



# POLICE FEDERATION OF AUSTRALIA **ANNUAL REPORT** **2021-22**

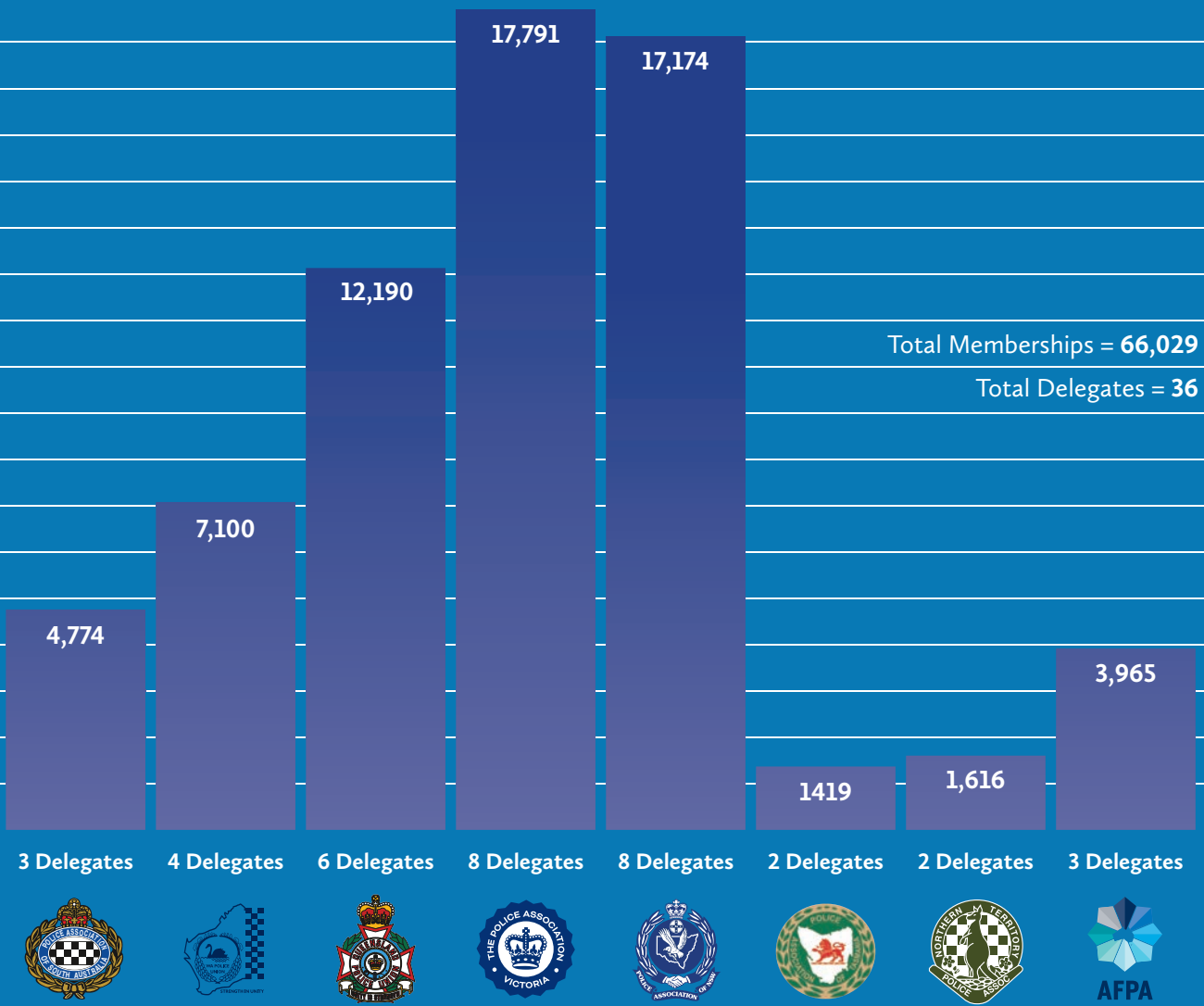


**Police Federation  
of Australia**  
Celebrating 20 years as  
The National Voice of Policing

# CONTENTS

Affiliates/Associates	3
Office Bearers	4
Life Members	4
Staff	5
Meetings Conducted	5
<b>PRESIDENT'S REPORT</b>	<b>6</b>
<b>CHIEF EXECUTIVE OFFICER'S REPORT</b>	<b>8</b>
<b>AFFILIATES' REPORTS</b>	
South Australia	31
Western Australia	36
Queensland	41
Victoria	46
New South Wales	52
Tasmania	57
Northern Territory	61
Australia Federal Police Association	65

# AFFILIATES



Police Federation of Australia Annual Report 2021-22

## MEMBERSHIP NO.s as at 31 dec 2021 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) *to 30 September 2021*  
 Ian Leavers (Queensland) *Elected 30 September 2021*
- VICE PRESIDENT** Ian Leavers (Queensland) *to 30 September 2021*  
 Alex Caruana (Australian Federal Police Association)  
*Elected 30 September 2021*
- VICE PRESIDENT** Paul McCue (Northern Territory) *to 30 September 2021*  
 Colin Riley (Tasmania) *Elected 30 September 2021*
- TREASURER** John Laird (Victoria) *to 30 September 2021*  
 Paul McCue (Northern Territory) *Elected 30 September 2021*

## EXECUTIVE MEMBERS

- Mark Carroll (South Australia)  
 Ian Leavers (Queensland)  
 Paul McCue (Northern Territory)  
 John Laird (Victoria) *Retired 9 October 2021*  
 Karl David (Victoria) *Elected 17 February 2022*  
 Harry Arnott (Western Australia) *Resigned 27 August 2021*  
 Mick Kelly (Western Australia) *Elected 27 August 2021*  
 Colin Riley (Tasmania)  
 Alex Caruana (Australian Federal Police Association)  
 Tony King (New South Wales) *Resigned 26 May 2022*  
 Kevin Morton (New South Wales) *Federal Council Appointment 29 June 2022*

# LIFE MEMBERS

- |  |                                |
|--|--------------------------------|
| Leon Kemp (Tasmania)                                     | Mark Carroll (South Australia) |
| Peter Alexander (South Australia)                        | Ian Leavers (Queensland)       |
| Mark Burgess (PFA & New South Wales)                     | John Laird (Victoria)          |
| Vince Kelly (Northern Territory)                         |                                |
| Jon Hunt-Sharman (Australian Federal Police Association) |                                |

# STAFF

<b>CHIEF EXECUTIVE OFFICER</b>	Scott Weber
<b>OFFICE MANAGER</b>	Debbie Martiniello
<b>PROJECT OFFICER</b>	Kathleen Potts
<b>ADMINISTRATIVE ASSISTANT</b>	Amanda Chindamo

# MEETINGS CONDUCTED

## FEDERAL COUNCIL

22 September 2021 Video Conference

## EXECUTIVE

21 September 2021 Video Conference  
 06 October 2021 Video Conference  
 17 February 2022 Darwin / Video Conference  
 30 March 2022 Canberra / Video Conference  
 29 June 2022 Adelaide

## INDUSTRIAL PLANNING COMMITTEE (IPC)

17 November 2021 Canberra / Video Conference  
 22-23 March 2022 Canberra / Video Conference  
 06 July 2022 Canberra / Video Conference

## WOMEN'S ADVISORY COMMITTEE (WAC)

Due to COVID-19 Restrictions, no face-to-face meetings were possible over the reporting period. The WAC will come together on 19 September 2022 for a PFA WAC Strategic Planning Day prior to their meeting which will be held before the PFA Executive meeting on the 20 September 2022.



## PRESIDENT'S REPORT

It is with pleasure that I write my first Report as the Police Federation of Australia's fifth President.

I acknowledge those Presidents that have served before me and the great work they did on behalf of our collective membership since the PFA elected its first President, Leon Kemp in January 1998. The Association now represents around 66,000 police nationally and the PFA has become one of the strongest industrial organisations in Australia.

The past twelve months has been a very busy period, with the lingering effects of COVID, not only on our members, but community wide. I pay credit to Police across every jurisdiction who have had to wear the brunt of many of the community's concerns about Australia's COVID response, but like the professionals they are, Police across Australia stood up and took the lead in bringing our country out the other side of this difficult period.

I would like to acknowledge on behalf of all Police the tragic passing of Victorian Police Officer Senior Constable Bria Joyce who lost her life in the line of duty. Police across Australia are paid every day to put their lives on the line for the safety of the community. The loss of life of any Officer is felt keenly across our Police family nationally in Australia and in New Zealand.

The following Annual Report, put together by our Chief Executive Officer Scott Weber and his team, highlights the key issues the PFA has pursued on behalf of our members, and details the difficult circumstances during COVID that we had to contend with in order to pursue those issues.

I commend Mr Weber and his team on their efforts.



Following the Federal Election in May this year, the PFA Executive invited the newly appointed Federal Attorney General, the Hon Mark Dreyfus QC, to discuss the PFA's key strategic issues.

I thank the Attorney General for the frank and open dialogue he engaged in with the Executive, and I believe it places us in a good position moving forward to develop a strong working relationship with the new Federal Government led by Prime Minister Anthony Albanese.

Following our meeting with the Attorney the Executive set a number of objectives, including

- The mental health and well-being of police via:
  - The continued government financial support for the BlueHub program;
  - A national standardisation of approaches to mental health and presumptive workers compensation legislation; and
  - The introduction of a "Blue Card", or the like, for current and former police to get streamlined access to mental health assistance
- The pursuit of legislation/regulation that would allow police the same access to capped FBT concessions as ambulance officers and nurses

These issues, together with a range of other industrial and professional matters developed over the coming months will be the focus of the PFA's work with the new government over the next twelve months.

I look forward to reporting to you with the progress we have again made on our member's behalf.

**Ian Leavers APM**

President



# CHIEF EXECUTIVE OFFICER'S REPORT

I thank you for the opportunity to prepare my fourth report as the PFA CEO.

I firstly congratulate our President Ian Leavers on his first term in office. I take this opportunity to thank Ian, the Executive and all the Branches for their ongoing continued support through what has been another difficult 12 months with the lingering impacts of COVID. I also pay tribute to Mark Carroll for his seven years of outstanding service as the PFA's President.

As Ian has already stated, and is outlined in my following report, COVID has again set us many challenges over the past 12 months in pursuing the array of issues we have identified on behalf of our members. Travel and meetings were again kept to a bare minimum and our ability to meet with politicians and members of the federal bureaucracy has likewise continued to be severely handicapped. We have however still managed to operate effectively, and I encourage you to read the following pages to get a clear understanding of the array of issues we have been pursuing.

As Ian also pointed out, we experienced a change of Government in May this year, but due to the relationships the PFA has developed over the years with all political parties and the various cross benchers, the transition of our working relationship with the incoming ALP government will be very smooth and professional and we have also already established strong working relationships with a number of other Minister's offices and their staff.



As the following pages will attest, we have many issues on the go and whilst we will continue to monitor and progress all those matters, the Executive has rightly identified several key issues for specific focus and attention, not the least of which is the issue of the mental health and well-being of our members and our endeavor to attain like capped FBT concessions to ambulance staff and nurses.

In the case of member's mental health and well-being, the PFA has maintained a strong and close working relationship with the National Police Foundation charity who are currently undertaking work building a mental health and well-being portal for police and who conduct the annual Wall to Wall Ride for Remembrance, the funds raised from which, support police legacy organisations nationally.

In respect to the capped FBT issue, the PFA has already commenced work on a detailed submission on the issue for the consideration and action by the Executive.

I encourage you to read the following pages of this report to not only get a picture of the PFA's activities over the past 12 months, but also our Branch reports which highlight what has been occurring across all the jurisdictions.



PFA Staff

# VISION 1

## A STRONG PROFESSIONAL PRESENCE AT THE NATIONAL LEVEL

### ENGAGEMENT WITH THE FEDERAL PARLIAMENT

Due to the COVID-19 pandemic, face to face engagement with the Parliament was problematic with few meetings being able to be held in the building. Once restrictions began to ease the PFA was able to host a function in the office of Deputy Speaker Llew O'Brien where a large number of ministers, members and senators were in attendance where the PFA was able to relay its issues direct to politicians from all sides, however the difficulty of access to politicians during this period made it challenging to pursue a range of the issues that the PFA had highlighted on behalf of members.

