks the Federal Government to work with state and territory governments to provide eligible police and former police, with a Blue Card, with similar benefits to the White Card provided under the DVA for defence force personnel.</p>	<p>The Morrison Government recognises the risks faced by police in the exercise of their duties, and is committed to working with states and territories to ensure police have appropriate access to treatment and support services.</p>
<p>The PFA encourages the finalisation of the NCIS as a matter of urgency and to ensure that the NORS is a key component of the NCIS system.</p>	<p>The Morrison Government committed \$40.5 million in the 2022-23 Budget for the ACIC to continue the integration of police services into the National Criminal Intelligence System (the NCIS). The NCIS will give Australia's law enforcement a national picture of criminal activity and ensure they can find the information they need to keep themselves and the community safe.</p> <p>The Morrison Government will continue its work with states and territories to ensure police nationally have the tools they need to manage threats to community safety.</p>
<p>The PFA therefore continues to support the raising of the Superannuation Guarantee to 12% in the increments currently in legislation.</p>	<p>The superannuation guarantee is legislated to rise by 50 basis point every 12 months, from 1 July 2021, until 1 July 2025, when the superannuation guarantee will reach 12 per cent.</p>
<p>The PFA seeks a commitment that police officers will continue to be allowed to retire and access their superannuation entitlements tax free from age 60, regardless of any future changes in preservation age or superannuation taxation policies.</p>	<p>All Australians can access their superannuation tax-free from age 60 if they are retired. The Government has no plans to make changes to the preservation arrangements.</p> <p>At the last election, we promised there would be no new taxes on superannuation. Over the last three years we have honoured that commitment. The Government again guarantees that under a Morrison Government there will be no increased superannuation taxes.</p>
<p>The PFA seeks the support of the Federal Government to extend the same FBT gross benefits exemption as provided to Ambulance Services in 2004, via the <i>Tax Laws Amendment (2004 Measures No. 2) Bill 2004</i>.</p>	<p>The Morrison Government has made a Lower Tax Guarantee which will benefit millions of workers by delivering \$100 billion of tax relief over the next four years, and no new taxes on Australian workers, retirees, superannuation, and electricity. Labor is unable to match this Guarantee and will need to increase taxes or find new</p>

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	<p>sources of revenue to fund billions of dollars of additional spending they have already announced.</p> <p>In recognition of the social benefit provided by not-for-profit organisations including registered public benevolent organisations, the Government continues to provide fringe benefit tax (FBT) concessions. This support through the tax system needs to be balanced with possible economic distortions with the Productivity Commission concluding in 2010 “ FBT concessions produce a number of significant distortions, affecting resource allocation and changing employee behaviour... it would be preferable to phase out the concessions.”</p> <p>Consistent with the Lower Tax Guarantee, the Morrison Government is committed to ensuring current FBT concessions remain in place and will assess the impacts of extending FBT concessions to members of the police force, taking into consideration tax cuts that will flow over the next four years, the state of the Australian economy and the Commonwealth’s fiscal position.</p>
<p><b>The PFA seeks the support of the Australian Government to engage with police to ensure that any changes to legislation around superannuation are not detrimental to our members.</b></p>	<p>The Government routinely engages in public consultation with affected stakeholders when making changes to legislation. Engagement by all interested stakeholders is welcomed as part of this process.</p> <p>At the last election, we promised there would be no new taxes on superannuation. Over the last three years we have honoured that commitment. The Government again guarantees that under a Morrison Government there will be no increased superannuation taxes.</p>
<p><b>The PFA seeks that the Australian Government support the PFA in having model presumptive legislation for police enacted in each jurisdiction.</b></p>	<p>The Morrison Government has established a cross-jurisdictional First Responder Mental Health Working group to progress a nationally consistent approach to presumptive provisions for post-traumatic stress disorder and other psychological injuries for first responder and emergency services agencies.</p>
<p><b>The PFA seeks that the Australian Government support the PFA and its state, territory and AFP branches, all obtaining appropriate legislation for the protection of police who come into contact with</b></p>	<p>The Morrison Government recognises the need for strong laws to protect police in the discharge of their duties and protection of the community. We will raise the</p>