Regardless, relationships with various ministers, shadow ministers, parliamentary committee members and secretariats, cross benchers, senators and backbenchers from all parties were maintained.

The PFA 2021 Federal Council was held in September 2021 via Zoom video conferencing and many events over the Annual Police Week and throughout the rest of the reporting year continued to be significantly affected by the COVID-19 pandemic.

### FEDERAL ELECTION 2022

In the lead up to the May 2022 Federal Election the PFA provided all political parties with a policy position paper, seeking their support on a range of issues. These issues were identified through a process of branch input and ultimate sign off by the PFA Executive. The key thrust of the submission calling for a holistic national approach to the issue of police mental health and wellbeing. In summary the PFA raised the following:

- Ongoing support and funding for mental health and wellbeing initiatives
- Superannuation and taxation issues including salary packaging through FBT concessions
- Workers' compensation issues including model presumptive legislation enacted in each jurisdiction

- A number of other industrial issues including gender equality issues.

To view the full set of raised policy issues [click here](#).

To view the political parties replies [click here](#).

## PARLIAMENTARY SUBMISSIONS

During the reporting period the PFA made numerous submissions to parliamentary inquiries and provided further evidence to a number of hearings.

### **Exposure Draft Security Legislation Amendment (Critical Infrastructure Protection) Bill 2022**

On 15 December 2021 the Department of Home Affairs sought submissions on the Exposure Draft Bill with the PFA putting forward a submission on 31 January 2022.

For over a decade the PFA has been at the forefront of the campaign to develop a Public Safety Mobile Broadband (PSMB) capability for police and emergency services agencies and acknowledged that the Proof of Concept was progressing. The PFA encouraged the government to consider other new and advancing technologies to supplement and support a PSMB capability.

On 10 February 2022 the Security Legislation Amendment (Critical Infrastructure Protection) Bill 2022 was referred to the Parliamentary Joint Committee on Intelligence and Security (PJCIS) for inquiry. The PFA did not submit anything further as we had made a previous submission to the PJCIS in February 2021 for the Security Legislation Amendment (Critical Infrastructure) Bill 2020. The Security Legislation Amendment (Critical Infrastructure Protection) Bill 2022 was passed on the 31 March 2022. This followed on from legislation passed in late 2021.

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

### **Criminal Code Amendment (Sharing of Abhorrent Violent Material) Act 2019 (AVM Act).**

The PFA put forward a submission to the Parliamentary Joint Committee on Law Enforcement for this inquiry on the 15 October 2021.

The PFA supported the intent of the Act and any moves that parliament could make to assist the role of police in eliminating violent abhorrent material from the internet and other hosting services to protect the wider community.

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

To read the committee report released in December 2021 [click here](#).

### **Parliament Inquiry into the Expansion of ACLEI's Jurisdiction and the Corruption Vulnerabilities of Law Enforcement Agencies' Contracted Services**

In late 2021 the Parliamentary Joint Committee on the Australian Commission for Law Enforcement Integrity announced an inquiry into the expansion of ACLEI's jurisdiction and the corruption vulnerabilities of law enforcement agencies' contracted services. The PFA put forward a submission on 08 October 2021.

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

This inquiry lapsed due to the ceasing of the committee at the dissolution of the House of Representatives on Monday 11 April 2022.

### **2021 Regional Telecommunications Review**

In September 2021 the PFA made a submission to the Department of Infrastructure, Transport, Regional Development and Communications. In addition to this submission the PFA wrote to the Standing Committee on Infrastructure, Transport and Cities in September with a copy of our submission for their consideration.

For many years, public safety agencies, including, police, fire and emergency services, have been calling for the introduction of a national PSMB capability (spectrum). For public safety agencies, effective communications are not just another business input, but a critical input.

The PFA believes that one of the key recommendations from this inquiry should be to strongly support Recommendation 6.4 of the Royal Commission into Natural Disaster Arrangements and to call upon the Federal Government to urgently finalise the creation of a Public Safety Mobile Broadband capability for Australia's first responders.

While the Government's response did acknowledge that PSMB is being progressed with work underway on a multi-operator national PSMB by the NSW Telco Authority on behalf of Australian, state and territory governments, we will be continuing to monitor this space.

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

To read the committee report: 2021 Regional Telecommunications Review – A step change in demand [click here](#).

To read the Government's formal response published March 2022 [click here](#).

### **Inquiry into Housing Affordability and Supply in Australia**

The House of Representatives Standing Committee on Tax and Revenue called for submissions to this inquiry by 13 September 2021. The PFA put forward a submission and was pleased to be invited to provide further evidence at the public hearing in November.

Police officers across the country, particularly in capital cities, work in locations that they cannot afford to purchase houses in and are often required to undertake significant commute times. The PFA has lobbied successive governments to allow police to access like salary packaging/sacrifice (capped FBT) benefits as nurses (in public and non-profit hospitals) and ambulance officers, that would allow them to salary package/sacrifice their mortgage.

We know police are being priced out of the housing market in many areas across the country and salary packaging /sacrifice for police along with further investment in initiatives to provide access to affordable housing would go some way to alleviating the housing problems currently faced by many members.

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

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

To read the committee report 'The Australian Dream' released March 2022 [click here](#).

To read the Government's formal response published March 2022 [click here](#).

### **Inquiry into Road Safety**

In 2021 a Joint Select Committee on Road Safety was established to report on or before 01 July 2022. The PFA put forward a submission to this inquiry on 10 September 2021 and was subsequently invited to provide further evidence at a public hearing on the 7 October 2021.

The PFA took the opportunity to emphasise the fact that a high police visibility on our roads is the most important deterrent to dangerous driving. Regardless of road and vehicle conditions, high profile road safety campaigns and other preventative measures, are vital. We encouraged the Federal Government to work collaboratively with state, territory and local governments as well as the myriad of other authorities and organisations who have experience and expertise in this space, to make our roads safer.

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

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

To read the Joint Select Committee on Road Safety report Driving Reform released 25 March 2022 [click here](#).

### **Inquiry into the Adequacy and Efficacy of Australia's Anti-Money Laundering and Counter-Terrorism Financing (AML/CTF) Regime.**

The Legal and Constitutional Affairs References Committee will report by 02 December 2021. To read the PFA submission 27 August 2021 [click here](#).

The PFA accepted an invitation to the online hearing on 9 November 2021.

The ability to have legislation to support police to investigate who has beneficial ownership of companies, trusts or partnerships, and to trace, restrain and confiscate the benefits that criminals and identified facilitators derive from their

offences is a vital part of any effective criminal justice system. This ensures such funds are not able to be used for further criminal activity including drugs, violence and potentially counter terrorism offences. Anyone who derives profit from crime, should be held to account.

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

To read a copy of the committee report published March 2022 [click here](#).

### **Mental Health and Suicide Prevention**

As reported in the last annual report the PFA made a submission to the House of Representatives Select Committee on Mental Health and Suicide Prevention in March 2021. Recommendations focused 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 BlueHub 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.

In this reporting period public hearings via video conferencing continued through July and August 2021. The Committee published its final report in October 2021 which contained 44 recommendations which included the establishment of a permanent mental health committee.

To read the committee's final report published October 2021 [click here](#).

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

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

As reported previously the PFA put forward a submission in 2021 to the Parliamentary Joint Committee on Intelligence and Security (PJCIS) in support of the intent of the above Bill. At the time of writing this report the Bill lapsed at dissolution 11 April 2022.

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

### **Review of Police Powers in Relation to Terrorism, the Control Order Regime, the Preventative Detention Order Regime and the Continuing Detention Order Regime.**

On the 14 of October 2021 the PJCIS tabled its review into counter-terrorism powers held by the AFP, recommending that the following powers be extended to 7 December 2025.

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

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

As reported in the PFA Annual Reports 2019-20 and 2020-21 the PFA put forward a detailed submission to the inquiry into the Australian Governments' Response to the COVID-19 Pandemic in June 2020.

After releasing three interim reports over 2020/2021 the Senate Select Committee on COVID-19 tabled its final report in April 2022.

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

To read the Committee's final report April 2022 [click here](#).

**Inquiry into Food Pricing and Security in Remote Indigenous Communities**

The Government response for this inquiry was published December 2021.

To read the Government response [click here](#).

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

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

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



## VISION 2

# THE DELIVERY OF ENHANCED MEMBERSHIP BENEFITS AND CONDITIONS TO ITS MEMBERS

### TAXATION

#### Salary Packaging

The PFA has continued to pursue the provision of the same fringe benefits tax (FBT) concessions that apply to some hospital and ambulance service employees, particularly as it applies to the FBT exemption cap.

Whilst neither political party agreed to our demands on this issue the PFA Executive has resolved to continue to make this issue a key priority moving forward.

### MERITORIOUS SERVICE AWARDS

The PFA continued to pursue the awarding of a Meritorious Service 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. Unfortunately we continued to receive push back from the Department of Prime Minister and Cabinet who have carriage of such issues.

During the past 12 months we continued to have strong support from all the agencies and unions whose members would be eligible and we will raise the issue with the new incoming Government in an endeavour to have the Award gazetted.

### 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 to up to 23% discount, a donation of \$28.00 would be made to our nominated charity, in this case being The National Police Foundation.

### MEMBER MENTAL HEALTH AND WELL-BEING

The PFA has continued to focus on a number of key issues in respect to member mental health and well-being.

We have sought a position on the Attorney General's Department – First Responder Mental Health Working Group, which the newly elected Labor Government has agreed to and we are likewise continuing to seek support and funding for the BlueHub program and a Blue Card that would be linked to the BlueHub.

The PFA also continues to work closely with the National Police Foundation Charity on the development of programs funded via the Proceeds of Crime Account.

The PFA and the Foundation have been working over the past 12 months on the development of POCA II and III projects, building off the success of the initial POCA I program, all underpinned by the findings of the Beyond Blue's national survey "Answering the Call", conducted as part of the National Mental Health and Wellbeing Study of Police and Emergency Services.

The POCA II campaign saw the commencement of the development of the police mental health and wellbeing web portal, specifically designed to:

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

And POCA III was designed to continue the seamless link between all the POCA campaigns developed by the PFA and the Police Foundation. The web portal will link the numerous programs and network of providers and provide an ongoing focus for the repository of vital information and assistance for police and their families.

The POCA III campaign is also linked with the numerous other worthy initiatives taking place in the mental health and wellbeing space, many of which are being supported both morally and financially by the Australian Government.

### **Equipt App**

Since its launch in 2016 the *Equipt* app continues to serve as a relevant and critical tool for police 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.

Year-on-year analysis shows a 16.14% organic increase in downloads. Data shows that 92% of Equipt users are active users with individuals returning to the app again and again to utilise its features.

Future initiatives include a joint commitment between UC and TPAV to refresh the app with a module focused on the trauma epidemic within the police industry as well as further tailoring the app to specific gender health needs and challenges.

For the latest usage statistics – July 2021 to June 2022 [click here](#).

### **Charles Sturt University Research**

Emotional First Aid and Police Officers: Examining the Role of Family Members

The PFA is working with Charles Sturt University – Centre for Law & Justice – (PHD Research by Charissa Chew-Moriarty) 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. Completion of write up for this study is expected 2023.

### **Presentation by Employers Mutual Limited (EML) to PFA Executive**

As reported last year EML met with the PFA Executive to discuss the subject of a career transition project to support members having to leave policing due to a physical or psychological injury. The PFA continues to liaise with EML as this project develops.

### **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 and updated over the past 12 months include:



- [Deaths in police custody](#)
- [Age of criminal responsibility](#)
- [Salary sacrificing](#)

### AWARDS AND AGREEMENTS DATABASE

As part of the overall PFA website redevelopment project which commenced in 2021, work continued throughout 2022 on the redevelopment of the PFA Awards and Agreements Industrial Database. Upon completion this website will benefit the Industrial Planning Committee (IPC) members and key research staff. Key features will include the capability to compare awards and agreements, share research and update comparative content on a range of policing and industrial topics online.

### 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 met three times over the reporting period; 17 November 2021, 22 March 2022 and 06 July 2022 with Victoria Branch President Karl David taking over from John Laird as Executive Sponsor of the IPC. COVID-19 continued to impact on meetings with face-to-face attendance numbers down and meetings presented in a mixed format allowing attendees to join via video conferencing.

Discussions were heavily focused on enterprise bargaining negotiations and also the continued impact COVID-19 had on policing over this time.

Issues discussed by the IPC included:

- Enterprise bargaining agreements and negotiations
- Mandatory vaccinations
- Police resourcing
- Public order events
- Leave entitlements including special leave provisions
- Workers compensation
- Recruitment and retention
- Voluntary redundancy
- Roster reform
- Safe staffing levels
- Right to disconnect

- Deaths in custody
- Assaults on police
- PTSD
- Mental health and wellbeing
- Discipline provisions
- The age of criminal responsibility
- Parental leave
- Red Union
- Parliamentary inquiries and submissions
- IPC charter

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.

### **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 conjunction with the redevelopment of the PFA industrial database a shared online space will be developed for the PFA Research Network Group.

The PFA has also organised a second internship through Western Sydney University to assist with research projects.

## 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. This Course continues to be of significant value to the PFA and Branches by eliminating travel or costly face to face course costs.

For more information or to register a new office holder for the course please contact [pfa@pfa.org.au](mailto:pfa@pfa.org.au).

### Development of ROC Web Portal

As reported last year, 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. During the year, the PFA has continued to be involved in workshops and has now volunteered to participate, along with the AFP Branch, in the pilot testing phase of the portal. Until the portal is live, the PFA continues to send a monthly list of Branch officeholders to the relevant representative in each Branch for confirmation.

The ROC continues to provide various on-line education platforms and we highly recommend Branches take part. To receive information, please subscribe to the ROC's electronic news service via [this link](#). There are also various other useful resources available via [this link](#).

## VISION 4

# BROAD RESPECT AS A PROFESSIONAL BODY WHICH SERVES AS THE NATIONAL VOICE OF POLICING

### ANZCOPP

The PFA continues its work on police professionalisation through its active membership of the Australia New Zealand Council of Police Professionalisation (ANZCoPP). In this reporting period the PFA has been represented on ANZCoPP by PFA Presidents Mark Carroll and more recently Ian Leavers. The New Zealand Police Association also sits on this body being represented by their President, Chris Cahill. Police Commissioners from each Australian jurisdiction, together with the New Zealand Commissioner, make up the rest of the 12-person board.

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

- Recruitment
- COVID-19
- PSIRC
- Industry standard
- Youth Crime and justice
- Education and training
- Leadership
- Emerging technologies
- Cross border issues
- Use of force
- Domestic violence

### ANZPAA PROFESSIONALISATION FORUM

The PFA CEO Scott Weber represents the PFA in this forum. The PFA welcomed Dr Tracey Green into her new role as ANZPAA CEO, commencing in November 2021.

Central points of discussion over this reporting period included:

- Recruitment



- COVID-19
- Industry Standard
- Youth crime and justice
- Cross border issues
- PSIRC (see Report below).

### **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.

During 2022 the Department of Employment Skills and Educations (DESE) announced a restructure of the VET training space which would have had a significant impact on the Public Safety group. As a result they prepared a submission to be recognised as a ‘Cluster’ in the new structure which would ensure funding from the federal government for training package development.

The proposed new Cluster would be the Public Safety, Public Order and Public Resilience Cluster and comprise of the following –

- Australasian Fire and Emergency Services Authority Council (AFAC)
- Australasian Council of State and Territory Emergency Services (ACSES)
- Australia New Zealand Council of the Police Profession (ANZCoPP)
- Community Public Sector Union State Public Sector Federation (CPSU SPSF Group)
- Defence Force Welfare Association (DFWA)
- Department of Defence (DoD)
- Police Federation of Australia (PFA)
- United Firefighters Union (UFU)
- Surf Life Saving Australia (SLSA)
- Council of Australia Volunteer Fire Associations (CAVFA)

### **NATIONAL POLICE MUSEUM**

In early 2022 the Government announced it would provide funding drawn from the proceeds of crime to establish Australia’s first policing museum. The museum will be situated near the National Museum of Australia on the shores of Lake Burley Griffin in Canberra. Set to open in 2023 the PFA has representation on the museum board and will be involved in its implementation.

## 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 2021, however the 2022 Wall to Wall Ride is set to go ahead as normal. A more detailed report can be found in the National Police Foundation Annual Report on [the website](#).

## NATIONAL POLICE MEMORIAL COORDINATION COMMITTEE

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

The NPMCC met on Tuesday, 19 July. Nominations for inclusion on the NPM Honour Roll for 2022 are:

SURNAME	GIVEN NAME	RANK	JURISDICTION	DATE OF DEATH	CAUSE OF DEATH
Joyce	Bria Kathleen	Senior Constable	Victoria	8 April 2022	Traffic crash
Weaver	Travers Lovell House	Senior Constable	Commonwealth Police (AFP)	25 June 1968	Coronary occlusion
Williams	John	Constable	Tasmania	31 October 1844	Drowned
Hodgkinson	William	Constable	Tasmania	31 October 1844	Drowned
Richardson	James	Constable	Tasmania	13 September 1825	Murdered
Randall	William	Constable	Tasmania	2 March 1852	Accidental gunshot
Burke	John	Constable	Tasmania	30 January 1846	Accidental gunshot
Watson	William	Constable	Tasmania	17 June 1856	Murdered
Waddell	David	Constable	Tasmania	27 April 1850	Drowned
Grogan	Mathew	Constable	Tasmania	27 April 1850	Drowned
Sheils	Peter	Constable	Tasmania	27 April 1850	Drowned
Lewis	Robert	Constable	Tasmania	27 April 1850	Drowned
Peter		Native Constable	Northern Territory	10 January 1890	Spear whilst on patrol
Mungo		Tracker	Northern Territory	2 November 1890	Shot
Walter		Native Constable	Northern Territory	1 November 1892	Spear whilst on patrol

Please refer to the [National Police Memorial Website](#) for further detail.

## POLICE WEEK 2021

The 2021 Police Week events were significantly impacted by COVID-19 Restrictions.

### 12th Annual Wall to Wall: Ride for Remembrance – Saturday 18 September 2021

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 18 September. COVID restrictions were much tighter than in 2020.

A total of 1,340 riders participated via a small contingent at the NPM in Canberra and the bulk of riders participating via satellite rides across the country.

• AFP/Auspol	80
• NSW	484
• NT	25
• QLD	289
• SA	109
• TAS	30
• VIC	306
• WA	17
<b>TOTAL</b>	<b>1,340</b>

Thanks to the generosity of riders and raffle ticket purchases, we were still able to donate almost \$120,000 to police legacy organisations.

Again many thanks to the Ride sponsors and supporters, including –

- Transport for NSW (Towards Zero)
- Yamaha
- First National Real Estate
- Slater and Gordon
- Police Bank
- Police Health
- BMW Australia
- Simplicity Funerals
- Maxxia
- Southern Cross Group
- Shannons/Suncorp
- National Mail and Marketing



- Niche Technologies
- Police Associations
  - NTPA
  - AFPA
  - PANSW
  - PAT
  - QPUE
  - TPAV
- Transurban
- Ride Safely 4 me
- Better Home Living
- Karcher Australia

Without the sponsors this event would not be possible.

#### **4th Annual Remembering Mates Century Bike Ride 2021**

The Remembering Mates Century Bike Ride conducted by the National Police Foundation with the support of the PFA was again 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 again until 2022.

#### **PFA Executive Meeting**

The PFA Executive met by video conference on Tuesday 21 September.

#### **Federal Council Meeting**

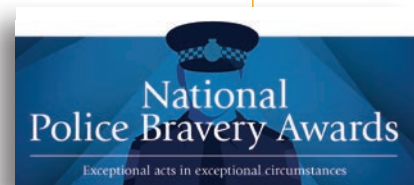
The Police Federation of Australia held its Federal Council meeting by video conferencing on Wednesday 22nd September. The 2021 Lawyers Network meeting was cancelled due to COVID-19 Restrictions.

#### **4th Annual National Police Bravery Awards**

The 4th Annual National Police Bravery Awards dinner was cancelled, and it was decided that the 2021 winner would be announced at the 2022 event.

#### **National Police Remembrance Day 2021**

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 restrictions and quarantine regulations. It was not possible unfortunately for representatives from every jurisdiction to attend the service.



## POLICE WEEK 2022

### 2022 Wall to Wall

The 2022 ride in Canberra is scheduled to take place on the 17 September 2022.

### PFA Federal Council Meeting

At the time of writing this report the PFA's Federal Council meeting is scheduled to be held in Canberra on Wednesday 21 September. For the first time in three years, it is likely the meeting will proceed in person.

### PFA Executive Meeting

The PFA Executive meeting is likewise scheduled to be held in Canberra on Tuesday 20 September, COVID restrictions permitting.

### PFA Women's Advisory Committee Meeting

The PFA Womens' Advisory Committee will meet for a Strategic Planning Day on Monday 19 September followed by a normal meeting on Tuesday, 20 September in Canberra.

### National Police Bravery Awards 2022 Preparations

As reported last year, both the 2020 and 2021 National Police Bravery Awards events were cancelled due to COVID-19 restrictions however, the announcement of the 2020 and 2021 winners is planned to be announced at the 2022 event. The 2022 National Police Bravery Awards are set to go ahead on the evening of Wednesday, 21 September 2022 at the National Museum of Australia.

### National Police Remembrance Day 2022

National Police Remembrance Day ceremony is scheduled for Thursday, 29 September 2022.

## PRESENTATION TO NATIONAL POLICE LEGACY CONFERENCE

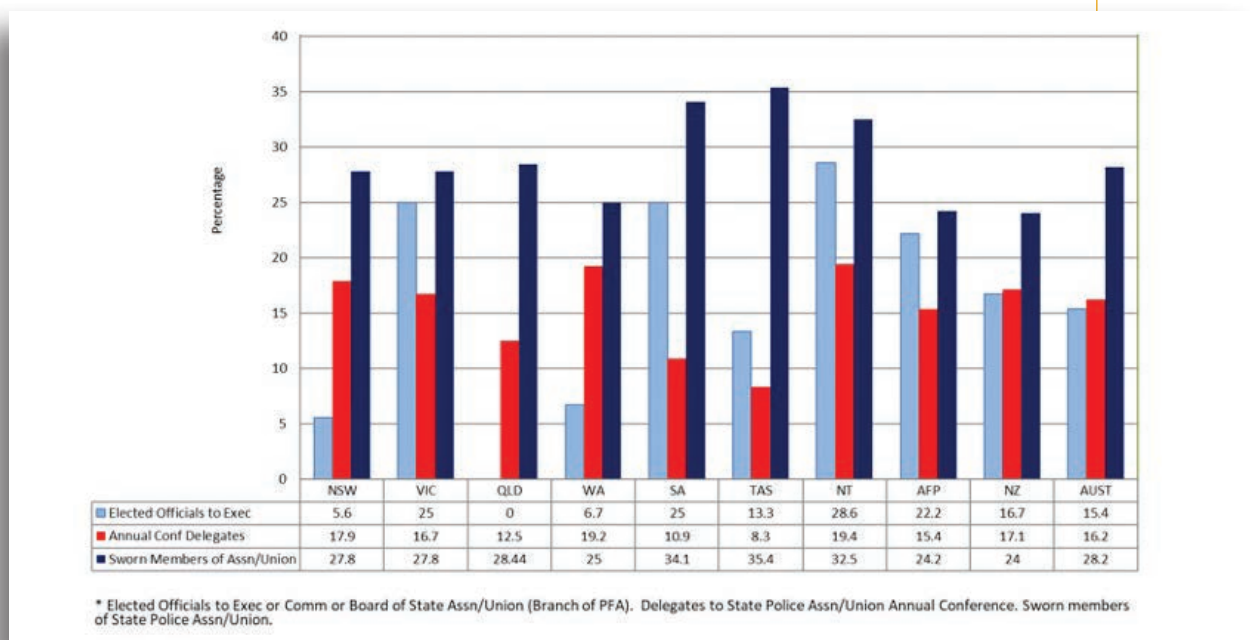
This years National Police Legacy Conference was held on the 8 August in Adelaide with PFA President Ian Leavers and CEO Scott Weber making a presentation.