PFA Proposal	Morrison Government Response
<p><b>the bodily fluids or blood of an offender/person that have the potential to infect the officer.</b></p>	<p>importance of appropriate offences and legislative protections with states and territories.</p>
<p><b>The PFA seeks that the Australian Government support a Meritorious Service Award for police and other emergency services under the Australian Honours system.</b></p>	<p>The Morrison Government acknowledges the critical contribution of police and emergency services members in protecting Australians and Australian interests. We will examine existing Honours available to recognise the service and commitment of members of police and emergency services organisations, to ensure that meritorious service can be appropriately recognised.</p>
<p><b>The PFA thanks the Government for the funding and ongoing support for National Police Museum.</b></p>	<p>The Morrison Government has allocated \$4.4 million in Proceeds of Crime to support the establishment of the Museum of Australian Policing, which will open in Canberra in 2023.</p>
<p><b>The PFA seeks the development of a model of collaborative purchasing and storage of personal protective equipment for Australia's police to ensure ready availability of supplies in times of urgent need.</b></p>	<p>The National Medical Stockpile is a strategic reserve of drugs, vaccines, antidotes and personal protective equipment for use in national health emergencies. We purchase and stockpile these items so Australia is more self-sufficient during an emergency and able to meet high levels of demand. States and territories are able to request access to the NMS.</p> <p>In addition, Emergency Management Australia (EMA), through the Department of Home Affairs, implemented the National Coordination Mechanism (NCM) in response to the COVID-19 pandemic. The NCM provides a flexible mechanism to ensure coordination, communication and collaboration to address the specific impacts of a national crisis.</p>
<p><b>The PFA calls upon all political parties to expedite Recommendation 6.4 of the Royal Commission into Natural Disaster Arrangements and to urgently finalise the creation of a Public Safety Mobile Broadband capability for Australia's first responders.</b></p>	<p>The Morrison Government remains committed to a national Public Safety Mobile Broadband capability. The NSW Government, on behalf of the Commonwealth and all state and territory governments, is undertaking a proof of concept trial, which commenced in May 2021 and will run through to July 2022. The findings will help shape design of the capability, ahead of a phased roll out from 2023.</p>
<p><b>The PFA seeks a commitment that police will have a seat at the table as key legislative arrangements governing [driverless] vehicles is discussed and ultimately legislated.</b></p>	<p>The Morrison Government acknowledges the importance of road safety and the need to consider carefully risks associated with driverless vehicles as technology continues to evolve. We thank the PFA for raising the issues outlined.</p>

PFA Proposal	Morrison Government Response
<p>The PFA seeks commitment to a range of amendments to the Fair Work Act and National Employment Standards with respect to:</p> <ul style="list-style-type: none"> <li>- Gender equity</li> <li>- Paid family and domestic violence leave</li> <li>- Enforceable family friendly working hours for parents and carers</li> <li>- 26 weeks paid parental leave</li> <li>- A right to superannuation.</li> </ul> <p>In addition, the PFA seeks:</p> <ul style="list-style-type: none"> <li>- Guaranteed access for police to the 'in home care program'</li> <li>- Expansion of pregnancy loss leave</li> <li>- National consistency of family violence leave.</li> </ul>	<p><b>Gender equity</b></p> <p>The principle of equal remuneration for work of equal or comparable value is already enshrined in the Fair Work Act.</p> <p>The Fair Work Act provides for the Fair Work Commission to make an equal remuneration order, which requires certain employees, in this case women, to be given equal remuneration for work of equal or comparable value.</p> <p>In contrast to Labor's hollow promises, the Coalition continues to deliver for women in the workplace.</p> <p>The Gender Pay Gap is now 13.8%, which is significantly lower than the 17.4% we inherited from Labor in 2013.</p> <p>There are 1.1 million more women in work today than in 2013 when Labor was in government. As of March 2022, women's workforce participation is at a near record high of 62.2% compared to the 58.7% under Labor (record high of 62.4% in February 2022).</p> <p><b>Family and Domestic Violence leave, and national consistency:</b></p> <p>The Fair Work Commission is part way through reviewing the family and domestic violence leave clause in modern awards. Further consideration of the issue of paid leave will be appropriately informed by the Commission's consideration of the issue.</p> <p>Australian employees are already entitled to 5 days unpaid family and domestic violence leave because of action this Government took in 2018 to include it in the National Employment Standards.</p> <p>This can be used in conjunction with the Morrison Government's new Escaping Violence Payment which has been providing victim-survivors who are leaving a violent relationship with up to \$5,000 in financial assistance to establish a home free from violence since it was established in October last year. In this year's Women's Budget Statement we increased funding for the program as part of our record \$1.3 billion investment in women's safety.</p>

The Payment provides valuable financial assistance and is not considered taxable or reportable income.