## THE PFA WOMEN'S ADVISORY COMMITTEE

Planning has commenced for a PFA WAC Strategic Planning Day to be held 19 September 2022 followed by the PFA WAC meeting on the 20 September 2022. As outlined in the new PFA strategic plan, supporting policies that encourage inclusion and diversity will be a core focus of this group with the goal to increase the involvement of women and all members by the development of supportive research and strategies.



## Womens Representation – Percentage of Women in Union Positions (August 2022)



## INTERNATIONAL COUNCIL OF POLICE REPRESENTATIVE ASSOCIATIONS (ICPRA)

The PFA continues to play an active role with ICPRA. PFA President Ian Leavers and CEO Scott Weber represented the PFA at the recent ICPRA biennial meeting in Glasgow.



### 13th ICPRA Biennial Meeting of ICPRA Council 06-07 June 2022

The 13th biennial meeting of the ICPRA Council was held in Glasgow with presentations on the following:

- Terrorism and emerging threats
- Ukraine -war and its future implications for crime
- The evolving nature of protest and protestor activities (and what this means for police unions)
- The weaponising of video against the police
- Virtual forensic scene reconstruction, and the opportunities for police unions
- Climate change and its implications for law enforcement.

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 from around the globe.

ICPRA remains a strong and supportive international network.

# CONCLUSION

Fortuitously, at the time of compiling this Report we have only had one death of a member on duty when Senior Constable Bria Joyce was killed in an on duty motor vehicle accident on 8 April 2022. Our thoughts and prayers go out to Senior Constable Joyce's family, friends and colleagues. Senior Constable Joyce's name will be added to the current 808 names on the National Police Memorial on National Police Remembrance Day this year, along with historical names contained in the foregoing pages.

You will also note the continued growth in PFA membership over the past 12 months, an increase of 786 members. It is important to acknowledge the work of our Branches in maintaining high membership density that is still the envy of most other unions across the country. However, that continued growth and membership density should not lead to complacency in continuing to pursue and sign-up new recruits to our Branches. It is important though, in the current employment climate, to note that a number of jurisdictions are currently experiencing challenges in meeting recruit numbers due to lack of appropriate applicants.

It is incumbent on the PFA and Branches to ensure that police forces and governments do not attempt to use these challenges as an opportunity to lower recruitment standards. The PFA and its Branches have always prided themselves on their continuing pursuit of the professional standing of Australia's police officers. Any attempt to lower standards would undermine that professional pursuit.

Can I also take this opportunity to congratulate the following Presidents who were all elected or re-elected over the past 12 months.

Karl David – Victoria

Kevin Morton – NSW

Colin Riley – Tasmania

Mick Kelly – Western Australia

I also take this opportunity to record not only the PFA and our Branches thanks for their tireless work, but also my personal thanks for their support to Debbie Martiniello and Kathleen Potts who have left the PFA in recent months.

Debbie was the initial Office Manager having joined the PFA when it first set up in Canberra in 2003. Debbie has been our longest serving staff member



of 19 years, a record that might never be beaten, and Kath Potts joined the PFA as a Project Officer in February 2013 and worked for us for nine years working on many of our major submissions and key projects during that time.

Both Debbie and Kath's experience and work ethic was recognised by others, and both have accepted roles in the federal public service that were too good for them to pass up. They have both given outstanding service to the PFA and we wish them well in their future endeavors.

I also wish to recognise the outstanding contribution given to the PFA by recently retired federal politician, Chris Hayes. As most would be aware, Chris was elected to the Federal Parliament in 2005 and served until the May 2022 election. Chris helped establish the Parliamentary Friends of Police and was a member of and Chaired the Parliamentary Joint Committee on Law Enforcement. Chris has been described as the true policeman's friend and he is a great friend of the PFA and its members. We likewise wish Chris well in his future endeavors and he has already offered to help us in pursuit of our initiatives.

In closing I once again thank the Executive, Branches and all their staff for their assistance and support over the past year.

Ironically, this will be the third time I have included at the conclusion of my Report that we look forward to the next 12 months and trust that they will be better than the previous year due to COVID related issues. I am more confident that will be the case over the next 12 months than I have been previously, and I look forward to our ability to continue to move forward in pursuit of key policing issues that will not only be of benefit to our members, but also the wider Australian community.

**Scott Weber APM**

Chief Executive Officer



## SOUTH AUSTRALIA BRANCH

### STAFF NUMBERS ALLOWED TO ERODE UNDER DPM, MORALE ROCK BOTTOM

SAPOL has been floundering under the weight of its own bureaucracy.

It wasn't always this way.

Sure, the department had its shortcomings — and the Police Association of SA led the way on plenty of robust industrial disputes.

But few members feared for SAPOL's ability to adequately deliver police services. Right now, however, many are re-assessing that long-held position.

Staff shortages in SAPOL have never been so severe. The policing model has never been so dysfunctional.

Worryingly, the morale of members has taken a hit like nothing I've ever seen.

To understand the extent to which SAPOL has allowed conditions to deteriorate, it helps to revisit some events from 2016.

Back then, we ran a successful campaign called *Recruit 313* which pushed the state government to add another 313 full-time equivalent cops to SA's ranks.

This delivered a much-needed boost to SAPOL's operation, giving SA a total FTE police force of 4,713.

More than disappointing is that Commissioner Grant Stevens has overseen the erosion of that advantage.

The police-officer-per-capita ratio has decreased significantly since *Recruit 313*, owing to population increases, along with an increased demand for services and zero addition to police numbers.



That recruiting outcome presented a once-in-a-lifetime opportunity for SAPOL to maintain one of the best staffed police services in the country.

Instead, it's become the crutch SAPOL has leaned on to avoid an increasingly untenable staffing position.

In fact, SAPOL hasn't even been able to maintain that original benchmark of 4,713 officers. It has fallen way behind in recruiting — three full academy courses, in fact.

Earlier this year, the association estimated a total average daily shortfall of around 370 officers — and that's just to get the force commensurate to post-Recruit 313 levels.

A police force with such an ongoing officer shortage would, anywhere else in the world, be considered a department in crisis.

The obvious question Commissioner Stevens faces from both association members and the public is: which police services is he cutting to deal with this shortfall?

From which sections have those 370 officers been taken away? It has to be somewhere. Resources don't just appear out of thin air.

Not helping the crippling shortages is an issue members know only too well: SAPOL's failing district policing model.

Earlier this year, Commissioner Stevens wrote that the failure of the DPM was "largely due to the requirement of the COVID-19 emergency response".

This has become SAPOL's ongoing excuse for everything from staffing shortages to cancelling members' leave.

But the DPM was a concept that failed dismally in Western Australia way before the COVID-19 era. It's a real-world example from which SAPOL seems not to have learned.

Members have had enough. This was the overwhelmingly clear message in our recent survey — one of the most extensive member-wide research initiatives we have ever conducted.

SAPOL's problems are ongoing and permanent in the eyes of everyone except, it seems, the organisation itself.

### **PREMIER'S TASKFORCE**

We proposed a major, ongoing solution to the staffing crisis before the recent state election: the creation of a premier's taskforce.

The state government has recently confirmed the creation of this taskforce. This is an excellent outcome.

I will lead the association's representation on the taskforce which will also include Deputy President Wade Burns, the police commissioner, the police minister and a number of other key SAPOL and government representatives.

The purpose of the taskforce is twofold: to review and make recommendations on increasing the number of sworn officers and protective security officers recruited over the next decade, and to assist SAPOL's planning in respect of ever-expanding populations and districts.

Premier Peter Malinauskas has written that the taskforce will provide the premier with reporting that addresses the need for resources to "ensure that SAPOL can meet its legislated responsibilities and deliver community safety through the next 10-15 years."

The introduction of protective security officers was also an initiative we worked on last year to address chronic staffing shortfalls at the height of the COVID response.

PSOs are SAPOL employees who can cover a multitude of tasks not requiring sworn police officers — freeing up front-line resources.

Along with committing to the creation of the taskforce, the government is also conducting a review into extending the funding for the existing 168 PSOs.

I have also raised with the commissioner the possibility of streamlining the recruiting processes to ensure SAPOL is not unnecessarily turning away potential cadets.

We will continue to work with the government and, indeed, on the taskforce to ensure these sorts of positive outcomes continue for members.

In the meantime, we've told Commissioner Stevens he can implement other shorter-term solutions for the current shortages.

Rolling out the response extended-hours roster and combining the district policing teams with the response teams are both long-overdue solutions.

SAPOL is yet to proceed with the extended-hours roster despite huge support for the model which it first trialed in November 2020.

The overwhelming majority of members endorse the roster, but SAPOL's movement on the issue is painstakingly slow.

It is also clearly evident the 168 PSOs need to become a permanent fixture within SAPOL. The association will push for this at the next premier's taskforce.

Ultimately, none of this movement would be occurring without the association's influence. Our advocacy is as important as it was the first day I became involved in the union more than three decades ago.

But it can't be entirely up to us. SAPOL must acknowledge how widespread these problems are, then commit to working with us on these solutions. Thankfully, so far, this appears to be the case.

The mental and physical health of officers — and the safety of the community they protect — depend on SAPOL being independently strong, smart, innovative and resourceful.

### **AGE OF CRIMINAL RESPONSIBILITY**

The SA Greens recently introduced a bill designed to raise the minimum age of criminal responsibility in South Australia from 10 to 14.

The Police Association has publicly opposed this action.

Members might know the Queensland Police Union has already done some excellent work on this issue. In Queensland, a parliamentary committee did not support a similar bill and concluded that there is more work to be done before raising the minimum age of criminal responsibility.

We have the same view.

There already exists mechanisms within SA law which set an extremely high bar of criminal responsibility for 10 to 14 year old children. Incarceration of young people in this age bracket is hardly at endemic levels.

Raising the age of criminal responsibility to 14 will merely increase the catchment group of potential recruits to organised criminals. In all probability, it will condemn these recruits to a lifetime of crime and the consequences that will inevitably flow to the individual, victims and society.

Our state needs improved early intervention strategies aimed at addressing the core reasons young people commit crimes. And we fully support sophisticated and coordinated responses aimed at addressing the factors that characterise many young offenders.

Additionally, the over-representation of First Nations children in the youth criminal justice system is a challenge for all Australian jurisdictions.

These are all issues which require an urgent, concentrated, properly funded and coordinated national response. They will not be substantively addressed through simplistic stand-alone measures such as those proposed in the recent bill.

## POLICE CLUB CLOSURE

I had to deliver some sad news to our members and the SA community earlier this year.

After more than 60 years of operation, and as a place of such good times and great memories, the Police Club has closed permanently.

It was the last Police Club of its kind in Australia.

This was an extraordinarily difficult decision for the Police Association committee of management. But we've had to face the realities of the hospitality industry in South Australia.

Today, our members and the general public look to socialise in settings vastly different from the Police Club.

This particularly applies to a growing number of younger members, which has been evident for a few years now. Plus, the last two and a half years of COVID have come as another heavy burden.

We, as the club owners, along with our Police Club staff, worked so hard to make the club viable. Sadly, however, it struggled to support itself.

When it became unviable, we would've been financially irresponsible to keep it going. The onus was on us to take responsibility, recognise the commercial realities, and make this very hard call.

I appreciate how disappointing this news is to so many.

It's been a wonderful 60-odd years, and I was deeply saddened to see the club close. But to keep the whole of the Police Association operations relevant and financial, we must adjust to the changing times.

I thank all members and, indeed, everyone around the country who has supported the club over the years.



**Mark Carroll**  
Branch President



## WESTERN AUSTRALIA BRANCH

### WESTERN AUSTRALIA POLICE FORCE INDUSTRIAL AGREEMENT 2021

In December 2021, the Western Australian Industrial Relations Commission (WAIRC) registered the *Western Australia Police Force Industrial Agreement 2021* (IA). It was the final act of a process that began as soon as the WAIRC registered the heavily delayed *Western Australia Police Force Industrial Agreement 2020* that took more than two years to get over the line.

The circumstances of our IA negotiations changed significantly in September 2021 when Premier Mark McGowan handed down his first WA Budget as Treasurer. The McGowan Government brought forward a review of its inflexible, inequitable and intolerable wages policy, committing to implement a fresh scheme in the first quarter of 2022. To play by the imminent new set of rules, we had to settle our existing IA claim, which was subject to the constraints of the unbending, unjust and unbearable \$1,000 wages policy cap. The wise adapt themselves to circumstances. Consequently, we sought a mandate from our members to adapt, and 94% of respondents to our membership ballot voted to accept the WA Police Force's IA offer.

Our IA negotiations extracted a third rest day, executed a moratorium to grant all officers the tendered three rest days this year even if they were otherwise ineligible and excised the 40 additional hours of leave north west-based officers receive from the calculation of annual leave balances for rest day eligibility. Furthermore, wrapping up our IA claim freed us from the \$1,000 wages policy, enabled us to access the coming framework and aligned us with the negotiation periods of other unions, particularly those representing public sector employees in WA.



## REPLACEMENT INDUSTRIAL AGREEMENT

The *Western Australia Police Force Industrial Agreement 2021* wasn't meant to be a long-term accord, more of a stop-gap solution while the McGowan Government reviewed its wages policy.

Remuneration, resources and respite are the three central themes of our log of claims.

Our remuneration claims include recognition of the positive contributions our members have made protecting WA throughout the COVID-19 pandemic over the past two years, the negative impacts they've endured toiling under restrictive wages policies over the past five years and their real need to experience real growth in their pay packets, both now and in the future.

Our resources claims include recognition of the logistical challenges our members face due to a rostering pattern that's too short. It's impossible for them to plan their lives when they don't know their work hours more than one week in advance.

And our respite claims include recognition of the need for our members to switch off from their uniquely demanding jobs when they're off duty. The right to disconnect establishes boundaries around the use of employer-to-employee communications outside rostered working hours. It's often looked upon as the individual right of the employee to not only disconnect but also not receive a reprimand for failing to connect or a reward for constantly staying connected.

To support our log of claims, particularly our push for the right to disconnect, we developed our Switch Off Duty campaign. Launched in June 2022, its key message is WA police officers need the right to disconnect. Because if you can't switch off off duty, you can't be on on duty. We built a Switch Off Duty-specific website ([switchoffduty.com](https://switchoffduty.com)) to inform, educate and entertain.

Shortly before we unveiled our Switch Off Duty campaign, we rejoined the UnionsWA family after 12 years away from the fold. A key benefit of reaffiliating with UnionsWA is our membership of its Public Sector Alliance, a group that's seeking to end the restrictive public sector wages policy, effect a return to genuine collective bargaining in the public sector and secure outcomes that represent a meaningful investment in public sector workers.



President Mick Kelly, Secretary Paul Hunt and Senior Vice President Paul Gale attending a UnionsWA Alliance Rally

## **POLICE AMENDMENT (COMPENSATION SCHEME) ACT 2021**

In December 2021, the Parliament of Western Australia enacted the *Police Amendment (Compensation Scheme) Act 2021*, which is colloquially known as the police compensation scheme for which we'd lobbied WA governments of all stripes since the 1980s.

It was a privilege to sit in the Legislative Assembly's gallery when the Honourable Paul Papalia CSC MLA introduced the bill into the lower house. It was a pleasure to see Minister Papalia's predecessor in the police portfolio, the Honourable Michelle Roberts MLA, managing the Legislative Assembly's business in her new role as Speaker. It was a pivotal moment for the health and safety of our members. The scheme, coupled with the McGowan Government's changes to the medical retirement process, will give financial and educational support to officers who are injured in the line of duty and consequently unable to continue in their jobs.

## **MEMBER Z**

It took more than two years for Member Z's matter to reach the Supreme Court of Western Australia. It took less than three hours for a jury of his peers to unanimously acquit him.

Strength in unity is our motto; it underpins everything we do. Seldom has our unity been more evident than during the protracted case of Member Z, the first class constable whom a jury acquitted in the first murder trial of a serving WA police officer in almost a century.

JC's death wasn't the only tragic outcome of that fateful September 2019 night in Geraldton. Member Z has been to hell and back for simply following his police training while performing one of our community's toughest jobs, one in which you're taught to run towards danger, not away from it. JC lost her life. JC's family and friends lost a loved one. That Member Z didn't lose his liberty was down in no small measure to our collective clout that enables us to provide our members with the best possible representation. Such representation is a necessity for officers.

## **COVID-19**

Like every other branch, COVID-19 significantly impacted our operations and those of the WA Police Force throughout the reporting period. Until the WA Police Force disbanded its Operation Tide unit in April 2022, our members had been at the coalface of WA's COVID-19 response.

In November 2021, on the eve of our 85th Annual Conference in Perth, the WA Police Force threatened to stand down without pay about 20 officers for their refusals to receive COVID-19 vaccinations. We lobbied on their behalf, arguing they were entitled to be paid while the WA Police Force conducted disciplinary procedures against them. We secured their entitlements.

## COMMISSIONER OF POLICE

In July 2022, Col Blanch APM succeeded Chris Dawson APM as the Commissioner of Police in WA. Appointed for a five-year term, Mr Blanch served as one of the WA Police Force's deputy commissioners under Mr Dawson, overseeing key portfolios such as Gang Crime and Homicide.

We think Mr Blanch's appointment as the Commissioner of Police presents an opportunity for a hard reset of the WA Police Force back to an agency that adheres to its core values, most notably care for its employees, almost all of whom are members of our union.

According to the results of our 2022 Workplace Health and Members Survey, morale in the WA Police Force is at an all-time low. More sworn officers quit the WA Police Force in the 2021-22 financial year than during any previous equivalent period since records began. And the final example of Mr Dawson exhibiting zero care occurred on Friday 10 June 2022 when he stood down 16 officers for their failure to comply with WA's vaccine mandates before they expired.

In March 2022, we wrote an open letter to Mr Dawson in which we labelled him Commissioner Doesn't Care after he'd gone about forcing transfers, eroding entitlements, rejecting claims, changing rosters, restricting wages and mandating vaccinations. We urge Mr Blanch to heed the findings of our survey, findings his WA Police Force and McGowan Government bosses dismissed contemptuously. Hopefully, Mr Blanch is Commissioner Care. We'll see over the next five years.

## EVENTS AND ACTIVITIES

In September 2021, many of WA's top landmarks, including Matagarup Bridge, Optus Stadium and The Bell Tower in the city and the Koombana Bay Bridge, Museum of the Great Southern and Red Earth Arts Precinct in the bush, shone like a sapphire to honour WA's fallen officers.

Scheduled to coincide with National Police Remembrance Day, it was the third staging of Light It Up Blue, which is our annual commemoration of the brave men and women who've lost their lives in the line of duty across WA, the total of which stands at 86. According to National Police Memorial statistics, nearly 800 Australian police officers have made the ultimate sacrifice.

In April 2022, we celebrated the careers of 31 members who'd retired from the WA Police Force in recent years at our second annual retirement dinner. Our retired members received commemorative watches at Optus Stadium. We'll hold annual retirement dinners every year moving forward because they're a fitting way to acknowledge the service to WA of our people.

## BOARD CHANGES

In November 2021, our members elected seven fresh faces, including new representatives for each of our four non-metropolitan regions. Anntoinette Cashmore, Dave Flaherty, Aaron Honey and Martin Voyez succeeded Jason Gentili, Mick Gill, Kevin Guy and Harry Arnott in our Northern, Central, Eastern and Southern regions respectively. In our Metropolitan Region, Gary Lewis, Todd Robinson and Scott Sulley replaced Alicia Curchin, Harry Russell and Clint Whalley.

Later in November 2021, our board elected Mick Kelly as President, Paul Gale as Senior Vice President, Dave Flaherty as Vice President and Martin Voyez as Treasurer, with Mr Kelly, Mr Gale, Ward Adamson and Christine Frey chosen as our Police Federation of Australia delegates.

In April 2022, Ms Frey resigned from our board. In June 2022, Mark Johnson resigned from our board. The Australian Electoral Commission will run a single election to fill these vacancies.



**Mick Kelly**

Branch President



## QUEENSLAND BRANCH

### STATE GOVERNMENT

At the end of June 2022 the Enterprise Bargaining Agreement in place with the Queensland Government expired and the QPU has brokered a new three year Agreement that will provide benefits to our members through until 2025.

The Queensland Government's initial offer was for a 2.5% pay increase and the QPU believed this was unsatisfactory so worked on a deal to better reflect the work Police are doing and to alleviate the rapidly soaring cost of living expenses for our members.

As of September 2022 we still do not have a certified agreement for EB10 however the QPU has worked with Government to come up with a package that should enhance the life of Queensland Police.

In principal the QPU has negotiated a 4% wage increase for all members for two years, with the final year of the agreement being a 3% wage increase. On top of this, a 3% lump payment of up to 3% of an Officer's base wage will be paid on top of that amount if CPI exceeds the negotiated increase throughout the year.

In addition superannuation will also now be paid on most allowances.

The challenges of COVID-19 on the economy have placed financial pressures on the lives of our members, it is essential that wages rise to ensure liveability for serving men and women in the Police Service.

Over the last two and half years Police across Queensland, the rest of Australia and New Zealand have risen to the occasion performing roles that are not traditionally the function of Police to keep our communities functioning.

At this time when we saw workers across the economy laid off and losing their jobs. Police in Queensland worked at capacity and received their full entitlements.

Police took on roles in hotel quarantine, biosecurity and road, rail, air and maritime borders. Police rightly earned overtime to cover this extension of service.

The QPU fought for our members to be rewarded for standing up and ensuring the response to COVID-19 in Queensland was first class.

### VACCINE MANDATES

As the pandemic evolved and vaccines eventually came online the Queensland Police Commissioner enacted powers to mandate for all members to have multiple doses of the COVID-19 vaccine or be stood down from service.

The QPU along with other Police unions and associations across the country sought legal advice around the rights of a member to refuse the mandated direction. The QPU anticipated the mandate would be done under the *Police Service Administration Act 1990 (Qld)* and sought clarification ten months ahead of the directive being issued so if it did occur we could rapidly provide immediate sound legal advice.

The role of the QPU was to provide honest and frank advice to members on what the ramifications would be for those who refused the lawful direction.

The advice was clear: The mandate would apply to all employees of the Queensland Police Service. The aim was for the whole workforce to be protected and continue providing service to the community if the pandemic flared and caused widespread deaths and hospitalisations.

The QPU also insisted there would be an exemption process available. To support people with a medical condition, personal circumstances or pregnancy.

The QPU stood with the majority of our members and worked to ensure the sacrifices and dedication of serving Police Officer's in the face of the pandemic were supported and underpinned by the best medical advice.

### SUPPORT FOR MEMBERS

The QPU provides essential services for members in need of industrial, legal, and, welfare assistance and in 2021 we also implemented projects that will provide increased support for our members into the future and this has been further developed in 2022.

The QPU continues to partner with Blue Hope to provide mental health support, counselling and peer support to current and former Police officers, from people who understand the life and experiences of being a Police officer.

The QPU proudly supports the Wall to Wall Ride of Remembrance and is proud to continue the tradition of honouring those who gave the ultimate sacrifice in protecting and serving their community. Events like this are important to bring us all together and the funds that are raised go to support serving and former Police Officer's and their families.

In 2022 the QPU is eager to see a return to traditional Police Remembrance Day Services across Queensland on September 29 after two years of disruption brought about by COVID. The day is a wonderful way to acknowledge the women and men who serve as Police Officers' across our country and accept the risks the job brings to them and their families.