The National Employment Standards do not preclude employers from providing additional support to employees experiencing family and domestic violence, and a number of large employers are already taking this step.

In fact, the Workplace Gender Equality Agency's latest report shows that 51 per cent of employers already provide paid DV leave.

**Flexible working arrangements**

Certain employees already have a legal entitlement to request flexible working arrangements under the Fair Work Act.

This includes permanent employees who have worked with the employer for at least 12 months and regular casual employees who have worked with the employer for at least 12 months and have a reasonable expectation of continuing employment on a regular and systematic basis.

The request must be because the employee is: a parent of, or have responsibility for the care of, a child who is school age or younger; a carer (within the meaning of the *Carer Recognition Act 2010*); a person with disability; aged 55 or older; experiencing family violence, or providing care or support to a family member, or someone they live with, who is experiencing family violence.

If a state or territory law gives an employee a better entitlement to flexible working arrangements, then that state or territory law still applies.

**Paid parental leave and expansion of pregnancy loss leave**

The Morrison Government believes that increasing women's workforce participation will lead to significant social and economic gains - it benefits families, as well as women's retirement incomes, skills development and financial independence.

The Coalition is empowering women and families with more choice and flexibility to make their own decisions on how to manage their work and care responsibilities to suit the family. Our Enhanced Paid Parental Leave was a signature measure of this

year's \$2.1 billion Women's Budget Statement. The new household income eligibility test of \$350,000 will particularly support women who are the primary earner and do not currently have access to employer funded parental leave. For the first time, both parents will be able to access paid leave from their employer as well as the Government Paid Parental Leave scheme for the combined 20 weeks, providing further incentive for more dads and partners to take parental leave. Single parents will also benefit from the extended 20-week entitlement, in the same way a household with two parents can.

Under the National Employment Standards of the Fair Work Act, parental leave and related entitlements provide minimum leave entitlements for all employees covered by the national system. Many employers provide paid parental leave to their employees to further value and support pregnant employees, and their return to work. This may be through a contract of employment, enterprise agreement or a workplace policy.

During 2020, the Coalition made the necessary legislative amendments to ensure that parents who experience a stillbirth, or death of their child during the first 24-months of life, can continue taking the unpaid parental leave they had planned to take, without having to worry about returning to work before they are ready to do so. In 2021 we extended this to enable an employee to take up to two days of paid compassionate leave if the employee, or the employee's current spouse or de facto partner, has a miscarriage.

Many employers provide additional entitlements above the minimum standards set out in the Fair Work Act.

**Superannuation**

Two pieces of legislation, the *Superannuation Guarantee (Administration) Act 1992* (SGAA) and the *Superannuation Guarantee Charge Act 1992* (Cth) (the SGCA) together formulate the employer superannuation system.



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	<p>Non-compliance with the superannuation legislation can attract civil penalties. Since 1 April 2019, criminal penalties can apply where an employer fails to follow a direction by the ATO to pay any unpaid SG charge.</p> <p>Ultimately, unpaid superannuation is paid into the worker's superannuation and unpaid wages are given directly to the employee.</p> <p>The Fair Work Act also already contains compliance mechanisms to recover unpaid superannuation that relate to circumstances where superannuation is included in industrial instruments. For example, through the civil remedy provisions under section 45 Contravening a modern award and Section 50 Contravening an enterprise agreement.</p>
<p>The PFA has established a <b>National Policing Research Network</b> for issues affecting police in every jurisdiction.</p> <p>The PFA seeks that it be provided with research funds for research into:</p> <ul style="list-style-type: none"> <li>a. <b>work/life balance of shift workers/emergency service workers;</b></li> <li>b. <b>portability of policing skills (skills-based assessments, a model for career transition from policing; and</b></li> <li>c. <b>interjurisdictional mobility of police and career transition for injured workers).</b></li> </ul>	<p>The Morrison Government welcomes further discussion with the Police Federation of Australia on areas of research related to police work practices, skills and mobility.</p>