Importantly, Police are not paid just for the work they do each day but for the work that they are prepared to do to keep our community safe.

## **YOUTH CRIME**

The QPU launched the comprehensive National Youth Crime Symposium Report in 2022. We are all in this together to achieve the outcomes the community expect around the challenging issue of Youth Crime. We need to see a multidisciplinary cross agency response to the issue. Frankly, we need to see agencies at the earlier end of the lives of youth offenders helping families and potential offenders to divert from criminal behaviour.

We have an opportunity now of making a positive change. As was noted at the launch "Police are onboard in a way that was not the case twenty-five years ago when all these groups were fractured and very divided on how to approach this issue of juvenile crime." The opportunity to take the positive successes of Police and translate them across the system to reduce youth crime must not be missed.

## **AGE OF CRIMINAL RESPONSIBILITY**

In Queensland the Greens introduced a proposal to increase the Age of Criminal Responsibility from 10 to 14. The QPU was adamant that this proposal would do more harm than good and was the only proponent against increasing the age of criminal responsibility.

The age of criminal responsibility in Queensland must stay at 10 years of age, otherwise this will create an entire generation of invisible criminals and vulnerable, impressionable children will be at risk of being recruited to commit offences on behalf of older criminals who will take advantage of their ability to escape without consequences. There's a strong argument for better education and for support services to assist those who do get into trouble not lowering the age threshold.

When Police interact with young offenders they have success in diverting 90% of youth offenders away from criminal behaviour and they don't become involved



in the criminal justice system again, but other government and support agencies need to do their bit.

The committee recommended that the Government consider the Atkinson Model, which requires a criminal framework to manage offenders under the age of 12 be in place and to move the age to 12. In theory this may be achievable but there is a lot of investment and resources required to get this one right. Decentralised jurisdictions will have different requirements because even with a national response this is not a one size fits all model.

## DOMESTIC VIOLENCE

Domestic and Family Violence is consuming around forty per cent of every police officer's shift in Queensland at the moment and tragically lives have been lost.

As QPU President, I have been urging change to help the victims but also provide a more efficient process for our members. Legislation reform is a cornerstone of this required change, we need to remove cumbersome elements to make Police intervention quicker and more effective. One change could be to create a new offence 'commit domestic violence' this would give Police power to immediately protect victims and begin diversion therapies for offenders.

I wrote to the former Commonwealth Attorney-General Michaela Cash calling for a National Database that all Police could use to provide details of domestic violence offences. The Attorney-General at the time did not believe that was a matter for the Commonwealth and referred it to the States. This position seemed to be at odds with the Prime Minister at the time Scott Morrison who called the impact of Domestic and Family Violence a national issue.

In response I have written to the Premier of Queensland, Anastacia Palaszczuk asking her to request National Cabinet to endorse a National Database that can be accessed by Police that provides details of domestic violence offences so that officer's on the frontline can be fully aware of the situation between parties involved and take immediate action rather than through a drawn out court process.

I appeared at the Baxter Clarke Inquest to advocate on behalf of Police and to share the insights of frontline Police on the issue of Domestic and Family Violence. To provide a perspective that is often overlooked.

Police need the support of a multi-disciplinary system to respond to the needs of victims and their children and we need to see more training provided to Police.

The demands of being a Police Officer have increased and Police are expected to be domestic violence counsellors, as well as juvenile support workers because it's often only the Police who respond to help around the clock.



We want solutions and the right support to empower Police to tackle this issue.

The Palaszczuk Government has also initiated an Inquiry into the Queensland Police Service responses to domestic and family violence. The QPU has participated in this process to ensure that the facts are laid on the table.

If the Commission didn't get the industrial, legal and psychological perspectives of the QPU and serving Police we risked this Inquiry being overrun by 'woke' good intentions. The Inquiry lacking the true cartography of the domestic and family violence issue does not advance the interests of Police in the workforce.

The Commission could not make decisions about the Queensland Police Service and how it responds to domestic and family violence without the frank and fearless assessments of the QPU.

Getting the best out of the system involves a number of moving parts, how all those parts work successfully together, is clearly something that needs improvement. However, we cannot deny that each and every day Police do the best they can to keep our community safe.



**Ian Leavers APM**

Branch General President and CEO



## VICTORIA BRANCH

This past year has been disruptive for the Victoria Police Branch (the Branch) of the Police Federation of Australia's membership, as we've had to adjust from constant changes experienced in the pandemic and emerge from a period of restriction to COVID normalcy.

The branch conducted a series of enterprise bargaining visits during April and May, to more than 150 workplaces and thus, thousands of our branch members. The aim of this engagement activity was to prepare the branch for its next enterprise bargaining round, to gain important member feedback and to ensure our log of claims accurately reflects the needs of our members.

In September 2021, members were confronted with violent behaviour at one of the COVID-19 demonstrations. The ugly incident saw ten of our members injured, six hospitalised. The event sparked outrage in our membership, who rightly questioned how a single incident could lead to so many injuries. In response, the branch commissioned research to collect member sentiment and understand what needed to change to prevent further events of this nature. That exercise used more than 1000 member interactions and information from 300 letters to draft 13 recommendations to Victoria Police and Government, seeking reform in public order management.

While it is broadly understood by most members that demonstrations are inherently dangerous in certain circumstances, it is also important to acknowledge that preventable injuries occurred on this day because of some poor operational practice. Shortcomings identified include equipment failures and training that fell short of preparing police adequately for the event. The branch continues to advocate for improvements following a Victoria Police review that reached similar conclusions to those advocated by branch members.

The branch also undertook important advocacy on behalf of its members during the year about the introduction of a Victoria Police social media policy which raised significant concern across the membership. The policy initially introduced by Victoria Police presented unnecessarily intrusive and questionably unlawful restrictions on our members' right to communicate using social media. Negotiations with Victoria Police over several months achieved significant positive change to the policy and restored the balance between a member's obligation to protect the reputation of their employer and an individual's right to use social media.

The branch's ongoing advocacy to introduce Death and Disability Benefits for members (normally provided as part of their member superannuation scheme) between the age of 55 and 60 continued with the branch actively engaging with government officials to determine a suitable solution to support members. Using a working group throughout the entire year, work was undertaken to refine options which will be put to relevant government Ministers in August 2022 for consideration.

Regulatory changes for PSOs to make-good enterprise bargaining commitments for new positions<sup>1</sup> were achieved as well as agreement from Victoria Police to allow our PSO members to wear blue uniform shirts. While this advancement may appear to be a relatively minor issue, it represents the achievement of a symbolic milestone for the branch's now large PSO membership, symbolising the transition and equity PSO members are seeking, as well as proper recognition as sworn members of the Victoria Police workforce.

In December 2021, the government announced a \$214m commitment to provide more than 6,000 additional Conducted Energy Devices (CED) (Tasers) to our members over the next four years. This announcement was a direct result of sustained and intense advocacy over many years that culminated in a burst of public media in 2021. The branch launched a strong media campaign following the shooting injury of one of our members during a mental health intervention and two civilian police shootings where the devices may have provided an alternate operational-safety option for our members to use.

The CED commitment from Government is one of the most significant achieved in the operational safety landscape for police since the introduction of the ballistic vest (IOEV) and the introduction of long arms and semi-automatic weapons, further highlighting the importance and efficacy of the union's work when lobbying for infrastructure and equipment to support member safety.

<sup>1</sup> PSO Sergeant and PSO Senior Sergeant

COVID-19 challenges have continued to impact members and while the last 12 months have proven to be less operationally demanding on members with slowing extraneous activities, the industrial impact of the pandemic has continued to provide the branch with opportunities to advance the interests of members. Our industrial relations team continued to receive significant member enquiries regarding COVID-19 leave, WorkCover and resource implications all stemming from the pandemic situation. Our legal team has also been actively advocating for numerous members regarding COVID-19 vaccinations following the use of the disciplinary charge process to manage compliance with the vaccination policy.

From December, as the workforce slowly returned to a more routine pattern of policing tasks with the relaxation of pandemic restrictions, the branch shifted focus to advocacy regarding station resourcing. Baseline Minimum Staffing Levels, negotiated just prior to the pandemic commencing, and station closures reported by members could not receive our full attention because of rolling state of emergencies. This required some concessions by the union in the face of a state emergency. This changed in the second half of the year with the branch publicly calling on the Government and Victoria Police to restore its focus on the frontline and to restore service delivery to the community.

Advocacy in this area has seen three significant achievements. The first, the negotiation in December of a Memorandum of Understanding with Victoria Police to set station minimum profiles to govern numbers at police stations, to commit to develop policy with the branch that will govern the way stations are resourced and to review station numbers in the future. The second, was the announcement by Government in response to ongoing advocacy that it would provide 502 additional police over the next two years, as well as 50 protective service officers to support our overworked members. All these police are to be allocated to the frontline. The third, an announcement by the Chief Commissioner in June after repeated station closures, that frontline tasking units (taskforces) would close, and those members (108 in total) be returned to local stations.

While simultaneously dealing with the big policing issues, some of the smaller ones that had the potential to change the face of policing were also achieved. A change of uniform standards to re-allow the wearing of facial hair was announced by Victoria Police after the branch called for a modernisation of dress standards to allow the force to represent a diverse community and equalise with all other jurisdictions nationally.

The BlueHub Trial, launched formally in June 2021, is managed by the branch (as The Police Association Victoria) and continues to offer nuanced support to police and PSOs in Victoria that exceeds what would otherwise be available to them via services in the general community. BlueHub is

an evidence-based, specialist clinical programme delivered by clinical psychologists who are highly experienced in treating trauma related mental health injuries. BlueHub is endorsed by respective state and federal insurers, WorkSafe and Comcare, and it delivers independent and rapid professional treatment to members diagnosed with trauma related injuries such as post-traumatic stress disorder/injury. The programme has engaged with approximately 400 members via its website and is providing important referral to other health and wellbeing services. 255 members have received treatment under the program, with analysis of the programme conducted by Pheonix Australia indicating consistent improvement for participants across nine clinical psychometric measures. Utilising 40 clinicians, the programme is making a difference to return-to-work rates that vastly exceed those in other programs. The branch will continue to seek funding commitments from state and federal political parties ahead of the Victorian State election to secure ongoing and important work of this initiative continues.

The experience of Victorian Police engaged in the discipline process remains problematic with processes and legislation remaining archaic and punitive in their focus, despite nearly two years of intense talks to try and improve them. Over the past two years, the branch has engaged with a range of stakeholders to identify opportunities to enhance the system towards a more rehabilitative and supportive model that would serve the force's needs and provide fairness and support to members working in what is arguably one of the most accountable professions in Victoria. While engagement on this issue has certainly identified opportunities for reform, progress has been disappointingly slow, although our efforts towards the second half of the year have seemingly been more productive. The branch looks forward to this important work concluding in the next financial year with the hope that a range of agreed principles, now settled between Victoria Police and the branch, can make their way into meaningful and effective legislative changes for a system long overdue for reform.

The branch has continued to provide a range of relevant forums to develop networking, support and member solidarity in policing. Its Network of Women continues to strengthen our union's appreciation of issues impacting women members and has steadily encouraged women participation in our organisation. At the end of the reporting period, 27 percent of all representatives (board, delegates and assistant delegates) are women, equal with the density of women in our membership. This is in stark contrast to the single delegate and the absence of any women on our board when the program commenced.

In preparation for the November 2022 Victorian State election, the branch released 'Emerging from Crisis, The Changing Face of Policing' its policing priorities document for 2022-2026 to its members in June 2022.

This document was the culmination of several years of member led research and provides the cornerstone for advocacy by the branch into the 2022 election. Socialised with politicians contesting the election, the document articulates 59 recommendations over five broad policing themes that our members advise will help keep the community and our members safe.

Importantly, this work was compiled having regard for community attitudes about policing following a range of community focus groups conducted during the year.

The branch commenced its inaugural Graduate Program with its first two graduates from 150 Monash University applicants commencing employment with us in February. The two-year program is now rotating graduates around various disciplines and is presently providing skills and experience to aid their development, while at the same time providing support to members and our established team. The programme is known to be the first of its kind in the police union movement, developing specialists in what is a tight labour market.

Perhaps the most significant and sizable project undertaken this year by the branch has been the acquisition of a property and building in East Melbourne which will become our new home.

Over several years the branch has methodically assessed potential properties which could become the site for a new Members' Service Centre. This year a new site was chosen and purchased, and this will provide a vastly improved headquarters for the branch and the circa 80 staff, coupled with three floors dedicated to the provision of member services.

70 Jolimont Street, adjacent to the MCG, is a prominent location for this redevelopment project. Planning is well underway to deliver a state-of-the-art, member-focused facility. The new building will dedicate a floor to meeting rooms to engage with members, provide advocacy during hearings, provide counselling, and other stakeholder related activities. It will have a members' lounge and board facilities. An entire floor is dedicated to training and conference rooms, to support our objective to improve member professional development and training. The facility will also focus on the importance of social interaction, by providing members with a place to celebrate important social events and career milestones. The fifth-floor terrace and social room will be a place members can come together safely and conveniently. All these facilities are being developed to a high standard, using important technology advancements which have become more relevant since the pandemic. It is anticipated that this building will be sufficient to support our operations for at least the next 20–30 years with construction commencing in 2022 and completed early 2023.

On 9 April 2022, the branch tragically lost a member on duty in a serious car collision. Constable Bria Joyce was killed instantly when, during patrol, her police vehicle was struck by an oncoming vehicle. Her partner, Leading Senior Constable Thomas Kinnane was seriously injured and remains off work recovering from serious injuries. As always, the branch was there to support our members and Bria's family in the aftermath of this tragedy. That day, and forever, we will remember Bria and those who have fallen before her in the service of our community. Tragedies like this, remind us of the importance and danger of our work and the critical role police unions have in supporting their members.



**Karl David**  
Branch President





## NEW SOUTH WALES BRANCH

This is my first report to the PFA as the NSW Branch President since being elected in May 2022.

I would like to thank former President Tony King for his efforts during the past four (4) years as the Branch President, as he leaves an enviable legacy of achievements during that time.

For me, I have assembled a strong leadership team and a vibrant Executive, and we look forward to achieving the best outcomes for the membership as we move forward.

Many of the same big-ticket items are still current, but I am pleased to update that many have progressed significantly since last reported on.

### AWARD 2021

Within weeks of Conference 2022, the State Government announced an increase in the Public Sector Wage cap for frontline workers over 2022/2023 from 2.5% to 3% in 2022 and 3% in 2023, plus an additional 0.5% this year if the NSW Police Force (NSWPF) can show productivity efficiencies.

Nearly 12 months ago we secured a 3-year Award with a 2.5% pay increase each year, along with the accompanying MOU covering our PBRI Insurance and Workers Comp entitlements, IP Over 60, and Concessional Cap reimbursement. The increase was presented in recognition of frontline workers' efforts during the Covid pandemic.

Being fully aware of the role that our members, the men and women of the NSWPF, played during the pandemic, we sought an urgent meeting with the Deputy Premier and Minister for Police. As a result, we prosecuted our case in relation to the 3-year Award, which our members signed up for in good faith





during the height of the pandemic and which was not due to expire until July 2024.

The Deputy Premier quickly realised that the Award had been signed under conditions that had changed. Through our strong relationship, we convinced the Deputy Premier to vary our Award for the next two years which saw the additional 0.5% increase added.

## PROMOTIONS SYSTEM

The New Promotion system has now been in effect for 18 months and has been well received. The unique design and flexibility of this system has seen minor changes to the system to improve it. These suggestions have come from the members, and we have had great success in tabling and advocating for change at our various working parties to see these changes that have better improved the system.

In November 2021, the Promotion system was independently reviewed by Ernst and Young with several recommendations relating to criticisms and suggested improvements. Fortunately, the criticisms were minimal and probably came about due to cultural change from the previous system. The overall review was favorable, and we will continue to work through the recommendations with our Promotions working group.

## 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 (CSNSW).

Since March 2017, whereby 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 particular with the revision of MOU's between CSNSW and NSWPF which whilst they remain in draft and are the subject of continued negotiation, we are seeking to capture much of the custom and practice in certain locations to ensure it doesn't get watered down.

The issue of female and juvenile transports remains an ongoing piece of work which has largely reduced with COVID due to the expansion of AVL facilities, however in recent months is starting to increase again, including air transports.

The end result we are hoping for is a suitable MOU between the agencies which reflects the current practices where NSWPF transports prisoners, particularly in rural and remote towns, and those locations where CSNSW must have a presence. We have already seen an increase in the Metro areas where CSNSW have taken responsibility of mental health transports, as well as the use of AVL.

### **MANDATORY DISEASE TESTING**

In May 2021 PANSW secured legislation that compels an offender to undergo testing and those test results be provided to the treating medical practitioner of the police officer. Testing orders under that legislation will be available from August 2022.

This is the culmination of years of advocacy, campaigning, and hard work by PANSW Officials and Staff.

While the offender's test results are not conclusive, the results provide more information for the treating medical practitioner to advise the police officer on the risk of transmission and recommended treatment and testing plans.

This has been a long and arduous campaign with thanks to the policing family that supported this important protection for police, members of NSW Parliament that voted for the MDT Legislation and other Emergency Service Unions that supported the PANSW campaign,

### **OPTIONAL DISENGAGEMENT SCHEME**

The PANSW successfully lobbied and secured in 2021, the very successful and oversubscribed Optional Disengagement Scheme (ODS) which officially commenced in January 2022. This scheme is a three (3) year scheme giving officers an opportunity to exit the NSWPF with dignity, at a time of their choosing to pursue another career, transition to retirement or for other personal reasons. The ODS funding is capped each financial year over the three (3) year period.

The first round in January 2022 saw almost 220 police officers exiting the NSWPF on their own accord with dignity and a monetary payment. This scheme provides for payments of just under \$300,000 for those officers who have reached 30 years, are over 45 years of age and who are at the top of their increment level and attracts a tax concession from the ATO. Figures under this vary depending on their years of service.

The scheme is open to all police officers in NSW, provided they had reached 10 years of service and who were not currently in receipt of workers compensation payments for an injury/illness, were not currently subject to an active investigation and who had been in the workplace within the last 12 months.

The ODS created many promotional and transfer opportunities for those officers remaining in the NSWPF.

The next Round will kick off in January 2023 and it is expected it will again be oversubscribed.

## NEW PROJECTS

### BLUE TAPE

One of the feature delegate engagement pieces conducted at Conference 2022 was the Blue Tape Workshop.

Several years ago, a Red Tape Reduction Committee chaired by Superintendent Ron Mason was set up by NSWPF with PANSW representation. Operational, legal, and administrative processes were reviewed to create efficiencies without impacting accountability, including Police issue AVO's.

Listening to the membership feedback at Region Forums, our Executive felt it was again time to seek our delegates' input and direction regarding these issues.

At Conference, three (3) Blue Tape workshops captured responses from delegates from every policing field. Reviewing the material from these workshops revealed 110 recommendations covering the key areas of technology, legislation and policy. The information focused on ineffective equipment and systems and over-accountability in policy and legislation.

Tackling these issues would result in core policing duties being reduced at all levels, from the Constable on the truck to the Detective working a major case.

An Executive Committee has been formed to head up these challenges and provide direction internally, with early productive discussions underway with the Commissioner.

### 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 year's 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. Many discussions and promises have been made by both parties, with the more productive discussions had with Labor whilst in opposition.

We look to strongly advocate with Labor with this being NSW's jurisdiction highest priority at a Federal Level. The NSW jurisdiction will use all available resources, both within its own State and any other resources it deems suitable, which includes but are not limited to, the PFA and its staff and any outside lobbyist group.



**Kevin Morton**  
Branch President



## TASMANIA BRANCH

Once again, the ever-changing landscape of COVID-19 has had a significant effect on our members both professionally and personally. The significant policy and response shift keeping the virus out of Tasmania to living with it in the community has made for unique and challenging times. With every Branch navigating the consequences of Vaccine mandates, the Police Association of Tasmania (PAT) are now in a position where we are unfortunately compelled to advise our members to consider any further vaccinations with care as a result of a recent Workers Compensation Tribunal decision here in Tasmania. As I write this report, the PAT are currently engaged in a significant legal battle for one of our members, whom suffered an adverse reaction to the Pfizer Covid-19 vaccine. The recent decision centred on the issue that the member was vaccinated prior to a formal mandate. This has placed the PAT in a position where it finds it difficult to work collaboratively with Tasmania Police with regards to this issue.

The PAT had some good news for members in August 2021 when then Premier Peter Gutwein wrote to President Colin Riley and the membership with a wage increase offer of 5.3% over an 18-month period. Other significant award condition changes were attached to the offer which was substantially more than Tasmania Police had offered one month earlier. The increase was to recognise the pay freeze our members accepted when the Liberal Government came to power in 2014. There will be a quick turnaround on this occasion with the agreement concluding on 31 December 2022.

The wellbeing and workers compensation space continues to be a concern for the PAT. There is currently 9.9% of the sworn workforce on open workers compensation claims, with 4.5% of members totally incapacitated and fully off work.



In late 2020 Tasmania Police appointed an independent panel to review the Departments Wellbeing and Workers Compensation Framework. The report was completed in February 2022 identifying 23 recommendations. A key theme from the review was a considerable lack of mental health literacy throughout Tasmania Police along with a lack of processes to support work areas whom lose staff due to being fully incapacitated.

### **SAFE STAFFING LEVELS**

Safe staffing levels in all 24 hr stations commenced 1 July 2022. This WHS initiative has caused a fair degree of stress amongst the members including those who manage the numbers at divisional level. In some instances, to get the numbers right, whole sections have been pulled apart and members seconded into 24hr stations to satisfy the staff safety levels. The PAT continues to watch how this critical WHS initiative is managed.

### **ROSTER REFORM**

Coinciding with the safe staffing initiative Tasmania Police is now trialling a four on four off 24-hour shift roster across all seven of its operational 24-hour police stations. The trial will continue for 6 months and be evaluated independently by Tasmania Police's auditors, Wise Lloyd and Fergusson. Around 80% of the membership voted in support of trialling this roster. All shifts are forward facing moving from day to afternoon to night. There are no more than 2 consecutive nights of nightshift in any one rotation. This is a major initiative that could offer significant positive change to both Tasmania Police and our members.

### **ENTERPRISE BARGAINING**

Our Enterprise Bargaining negotiations have commenced. With the short turn around from the previous agreement the PAT will undertake negotiations over the next few months with Tasmania Police. Tasmania state wage policy currently sits at 2.5 %. There is a strong argument from the membership and across the wider public sector that this doesn't keep up with current CPI and cost of living pressures. Fortunately, we are now aligned in our enterprise bargaining negotiations with most other employee organisations and may be able to benefit from the larger and wider state sector concerns regarding wage growth and cost of living in Tasmania.

### **CENTENARY & CONFERENCE 2023**

2023 will see the PAT celebrate its 100-year centenary. To mark this special occasion our biannual conference will be held in Hobart from February 16 to 17. The theme of next years conference will be "risk and resilience". We have already secured a unique key note speaker, award winning filmmaker, speaker and writer Beau Miles. Beau has a PhD in Outdoor Education, having kayaked across

Bass Strait and around parts of South Africa. Beau is well known for his exploits and brings a unique perspective to the concept of risk and resilience.

Behind the scenes the PAT are working hard to make this a memorable conference and year long celebration of 100 years working for our members.

## CHANGE OF PREMIER & POLITICAL LANDSCAPE

On the morning of April 8 2022 Premier Jeremy Rockliff was elected party leader unopposed at a party-room meeting after the resignation of then Premier Peter Gutwein.

This has been our third Premier since the Liberal Government came to power in 2014. The last four years has also seen constant change in the Minister for the Department of Police, Fire and Emergency Services. Since 2018 we have seen four Ministers move through the portfolio. We are hopeful the Liberal party can provide us with the continuity of a single Minister for the remainder of this term of government. The PAT maintains open and honest communication with both major parties and consider our relationships strong.

## SIGNIFICANT POLICIES

### Country Station Relief:

Tasmania Police have a comprehensive relief policy for our one-person and isolated police stations. The policy, fully funded by government, requires Tasmania Police backfills all one-person and isolated stations (28 around Tasmania) at all times when there is a planned absence, or where there is an unplanned absence for more than 7 days. This is a significant positive outcome for our members working in the most remote parts of Tasmania.

### Fatigue Management Framework:

The PAT has provided Tasmania Police with a response to their draft Fatigue Management Framework. This body of work has taken considerable time to complete but we are confident in the final product, having engaged the services of a Barrister with considerable experience in the area of Work Health and Safety. We are confident our financial investment in this critical piece of work will see our members health and safety managed to a high level when it comes to the impacts of fatigue.

## MOVING FORWARD

The Australian Government Productivity Commission, Report on Government Services [Part C, Section 6, 7 June 2022] data shows that Tasmania Police over the last eight years compared to the national averages of Australian policing jurisdictions has:

- The lowest numbers of operational police staff per 100,000 people
- The lowest average police staff costs
- The lowest real recurrent expenditure per person in the population

Tasmania Police's average annual growth rate in real recurrent expenditure from 2016-17 to 2020-21 is 2.5% which is below the national average of 3.6% over the same timeframe.

Since 2014 the state Liberal government has invested heavily in policing, with a 23% increase in funding. However, this is the cost of operating a police service to keep Tasmanians safe.

Tasmania has the cheapest police service in the nation and the lowest operational police staff to population ratio. The PAT will continue to advocate strongly to remediate this unsatisfactory situation for our members.



**Colin Riley**  
Branch President





## NORTHERN TERRITORY BRANCH

Our Northern Territory (NT) members continue to service a wide, varied and harsh landscape from metropolitan Darwin to the most remote communities. Just over 1600 members serve and protect an area of some 1.4 million square kilometres.

In the past 12 months the Northern Territory Police Association (NTPA) has seen Constable Zachary (Zach) Rolfe acquitted of murder after a five-week trial and more than two years of hard work. Additionally, the struggle with resourcing continued despite the end to the Covid-19 pandemic response and with attrition rates reaching unprecedented levels. Members continue to be frustrated by the disciplinary process and a lack of frontline staff.

Our small team of seven full time staff members, along with our Executive Board 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 NOT GUILTY

Constable Zach Rolfe was found not guilty of murder and two alternative charges by a jury of his peers after a nearly two-and-a-half-year battle to clear his name.

After a five-week trial the jury deliberated for six hours before delivering the unanimous verdict. Supported by his family, NTPA President Paul McCue and several NTPA executive members, colleagues and his friends, the relief of two years of anxiety and nervousness lifted almost instantaneously.



Image credit: Amanda Parkinson

Following the verdict Constable Rolfe, Mr David Edwardson QC and President Paul McCue, briefly addressed the large media pack on the steps of the NT Supreme Court. It was the first time the President could openly speak about the case since Constable Rolfe was charged in the days following the critical incident at Yuendumu on 9 November 2019.

The following Monday, President Paul McCue addressed the media by making a lengthy statement about the NTPA's concerns throughout the legal process, including the speed at which Constable Rolfe was charged, setting in train the long and protracted criminal court proceedings.

Those proceedings attracted national and international headlines and ultimately reached the High Court of Australia on a point of law. Throughout it all the NTPA, including President Paul McCue and NTPA Executive stood side by side with Constable Rolfe to ensure the necessary support to him and his family was available throughout the process.

Given the national significance to the outcome of this case, NTPA support was done so as representative of all police associations and unions across the country. The support nationally from our association and union colleagues was overwhelming and demonstrates the important work we do collectively supporting police officers nationwide. We thank them for their ongoing support.

The Coronial Inquest into the matter commenced on 5 September 2022 in Alice Springs and will run for approximately 12 weeks.

## SUPPORT AND WELLBEING REVIEW

After calling for a review into the Health and Wellbeing services provided to NT Police at the 2021 NTPA Annual Conference, the Police Minister committed to completing this review, which was undertaken in late 2021, early 2022.

Key findings from the review include the following top concerns:

- Poor workplace culture and ongoing mental health stigma
- Gaps in variation of services across the agency and limited volunteer support
- Processes such as well checks, debriefs, and post critical incident follow ups are inconsistently implemented
- A lack of trust in the services, including confidentiality concerns
- Limited support when preparing to leave the service and post career
- Some favour internal supports, others favour independent external support



- Current model relies on self-referral, many will not access the services directly themselves
- Staff want support from suitably qualified and experienced professionals who are competent in speaking with the relevant staff, understand the nature of their work and can be trusted

Work is underway by the NT Police on the Wellbeing Review and Implementation Plan and the NTPA have been briefed on plans for the upcoming 6 months focussed on 3 key themes, *Protect*, *Promote* and *Support*.

The NTPA is waiting on further details on the report and how recommendations from the review will be funded and implemented. It was suggested during recent NT Government Estimates that a further funding submission would be put to the Government to implement the recommendations.

### NEW POLICE MINISTER

Following the announcement of the 2022 NT Government Budget then Chief Minister Michael Gunner stepped down from the role he held for six years. Former Health Minister Natasha Fyles was subsequently elected to the position by Labor caucus forcing a cabinet reshuffle. Police Minister Nicole Manison was moved on from the portfolio and Kate Worden was installed as Police Minister to go along with her current portfolio of Territory Families, Prevention of Domestic, Family and Sexual Violence and Sport.

Within the first week of Cabinet changes President Paul McCue and members of the Executive had met the new Chief Minister and Police Minister. It is suggested the appointment of the new Minister with the key portfolios, could assist Territory Families and Police to work collaboratively together to address youth crime.

### 2022 CONSENT AGREEMENT NEGOTIATIONS

Last year, the NT Government released a wages policy inclusive of a 4-year wage freeze with a \$1000 per annum cash sign up payment each year. Negotiations commenced in February 2022, which by that stage the government had amended its policy to a \$4,000 first year cash bonus, and \$2,000 cash bonus for years 2,3 and 4.

Research undertaken last year, in the form of a survey to our members, resulted in 9 out of 10 members clearly rejected the proposal by government. This has been reinforced in a recent further survey in July 2022, with members being outraged the government are suggesting a pay freeze be the reward for the significant work undertaken on behalf of government over the last 2 plus years during the pandemic.

Cost-of-living pressures are the highest in two decades and the most recent figures from the Australian Bureau 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%.

Several meetings have taken place to date, however the NTPA continue to lobby for a salary rise in real terms.

## DISCIPLINE SYSTEM

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

During the 2020 NT government election, Police Minister Nicole Manison, committed the government to reforming Part IV of the Police Administration Act (PAA). This archaic section of the PAA addresses discipline, however the manner of application by NT Police continues to cause harm to our members with the *process of discipline being the punishment*.

We see reform as an opportunity to develop a contemporary framework designed to be fair, transparent, and timely, which is more managerial, and welfare focused.

The new Police Minister has committed to understand the difficulties with the current system, and an external review is underway to provide recommendations in the coming months.

## 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 Police Federation of Australia and the Queensland Police Union for their assistance in the lead up to, and during the trial of Constable Rolfe.

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 Association are represented.



**Paul McCue**

Branch President



**AFPA**

# AUSTRALIAN FEDERAL POLICE ASSOCIATION BRANCH

From the outset, 2022 promised to be a big year for the AFP and the Association — and it has certainly delivered. There has been a federal election, a change of government, and a change of responsible ministerial portfolio. COVID continues to present fresh challenges through the restrictions imposed on our workforce and the gathering storm of social unrest. Soon, the final pay increase will be due to members, necessitating the commencement of bargaining for new enterprise agreements. We are currently engaging with members to prepare a log of claims.

Large-scale investigations and operations, both foreseen and unforeseen, continue to increase the demands on and workload of members across the country.

## ACT PROTESTS

Members of ACT Policing (supported by National) responded to large-scale anti-vaccine mandate protests in Canberra in the first part of the year. Whether on the frontline or working day-to-day duties with depleted resources, members conducted themselves magnificently with professionalism and integrity. It was one of the largest demonstrations the capital has seen in decades and, despite being under-resourced, it was managed superbly by ACT Policing and the AFP in the face of hostility and intense media scrutiny.

## FEDERAL ELECTION

This year's election period saw the AFPA ramp up our industrial campaign **Operation Recognition**, to maximise its exposure to potential new Members and Senators as well as reconnect with incumbents.





The main pillars of Operation Recognition are:

- Presumptive legislation
- Resourcing
- Industrial reform (removal from the bargaining policy)
- Reform of firearms legislation
- Establishment of a federal Integrity Commission Against Corruption

We also welcomed the change in ministerial portfolio from Home Affairs back to the Attorney-General's Department; we are pleased to be again working directly with Mark Dreyfus QC MP. On that note, we would especially like to recognise the tenures of Peter Dutton MP and Karen Andrews MP during their times as Home Affairs Minister. We are certain that they will hold the Government to account as members of the Opposition.

## **SAFETY IN THE WORKPLACE**

Throughout the year, the AFPA Legal and Industrial team worked hard to protect and improve the safety of our members.

This included long-term issues plaguing the AFP such as:

- The soon-to-be-replaced BSRVs
- Problems with the radio/comms network
- Psychosocial injuries arising from overseas deployments
- Poor quality of AFP accommodation (with lingering mould, legionnaires disease outbreaks, and leaks after rain all being apparent)

Unfortunately, through no fault of their own, some supervisors and managers are ignorant of their personal and professional responsibilities regarding workplace health and safety and seek to maintain a "clean sheet" by discouraging members from reporting incidents (including cases of COVID). This ignorance represented a huge body of work for our L&I officers; the safety standard we see and fail to report ultimately defines how seriously people get injured in a workplace.

Our focus in this space remains one of education and prevention.

## **STRATEGIC REVIEW**

During this quarter, the Board undertook a strategic review to guide our direction over the next few years.

It was a thorough process, with key priorities such as bargaining, increasing member engagement, and optimising our delegate network being identified.

I thank all those who participated in the frank, fearless and robust discussions during the review.

## DECRIMINALISATION OF DRUGS IN THE ACT

The Association strenuously opposes the new drug decriminalisation Bill proposed (and likely to pass) for the ACT.

Possession of hard drugs in Canberra will be decriminalised up to certain weight limits:

Substance	Amount
MDMA (ecstasy)	0.5 grams
Amphetamine	2 grams
Cocaine	2 grams
Heroin	2 grams
LSD (acid)	0.002 grams
Methylamphetamine (ice)	2 grams
Psilocybin (mushrooms)	2 grams

We asked how the possession of 15-20 hits of heroin could ever be justified.

We support harm minimisation wherever feasible; however, the evidence is that this move will increase criminal activity. Consider a drug dealer managing a network of pushers in a club, all carrying five hits of ecstasy or heroin. If all the individual pushers were aware of the weight limits, no crime would be committed, and the drugs would remain on the streets.

Other models worldwide have numerous robust drug rehabilitation centres and extensive education practices on the dangers of drug use. Spaces for rehabilitation are already very limited in the ACT, and many people must travel interstate to receive treatment. If the ACT Labor/Greens government is serious about minimising harm, they will invest in infrastructure and education, which are proven to reduce the use of drugs. The maths is simple: fewer drugs consumed = less harm.

By saying that decriminalising the possessions of drugs will protect young community members from poor choices and drug convictions, the ACT Labor/Greens government (and other pro-decriminalisation advocates) is misleading the community.

2022 has been a big year, and it is not over yet. We will be working right through to the next Enterprise Agreement and preparing for our next National Council in March 2023. And as always, our legal team will respond on an as-needed basis to our members' issues.



In solidarity,  
**Alex Caruana**  
AFPA National President





**Police Federation of Australia**

Telephone: +61 6239 8900  
Email: [pfa@pfa.org.au](mailto:pfa@pfa.org.au)  
Mail: Level 1, 21 Murray Crescent, GRIFFITH ACT 2603  
ABN: 31 381 184 778